UNITED STATES COURT OF APPEALS
ELEVENTH CIRCUIT

ELIAS MAKERE, FSA, MAAA	)	No **23-11231-F**
Appellant/Plaintiff	)	
v.	)	
MARTIN FITZPATRICK; CHARLES SCHREIBER; MARK WALKER; USFLND; MICHAEL FRANK; ALLEN WINSOR; HOPE CANNON;	)	LT Case No (USFLND) 4:22-cv-00315
Appellees/Defendants	)	

APPELLANT'S MOTION FOR JUDICIAL NOTICE OF THE EXPANSIVE PUBLIC RECORD SHOWCASING THE LT'S ACTIONABLE & UNCONSTITUTIONAL DISCRIMINATION

Appellant, ELIAS MAKERE, on this 26th day of April 2023, respectfully moves this Honorable Court to take judicial notice of one-thousand and sixty-five (1,065) pertinent items that are public record. They represent the central facts which sparked Appellant's lawsuit (below).

Key Points:

A.) Points LT's unconstitutional racial discrimination;

B.) Grounds supplement appendix; substantiate main issue-on-appeal;

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Electronic Copies

TextBookDiscrimination.com/Files/CA11/23011231_GMOT_20230426_194438.pdf

TextBookDiscrimination.com/Info/Misc/CrookedCourt/JudicialNotice01.html

Background:	Appellant uncovered facts of LT's unconstitutionality
Problem:	LT punished Appellant by ignoring the facts
Request:	This Court officially recognizes all of the facts

Rule 201 | Fed. R. Evid. | Judicial Notice

"(b) KINDS OF FACTS THAT MAY BE JUDICIALLY NOTICED. The court may judicially notice a fact that...

(2) can be accurately and readily determined from sources whose accuracy cannot reasonably be questioned."

Rule 10(e)(2) | Fed. R. App. P. | ...Modification of the Record

"(2) If anything material to either party is omitted from or misstated in the record by error or accident, the omission or misstatement may be corrected and a supplemental record may be certified and forwarded"

Rule 28(j) | Fed. R. App. P. | ...Supplemental Authorities

"If pertinent and significant authorities come to a party's attention after the party's brief has been filed [he] may promptly advise the circuit clerk by letter, with a copy to all other parties, setting forth the citations."

Local Rule 27-1 | 11th Cir. R. | Motions for Procedural Orders...

"[(c)] The clerk is authorized, subject to review by the court, to act for the court on the following unopposed procedural motions...[(6)] to supplement or correct records"

Precedence

- 02-16215 - 11th Cir. (1/30/04)
- 07-12874 - 11th Cir. (2/4/09)

This Circuit usually grants motions for judicial notice

Abbreviations

DOAH	-	Division of Administrative Hearings (FL)
LT	-	Lower Tribunal
USFLMD	-	US District Court, Florida, Middle District
USFLND	-	US District Court, Florida, Northern District

MOTION

I. Background

A. Underlying Federal Action (*Makere v Allstate*)

1. On August 12, 2020, Appellant sued Allstate Insurance Company for employment discrimination (3:20-cv-00905; USFLMD). The action was/is on the bases of race/sex/color/retaliation; and brought under many state & federal statutes. His case evidenced disparate/discriminatory/hostile-treatment that included – but was not limited to:
   a. Unwanted date requests; racist dolls; racist characterizations;
   b. sabotaged work;
   c. disparate pay; denied-work-from-home privileges;
   d. forcing Appellant to pay for a $1,025 actuarial exam fee while never doing the same to other employees; and
   e. much more.
2. The case continues to this day; albeit hampered by unconstitutional (and illegal) conduct of state actors.

B. Preceding Federal Action (*Makere v Early*)

3. On February 16, 2021, Appellant sued Edward Gary Early (a state hearing officer) for constitutional deprivations (4:21-cv-00096; USFLND). The action was brought under federal law. It – like the underlying lawsuit which Mr. Early impeded (ie,

¶1, *supra*) – continues to this day; albeit, hampered by unconstitutional conduct of the above-charged public officials.[1/]

C. Immediate Federal Action (*Makere v Fitzpatrick, et al*)

4. On April 26, 2022, Appellant sued the above-captioned defendants for constitutional violations.[2/] Therein, Appellant levied one *Bivens* count against each of the following federal appellees: Martin Fitzpatrick (1); Mark Walker (1); USFLND (1); Michael Frank (1); Allen Winsor (1); and Hope Cannon (1). Appellant also filed two counts against Charles Schreiber (2); doing so under 42 USC §1983 ('*Ku Klux Klan Act of 1871*') and 42 USC §1985.
    a. Crucially, Appellant's charges against the federal appellees centered around the LT's unconstitutional local rule (ie, Local Rule 5.4(A)(3) USFLND).
5. On-or-around November 21, 2022, the LT dismissed Appellant's case. It also retained jurisdiction; threatening further Court action.
6. On January 30, 2023, the LT docketed two documents that it attributed to Appellant. The first was supposedly a Case Management Report ("CMR"), while the second was supposedly a Certificate of Interested Person ("CIP").
    a. Two papers, importantly, that Appellant had mailed 114 days earlier (on October 4, 2022). A near-four month

delay which further evidenced the unconstitutionality of the LT's local rule.

7. Nevertheless, the LT's self-produced (and forewarned) delay sparked its threatened action. Because ten (10) days later – on February 9, 2023 – the LT's magistrate recommended sanctions. Soon thereafter, the LT adopted his suggestion (see appealed order).

II. **Pertinent Charges**

8. Ultimately, the federal appellees entered into a pre-suit pact to deprive Appellant of Appellant's constitutional rights. Their plan was pockmarked by invidious discrimination on the bases of race & sex. A covenant that they partially effectuated through their unconstitutional local rules.
9. Among other things, those federal appellees committed the following acts:
    a. lying;
    b. ratifying lies;
    c. altering the federal docket;
    d. entering orders without authority;
    e. shunning their duties to disqualify themselves;
    f. **drafting unconstitutional local rules**; and
    g. **enforcing unconstitutional local rules**.

Doing so, importantly, "*under the guise of federal authority*" in order to "*deprive [Appellant] of [Appellant]'s constitutional rights*".

10. Briefly put, Appellant charged Appellees with violating the US Constitution while engaging in **non-judicial acts** (ie, records mutilation; legislative rulemaking). The LT punished Appellant for filing suit; and this appeal commenced.

III. Application to the Matters for Judicial Notice

11. Page 4 of the magistrate's recommended order claimed that Appellant's lawsuit had no reasonable factual basis:

> *"...far-fetched government conspiracy that had no reasonable factual basis"*
>
> - *Magistrate's R&R, 4:22-cv-00315, (2/9/23)*

12. **This is false.**

13. The discriminatory/unconstitutional nature of Local Rule 5.4 is clear. In fact, Appellant outlined its illegitimacy in his complaint (highlights added):

> *"63. As specified before (¶58), USFLND discriminates against different classes of litigants. Local Rule 5.4(A)(3) states that pro se parties must send hard copies of their court papers. That same rule, though, alleviates represented parties from this hardship.*
>
> *64. Not only does the disparity affect time & money, it also affects the efficacy of litigation.*

> *a. Pro se litigants lose multiple days due to the transit times (mailing documents to & from USFLND). Days which they could use for research, evidence collection, writing, and self-representation.*
>
> *65. Moreover, there is no legitimate reason for the disparity. Neither USFLND's rules nor USFLND's website state a compelling government interest in the discrimination."*
>
> - *Complaint, §63; 4:22-cv-00315*

14. Importantly, Appellant performed an **in-depth analysis** of the discriminatory ventures of the federal appellees. In fact, he placed the analysis' results in a *short & plain statement* within his complaint (highlights added):

> *"67. Importantly, the pro se distinction is just a cover for targeting black people (especially black men who litigate civil rights cases).*
>
> *a. Records show that pro se litigants are disproportionately black. Records also show that civil rights litigants are disproportionately black.*
>
> *i. To be precise, statistics show that 84% of Florida's pro se civil rights litigants are black. This value is dramatically high, because government census shows that only 17% of Floridians are black."*
>
> - *Complaint, ¶67; 4:22-cv-00315*

15. The aforementioned in-depth analysis took Appellant a significant amount of time to perform.

a. April 19, 2022 marked the first day of Appellant's analysis into Appellees' discriminatory local rule. Over the next five days, he spent a total of **55.75 hours** analyzing demographics & pro se status (in civil rights disputes).

b. He completed his six-day effort on April 24, 2022. Two days later (ie, 4/26/22) he filed suit (¶4 *supra*).

16. In fact, Appellant presented these results (of the LT's discrimination) directly to the LT (highlights added):

> *"b. USFLND has always known that its rule would have (and has had) a disparate impact on black people.*
>
> > *i. On June 10, 2022, Plaintiff asked Defendants (via email) whether they disputed these statistics. Defendants laid silent.*
> >
> > > *ii. The following month – on July 13, 2022 – asked again. Defendants – again – did not dispute the facts/statistics related to its discriminatory rule."*

– *Complaint, ¶67; 4:22-cv-00315*

17. Plus, Appellant published this analysis (and underlying data) on his website. A process that took **392.50 hours** to complete.

a. The first piece was the **demographics analysis**.

i. Which – between 5/16/22 and 5/29/22 – took Appellant **214.50** hours to finish. It can be found here:

TextBookDiscrimination.com/Analysis/Demographics/DOAH/

b. The second half was the pro se status analysis.

i. Which – between 5/30/22 and 6/12/22 – took Appellant **178 hours** to finish. It can be found here: TextBookDiscrimination.com/Analysis/Demographics/ProSe/

18. Put simply, evidence of Appellee's unconstitutional discrimination has a deep basis in fact.

19. This factual basis is important because it refutes the LT's contention for punishment (¶11, *supra*). For a long time now, courts have held that sanctions are inapplicable when a factual basis [for a complaint] exists (highlights added):

> *"[Appellant] also argues that Rule 11 sanctions were not appropriate because [Appellee] failed to provide the district court with evidence that [Appellant]'s case or pleadings (1) had no reasonable factual basis...*
>
> *...We therefore VACATE the order imposing sanctions and REMAND to the district court for further proceedings consistent with this opinion."*
>
> - *Massengale v Ray, 267 F.3d 1298 (11th Cir. 2001)*

20. Thus, since the LT's order (which is the subject of this appeal) is based on a materially false statement this Court will benefit from seeing the truth.

21. This truth can be found in the attachments. Each one showing the racial characteristic of actual civil rights litigants. Thereby proving:
    a. that Appellant put forth substantial effort to research the factual basis of his complaint; and
    b. Appellant's allegation that the LT's Local Rule discriminates against black people.

IV. **Nature of Relief Sought**

22. Appellant hereby asks this Honorable Court to judicially notice the one-thousand and sixty-five attached public records (**Attachments 0001-1065**) only to the following extent:
    a. It is a fact that these records existed prior to April 29, 2022 (ie, prior to the lawsuit below).
    b. It is a fact that Appellant procured these records prior to April 29, 2022 (ie, prior to filing suit).
    c. It is a fact that 82% of these litigants have been identified as being black.
    d. It is a fact that Appellant tabulated these statistics prior to April 29, 2022 (ie, prior to filing suit).
    e. It is a fact that these racial disparities are probative of Local Rule 5.4's discriminatory impact on black people.

V. **Argument in Support of Taking Judicial Notice**

23. Rule 201(b) Fed. R. Evid. bestows this Court with the power to take judicial notice of "*a fact that is not subject to reasonable dispute*".

    a. Here, in the instant case, no one can reasonably dispute the proffered items. Primarily because they are all public record.

24. In Horne v. Potter, 392 F. App'x 800 (11th Cir. 2010), this Court stated that courts can take judicial notice of items that are **public record** (highlights added):

> *"The district court properly took judicial notice of the documents in [the plaintiff's] first case, which were public records that were "not subject to reasonable dispute" because they were "capable of accurate and ready determination by resort to sources whose accuracy could not reasonably be questioned.""*
>
> - *Horne v Potter, 392 F. App'x 800 (11th Cir. 2010)*

25. Plus, the US Supreme Court ruled that a court can take limited/pertinent judicial notice:

> *"Accordingly, a court may take notice of another court's order only for the limited purpose of recognizing the "judicial act" that the order represents or the subject matter of the litigation.""*
>
> - *United States v Jones, 29 F.3d 1549 (11th Cir. 1994)*

26. In short, these appellate decisions fit Appellant's motion perfectly. As he is only asking for this Court to take recognition of material that is public record.

CONFERRAL

On April 26, 2023, Appellant presented this analysis to Appellees; thereby asking if they had any opposition to this motion.

Appellee Schreiber replied that he did. When asked whether he disputed the statistics/facts, Appellee Schreiber replied that he had nothing more to say. The federal appellees offered a similarly brief note of opposition.

Thus, Appellant believes the foregoing presents a compelling (ie, *pertinent public record*) and important (ie, *support the main issue-on-appeal*) reason for obtaining the requested relief.

CONCLUSION

WHEREFORE, Appellant respectfully asks this Honorable Court to take judicial notice of the one-thousand and sixty-five (1,065) items of public record (attached hereto).

Dated this 26th day of April 2023.

Respectfully submitted,

/s/ Elias Makere
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E: justice.actuarial@gmail.com
W: TextBookDiscrimination.com
Get ***Booked Up*** on Justice!

CERTIFICATE OF COMPLIANCE

I certify that the size and style of type used in this document is Times New Roman 14-point Font (caption) and Courier New 12-point Font (contents); thus complying with the font requirements of Rule 32(a)(5) Fed. R. App. P. Also, I certify that the word count for this document is 1,994 words (Rule 27(d)(2)).

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this 26th day of April 2023, I filed the foregoing with the Clerk of Courts via PACER; which will send a copy to the attached service list.

/s/ Elias Makere

Endnotes:

[1/] in fact, the case has traversed into this Court (twice: 21-11901; 22-13613); where it currently resides.

[2/] notably, Appellant initiated this lawsuit in state court (Florida; Duval County; 2022-CA-2333).

An electronic copy of this file can be found here (text-searchable):
TextBookDiscrimination.com/Files/CA11/23011231_GMOT_20230426_194438.pdf

Link to Complaint (HTML, PDF) | *Makere v Fitzpatrick, et al*
HTML: TextBookDiscrimination.com/Info/Misc/CrookedCourt/Complaint
PDF: TextBookDiscrimination.com/Files/USFLMD/22000734_AAC_20220729_234622.pdf

Link to Underlying Coverup (HTML, PDF, Video) | *Makere v Early*

HTML	TextBookDiscrimination.com/Info/Misc/ALJPerjury/Complaint-Amended.html
PDF	TextBookDiscrimination.com/Files/USFLND/21000096_AAC_20211231_123954.pdf
Video	https://youtu.be/_RaJXFfXOCE

Link to Originating Case (HTML, PDF, Video) | *Makere v Allstate*

HTML	TextBookDiscrimination.com/Allstate/Complaint-Full.html
PDF	TextBookDiscrimination.com/Files/USFLMD/20000905_AAC_20211104_230439.pdf
Video	https://youtu.be/e3mgBPHesXg

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CIP

United States Court of Appeals
Eleventh Circuit

23-11231-F
Makere v Fitzpatrick, et al

{unchanged}

UNITED STATES COURT OF APPEALS
ELEVENTH CIRCUIT

Makere v Fitzpatrick et al, 23-11231

CERTIFICATE OF INTERESTED PERSONS AND CORPORATE DISCLOSURE STATEMENT

Lower Tribunal:

Bolitho, Zachary	Magistrate
Winsor, Allen	District Judge

Non-Parties:

Early, Hon. E. Gary (ALJ)

Parties:

Cannon, Hon. Hope	Appellee
Fitzpatrick, Hon. Martin	Appellee
Frank, Hon. Michael	Appellee
Schreiber, Charles JF (Jr.)	Appellee
Walker, Hon. Mark	Appellee
Winsor, Hon. Allen	Appellee
USFLND	Appellee
Makere, Elias (FSA, MAAA)	Appellant

Appellant is not a subsidiary/affiliate of a publicly owned corporation. Pursuant to Rule 26.1-2 11th Cir. R., Appellant does not know of any other entities that have interest in this case. Appellant hereby certifies that this CIP is complete.

ATTACHMENT 0001

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 79-001977

DATE ENTERED: 2/27/1980

RACE: black

LINK: doah.state.fl.us/ROS/1979/79001977.PDF

PAGE(S): 2

placed in his mersonnel file by city employees without prior discussion With him, a procedure which was not followed with white employees.

Respondent answered the Petition, denying the material allegations thereof, and alleging that Petitioner's termination of employment resulted from his failure to furnish Respondent with an emergency telephone number in accordance with city policy, habitual tardiness, and absence from work. Respondent further asserts that Petitioner's termination was in no way racially motivated.

In accordance with the provisions of Section 120.57(1)(b)(3), Florida Statutes, the Florida Commission on Human Relations requested that a Hearing Officer from the Division of Administrative Hearings be assigned to conduct the hearing in this cause. Thereafter, the Executive Director of the Florida Corirnission on Human Relations ("Intervenor") filed a Motion to Intervene pursuant to the provisions of Rule 9D-8.13, Florida Administrative Code, which petition was granted. Final hearing in this cause was scheduled for January 18, 1980, by Notice of llearinc: dated November 7, 1979.

At the final hearing, Petitioner testified in his own behalf and called Valerie C. Smith as an additional witness. Petitioner offered Petitioner's Exhibits Nos. 1 through 14, inclusive, each of which was received into evidence. Respondent called Willie Lee Rogers, Walter Otto, John C. Depp, Leo Feula, and Theresa De Rosa as its witnesses. Respondent offered no exhibits.

FINDINGS OF FACT

1. Petitioner, a black male, was hired on May 17, 1978, by Respondent as a Maintenance Worker I, and was assigned to the water and sewer section of Respondent's utility department. In accordance with Respondent's personnel rules, Petitioner was required to serve a probationary period of six months, the purpose of which was "[t]o provide [Petitioner] with an opportunity to demonstrate basic qualifications and a desire to perform the duties as assigned . . . , and [t]o provide [Respondent] with an opportunity to observe [Petitioner], his work habits and attitude."

2. Under Respondent's personnel rules, "probationary employees" are not afforded many of the protections enjoyed -- by "regular employees" who have completed their probationary employment period. For example, vacation days and sick leave days are not accrued during an employee's probationary period, nor are probationary employees entitled to reimbursement for time off taken due to illness during the probationary period. Whereas "regular employees" are entitled to leaves of absence without pay for a period not to exceed one year for sickness, disability, pregnancy or , . . other good and sufficient reasons which are considered to be in the best interests of (Respondent] . . .", no such privileges are enjoyed by "probationary employees". In addition, although Respondent's personnel rules allow for dismissal of any employee for cause, dismissals of "regular employees" may not take effect until at least ten days from the date a written statement of the reasons for dismissal is subpitted to the employee and his department head. Finally, one of the grounds for dismissal "for cause" for any city employee is " . . . failure to maintain a satisfactory attendance record or properly report absence due to illness, emergency, or other reason".

3. At the time of his initial employment, Petitioner completed and filed with Respondent an "Application for Employment" form and a form entitled "Required Personnel Information, both of which provided telephone numbers at which Petitioner could be contacted in case of emergency.

ATTACHMENT 0002

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 79-002169

DATE ENTERED: 6/5/1980

RACE: Black

LINK: doah.state.fl.us/ROS/1979/79002169.PDF

PAGE(S): 2

The company established that Petitioner was found sleeping on duty after receiving a prior warning that further neglect of duty would be grounds for his discharge. Such conduct by Petitioner constituted neglect of duty and provided a legitimate, nondiscriminatory reason for his discharge.

Petitioner failed to prove, by statistical or comparative evidence, that this stated reason for his discharge was a pretext, or mask for a discriminatory motive.

Since Petitioner did not show that he was discharged because of his race or color, the Company's action did not constitute an unlawful employment practice in violation of the Human Rights Act of 1977. [Section 23.167(1), Florida Statutes]

Recommendation:

That the Petition for Relief filed by Petitioner, and supported by Intervenor, be DISMISSED.

Background:

On October 11, 1978, Petitioner, a black male, filed with the Florida Commission on Human Relations (hereinafter "Commission"), a discrimination complaint charging Respondent, International Paper Company (hereinafter "Company"), with unlawfully discharging him from his employment because of his race or color.

On June 6, 1979, after investigating the charges, the Commission entered a "Determination" that there was reasonable cause to believe that an unlawful employment practice had occurred. On August 15, 1979, after unsuccessful efforts to conciliate Petitioner's complaint, Petitioner filed a Petition for Relief from the Company's alleged unlawful employment practice.

On October 25, 1979, the Commission forwarded the Petition for Relief to the Division of Administrative Hearings for assignment of a Hearing Officer and the conducting of a Section 120.57(1), Florida Statute (1979), hearing. The Commission's subsequent Motion to Intervene in the proceedings was granted.

On November 28, 1979, the Company filed a Motion to Dismiss the Petition for Relief on several grounds. The motion was denied. The Company also filed its Answer to the Petition, denying that it had engaged in the alleged unlawful employment practice.

On February 27, 1980, Petitioner filed a Motion for Summary Judgment, which was denied.

By Notice of Hearing, dated November 9, 1979, final hearing was set for February 4, 1980. The Petitioner's subsequent motion to continue the hearing was granted and hearing was reset for March 5, 1980. On March 4, 1980, the Company moved to continue the hearing, which motion was granted and final hearing was rescheduled for April 8, 1980.

ATTACHMENT 0003

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 79-002190

DATE ENTERED: 6/25/1980

RACE: black

LINK: doah.state.fl.us/ROS/1979/79002190.PDF

PAGE(S): 2

on the basis of racial discrimination. The respondents contend that the persons appointed to these two positions were better qualified than the petitioner.

The undersigned permitted the parties to present evidence concerning acts and other administrative appointments within the Martin County school system which occurred both before and after the effective date of the Human Rights Act. Such evidence has been considered insofar as it is corroborative of a pattern of conduct, course of action or otherwise either evidences or fails to evidence intent to engage in racial discrimination on the part of the respondents. During the hearing, the petitioner and the intervenor offered into evidence the "Determination: Cause" signed by the intervenor's Executive Director. The respondent objected. The respondent having stipulated to the jurisdiction of the Florida Commission on Human Relations and the undersigned finding no other probative value to be assigned to this document, the objection was sustained. After the hearing was closed, the petitioner moved to introduce certain exhibits into evidence. The respondent objected. Based upon the hearsay nature of such documents as well as the remoteness in time of the events contained therein, the respondents' objection is sustained.

The parties have submitted written closing statements, as well as proposed recommended orders. These documents have been carefully considered by the undersigned. To the extent that the proposed findings of fact are not included in this Recommended Order, they are rejected as being either unsupported by competent, substantial evidence, irrelevant and immaterial to to the issues for determination or as conclusions of law as opposed to findings of fact.

FINDINGS OF FACT

Upon consideration of the oral and documentary evidence adduced at the hearing, the following relevant facts are found:

1. The petitioner Marion L. Hurst, a black male, has been employed with the Martin County school system since 1969. He presently holds an M.S. degree in Educational Administration and a Rank II certification in administration. Petitioner lacks two hours of graduate courses to add the subject of supervision to his certification. For the past nine years, in addition to teaching social studies classes, petitioner has held the position of team leader at Stuart Middle School, being responsible for the seventh grade reading, language arts and social studies programs. This involves approximately 350 students, six teachers and one or more teacher aides. The duties of a team leader include the scheduling and "levelling" of students, scheduling special assignments to teachers within the team, coordinating information and activities from the administration to the teachers, and weekly meetings with the school administrators.

2. The petitioner adduced evidence that his teacher evaluations during his tenure at Stuart Middle School had been good to excellent overall. In contrast, the respondent presented evidence from several of his coworkers that petitioner occasionally has communication problems with the members of his team, receives complaints from the parents of his students regarding excess paperwork by the students as opposed to teaching by petitioner, and grammatical and spelling errors on petitioner's blackboard. While it is the team leader's responsibility to schedule students, petitioner has for the past several years utilized the reading teacher, Ms. Askeland, to perform that task.

3. The petitioner has applied for many administrative positions in the school system. In April of 1977, petitioner, along with several other persons,

ATTACHMENT 0004

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 79-002198

DATE ENTERED: 2/28/1980

RACE: black

LINK: doah.state.fl.us/ROS/1979/79002198.PDF

PAGE(S): 1,4

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MARY E. HARGIS, Petitioner, vs. LEON COUNTY SCHOOL BOARD, Respondent, and NORMAN A. JACKSON, EXECUTIVE DIRECTOR, FLORIDA COMMISSION ON HUMAN RELATIONS, Intervenor.	)	CASE NO. 79-2198

RECOMMENDED ORDER

A hearing was held in the above captioned matter, after due notice, at Tallahassee, Florida, on January 30, 1980, before Thomas C. Oldham, Hearing Officer.

APPEARANCES

For Petitioner: Ralph Armstead, Esquire
Legal Services of North Florida, Inc.
822 North Monroe Street
Tallahassee, Florida 32303

For Respondent: Charles A. Johnson, Esquire
Leon County School Board
2757 West Pensacola Street
Tallahassee, Florida 32304

For Intervenor: Aurelio Durana, Esquire
Assistant General Counsel
Florida Commission on Human Relations
2562 Executive Center Circle, East
Montgomery Building, Suite 100
Tallahassee, Florida 32301

This proceeding commenced with a complaint filed by Petitioner Mary E. Hargis with the Florida Commission on Human Relations on October 16, 1978, alleging that she was denied a position at Fairview Middle School, Tallahassee, Florida, on September 12, 1978, due to discrimination against her because of her race. The matter was investigated by the Florida Commission on Human Relations pursuant to the requirements of the Human Rights Act of 1977, Chapter 13, Florida Statutes, Part II (now Chapter 23, F.S., Part IX). On August 31, 1979, the Intervenor, Norman A. Jackson, Executive Director of the Commission, issued

the Director of School Food Service who performs the hiring functions normally handled by a school principal. (Testimony of Beaudoin, Nims, Linton, Stipulation, Petitioner's Exhibits 2, 4, Respondent's Exhibits 2, 4-6, 8)

6. The Food Service Manager at Fairview Middle School, Mrs. Linton, was under the impression that Mrs. Barfield had been appointed to the 5 1/2 hours position on a permanent basis in January 1978, and was unaware that the position vacancy had been advertised in September 1978. She assumed that Barfield would retain the position because she had occupied it at the end of the 1977-78 school year. In fact, her appointment was recommended by Mrs. Beaudoin on a "personnel Appointment" form, dated August 3, 1978, to be effective on September 5, 1978. The form reflected that the recommendation was approved by Respondent's officials and the school board. (Testimony of Linton, Respondent's Exhibit 2)

7. On or about September 6, 1978, Petitioner saw the Job Opportunity Bulletin posted in Respondent's administration building. She then went to the office of the Director, School Food Service, and inquired concerning the advertised position. An employee at that office informed her that the job had already been filled. Although none of the employees then at that office could later recall that Petitioner had made such inquiry, Petitioner's testimony is deemed credible in this regard.

8. Petitioner then complained to the Fairview Middle School Principal on or about September 11 concerning the matter and he told her that he would look to her complaint. He ascertained from Mrs. Linton the following day that she had not offered the job to Petitioner because Petitioner had previously declined the position in 1977. The principal informed Petitioner that if she was not satisfied with the situation, she could check with the Director of School Food Service. Petitioner did not pursue the matter with that official, but did later ask Mrs. Linton about the matter and she confirmed that Mrs. Barfield would retain the position because she had worked in it the prior year. Petitioner thereafter filed the complaint with the Human Relations Commission. (Testimony of Petitioner, Nims, Linton, Beaudoin, Revell, Garrison, Lewis, Petitioner's Exhibit 5)

9. At no time did either Petitioner or Mrs. Barfield file a written application for the position of "Food Service Worker - 5 1/2 hours." Both employees had received about average evaluations in the spring of 1978. Petitioner has been employed as a food service worker for Respondent for a longer period than Mrs. Barfield. Petitioner also is the only black food service worker at Fairview Middle School. (Testimony of Nims, Petitioner's Exhibit 1, Respondent's Exhibits 3-4)

ATTACHMENT 0005

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 79-002265

DATE ENTERED: 8/22/1980

RACE: black

LINK: doah.state.fl.us/ROS/1979/79002265.PDF

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

LEONA SANDERS, Petitioner, vs. G & B PRODUCTS/BATES FILE COMPANY, Respondent, vs. NORMAN A. JACKSON, Executive Director, Florida Commission on Human Relations, Intervenor.	)	CASE NO. 79-2265 (FCHR NO. 26-79)

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer James E. Bradwell, held a public hearing in this case on May 9, 1980, in Punta Gorda, Florida. Following the close of the hearing, the parties were afforded leave to submit proposed findings to the undersigned. The parties submitted Proposed Findings of Fact and Memoranda, the last of which were received on July 3, 1980, and were considered by me in preparation of this Recommended Order.

APPEARANCES

For Petitioner: Morris W. Milton, Esquire
Post Office Box 13517
St. Petersburg, Florida 33733

For Respondent: Robert Jackson McGill, Esquire
245 North Tamiami Trail, Suite A
Venice, Florida 33595

For Intervenor: Aurelio Durana, Esquire
Florida Commission on Human Relations
2562 Executive Center Circe East
Montgomery Building, Suite 100
Tallahassee, Florida 32301

ISSUE

The issue posed for decision herein is whether or not the Respondent, G & B Products/Bates File Company, unlawfully discriminated against Petitioner, Leona Sanders, a black female, in violation of Title VII of the Civil Rights Act of

ATTACHMENT 0006

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 80-000154

DATE ENTERED: 7/22/1980

RACE: black

LINK: doah.state.fl.us/ROS/1980/80000154.PDF

PAGE(S): 2

Final hearing in this cause was scheduled for June 4, 1980 by Amended Notice of Hearing dated May 27, 1980.

At final hearing, Petitioner testified in his own behalf and called his wife, Laura Miller, as his only other witness. Petitioner offered no exhibits for introduction into the record in this proceeding. Respondent called William Klug as its witness, and offered Respondent's Exhibits 1 through 13, inclusive, each of which was received into evidence.

FINDINGS OF FACT

1. Petitioner is a black male who, on July 3, 1978, applied for employment at Respondent's West Palm Beach, Florida terminal. On that date, Petitioner completed a "Job Seeker Form" and an Application for Employment. In these documents, Petitioner requested employment by Respondent as a "city driver" or as a dock worker. Petitioner did not indicate that he sought employment as a "road driver".

2. The "Job Seeker Form" utilized by Respondent is a form which Respondent is required to use in its hiring process by the terms of a consent decree entered by the United States District Court for the Northern District of Ohio. This form is used to provide basic information about a job applicant. By use of this device, job applicants having a current Job Seeker Form on file with one of Respondent's local terminal offices can be contacted when a position for which employment is sought becomes available. By the terms of the aforementioned consent decree, and by the terms of the form itself, the Job Seeker Form is valid for either 15 or 42 days, depending upon the position sought, and may be renewed indefinitely either in person or by mail. In Petitioner's case, the Job Seeker Form was valid for a period of 15 days by virtue of his application for employment as either a "city driver" or "dock worker". Petitioner's Job Seeker Form was renewed on at least five occasions, the last occasion occurring on September 8, 1978. Thus, by its terms, Petitioner's Job Seeker Form expired 15 days after the last renewal date on September 8, 1978.

3. In accordance with Respondent's company policy, Petitioner was required to obtain a physical examination, back X-ray and polygraph test at his own expense prior to being considered for employment.

4. Respondent requested that Petitioner report for work to its West Palm Beach facility as a "casual" dock worker on August 12, 1978. Petitioner worked on that date, and received a total of $39.88 in wages. After August 12, 1978, Petitioner never again worked for Respondent, and when he inquired about additional work, was informed that work was "slow", and that he would be contacted when additional work was available.

5. It appears from the record in this proceeding that Respondent utilizes job applicants whose "Job Seeker Forms" are on file as "casual" workers until such time as a full-time position becomes available. As indicated above, Petitioner was used as such a "casual" worker on August 12, 1978.

6. Respondent admits that it employs no black full-time employees and only one black part-time employee at its West Palm Beach facility. However, this record reveals that there were no full-time job openings available as either a "city driver" or "dock worker" at Respondent's West Palm Beach terminal during the period in which Petitioner's "Job Seeker Form" was properly on file with Respondent. In fact, no full-time employees were hired at Respondent's West

ATTACHMENT 0007

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 80-000737

DATE ENTERED: 1/8/1981

RACE: black

LINK: doah.state.fl.us/ROS/1980/80000737.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

DANNY MICHAEL SHIPP, Petitioner, and FLORIDA COMMISSION ON HUMAN RELATIONS, Intervenor/Petitioner, vs. KAISER ALUMINUM AND CHEMICAL CORPORATION, Respondent.	)	CASE NO. 80-737

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its designated Hearing Officer, Michael Pearce Dodson, held a final hearing in this case on July 16, 1980, in Jacksonville, Florida. The following appearances were entered:

APPEARANCES

For Petitioner: W. Benjamin Kyle, Esquire
1248 West Edgewood Avenue
Jacksonville, Florida 32208

For Intervenor/ Petitioner: Marva A. Davis, Esquire
Assistant General Counsel
Florida Commission on Human Relations
2562 Executive Center Circle East
Tallahassee, Florida 32301

For Respondent: Robert J. Allen, Jr., Esquire
Chief Labor Counsel
Kaiser Aluminum and Chemical Corporation
300 Lakeside Drive
Oakland, California 94643

These proceedings began on April 11, 1979, when Petitioner Danny Michael Shipp filed a complaint of discrimination with the Florida Commission on Human Relations (Commission). His complaint alleged that Kaiser Aluminum and Chemical Corporation (Kaiser) discriminated against him on account of his race. A determination of reasonable cause was made on February 18, 1980. Conciliation between the parties did not result in agreement; therefore, on March 10, 1980, a Notice of Failure of Conciliation was sent to the parties. Thereafter, Mr. Shipp filed his Petition for Relief on April 8, 1980. The case was forwarded to

ATTACHMENT 0008

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 80-001053

DATE ENTERED: 10/1/1980

RACE: black

LINK: doah.state.fl.us/ROS/1980/80001053.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

WOODROW SAMUEL and THE FLORIDA COMMISSION ON HUMAN RELATIONS,	)	
Petitioner,	)	
vs.	)	CASE NO. 80-1053
AL PACKER FORD, INC.,	)	
Respondent.	)	

RECOMMENDED ORDER

Pursuant to notice an administrative hearing was held before Delphene C. Strickland, Hearing Officer of the Division of Administrative Hearings, on July 1, 1980 in Room 341-A, Palm Beach County Courthouse in West Palm Beach, Florida beginning at 9:00 a.m.

APPEARANCES

For Petitioner: Franklin G. Callas, Esquire
(for Woodrow Samuel)
125 Worth Avenue, Suite 308
Palm Beach, Florida 33480

For Respondent: Thomas E. Kingcade, Esquire
Post Office Box 2755
Palm Beach, Florida 33480

No appearance for the Florida Commission on Human Relations.

ISSUE

Whether Respondent Al Packer Ford, Inc. terminated the employment of Petitioner Woodrow Samuel on the basis of race, which is an unlawful employment practice pursuant to Section 23.167 (1)(a), Florida Statutes.

STATEMENT OF THE CASE

The Petitioner, Woodrow Samuel, filed a Charge of Discrimination alleging that the Respondent, Al Packer Ford, Inc. discriminated against the Petitioner on the basis of race (Negro) in violation of Title VII of the Civil Rights Act of 1964 as Amended. Pursuant to Section 706(c) of the Civil Rights Act the United States Equal Employment Opportunity Commission deferred the charge to the Florida Commission on Human Relations, which accepted jurisdiction pursuant to the Human Rights Act of 1977, as Amended. The Charge filed on or about October 25, 1978, alleged that the Respondent racially discriminated against the Petitioner by unlawfully terminating his employment on August 8, 1978. An investigation was conducted by the Florida Commission on Human Relations which filed a determination on February 21, 1980, stating that there was reasonable

ATTACHMENT 0009

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 80-001282

DATE ENTERED: 10/10/1980

RACE: black

LINK: doah.state.fl.us/ROS/1980/80001282.PDF

PAGE(S): 2

Background:

On November 27, 1978, Petitioner Michael C. Boykin ("BOYKIN") filed with the Florida Commission on Human Relations a complaint of unlawful discrimination against Respondent H. L. Westberry Paving and Trucking Company ("COMPANY"). The gravamen of BOYKIN'S complaint was that he was subjected to an unlawful condition of employment by virtue of the COMPANY'S maintenance of racially segregated restroom facilities.

After investigation, the Commission on Human Relations issued its determination that there was reasonable cause to believe that the COMPANY had engaged in an unlawful employment practice, as alleged, in violation of the Human Rights Act, Sections 23.161, et seq., Florida Statutes. After an unsuccessful effort to effect voluntary conciliation of the dispute, the Commission issued a Notice of Failure of Conciliation on June 11, 1980. Within the requisite 30-day period thereafter, BOYKIN filed a Petition for Relief from the alleged unlawful employment practice.

Notwithstanding the COMPANY'S failure to file any pleading responding to BOYKIN'S Petition for Relief, or request a hearing thereon, the Commission forwarded it to the Division of Administrative Hearings on July 10, 1980, for the assignment of a hearing officer. By Notice of Hearing, final hearing was thereafter set for September 26, 1980.

At final hearing, counsel for the COMPANY represented that on September 25, 1980, he received a telephone call from an unidentified employee of the Commission purporting to cancel the hearing scheduled for September 26, 1980. As a result, he asserted his witness was not present at final hearing; he then proffered that, if present, his witness could testify that signs indicating "Colored" and "White" were not now affixed to the doors of the separate restrooms located on the COMPANY'S premises. In order to avoid continuing the hearing, the parties agreed that the undersigned hearing officer should determine whether or not the described signs were present by conducting a viewing of the COMPANY'S premises. In light of this viewing, the COMPANY declined to request a continuance, and indicted that it wished to present no further evidence.

The COMPANY also moved to dismiss the Petition for Relief, claiming that the Commission lacked jurisdiction based on: (1) federal preemption of the area by Title VII of the Civil Rights Act of 1964, and (2) failure of the Commission to complete its proceeding within 120 days from the Federal Equal Employment Opportunity Commission's deferral of this matter to the Florida Commission on Human Relations. Respondent's Exhibit 1 was offered, and received in support of the motion, after which the motion was denied. The only witness who testified at final hearing was BOYKIN. No other exhibits were offered by either party. The Florida Commission on Human Relations was not represented at final hearing; BOYKIN represented himself, in proper person, and without assistance by the Commission.

FINDINGS OF FACT

1. At all times material hereto, the COMPANY operated a business establishment located at Pompano Beach, Florida. BOYKIN a black male, was employed by the COMPANY during a one-week period in 1978. During BOYKIN'S employment, the COMPANY maintained separate restroom facilities, segregated on the basis of race. (Testimony of Boykin.)

ATTACHMENT 0010

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 80-001283

DATE ENTERED: 10/17/1980

RACE: black

LINK: doah.state.fl.us/ROS/1980/80001283.PDF

PAGE(S): 3

FINDINGS OF FACT

1. The Petitioner is a black woman. From January, 1978, until May 5, 1979, the Petitioner was employed as a clerk/typist by the Respondent. The Petitioner applied for employment with the Respondent during January, 1978. The positions she applied for were, in order of preference, Deputy Sheriff, Custody Officer, and clerk/typist. At the time of her application, the Petitioner was not a citizen of the United States, and she was therefore not eligible for either of the first two positions. She received minimally passing scores on the typing test (after one failure) and on the spelling test; she was hired as a clerk/typist. She was placed on the night shift at the vice squad (now called the Organized Crime Bureau). Initially, the Petitioner worked a portion of the day shift so that she could become familiar with the responsibilities of the position through exposure to other clerks in the Bureau who performed the same functions during other shifts. The Petitioner's responsibilities were to type or transcribe the vice officers' reports from tape recordings, to answer the telephone and take messages where appropriate, and to relay messages to agents in the field by radio. It was necessary for the Petitioner to become familiar with police language, to get used to the peculiarities of the agents' taping of reports, and to learn to use the radio, including the "10-code." The duties were not such, however, as to require prolonged training, and the Petitioner was adequately oriented into the job. The Petitioner's performance at this job was inadequate. Her typing and spelling were very poor, and she misunderstood or mistranscribed portions of the tapes frequently. Often her work needed to be redone or completed by the clerks who worked the day shifts. Mistakes of this sort are common in a position such as that the Petitioner hold during a training period, but the Petitioner's performance did not improve. Her first evaluation was completed on February 22, 1978. On a point system which has fifty-nine possible points, the Petitioner was given a total rating score of 12, which is a "conditional" rating. The evaluation included the following summary of her performance:

> Miss Voce has a great deal of trouble with typing and spelling. She has not grasped the procedures or the complexities of the vice and narcotic office work. Perhaps she would have more ability in some other division where there is not so much typing. In Vice-Intelligence Division she is required to type reports, search warrants and state-ments, keep files up to date, answer phones, dispatch on the radio and many other tasks. She is willing to do what she is told, but

ATTACHMENT 0011

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 81-000085

DATE ENTERED: 8/26/1981

RACE: black

LINK: doah.state.fl.us/ROS/1981/81000085.PDF

PAGE(S): 2

Petitioner seeks to be hired by DOE in a comparable Educational Consultant II position at a salary commensurate with what he would be receiving had he been hired in October, 1979. He further seeks damages of $1,500 for humiliation and distress and attorneys fees and costs amounting to $5,214.90.

The parties submitted proposed findings of fact and conclusions of law. To the extent these proposed findings have not been adopted or otherwise incorporated herein, they have been rejected as irrelevant or not supported by the record.

FINDINGS OF FACT

1. Petitioner is a black male. On August 2, 1979, he applied for an Educational Consultant II position in the Migrant Education Section of DOE. He filed his application with the DOE Personnel Office, where it was determined that he met the training and experience requirements of the position.

2. Petitioner's application was then forwarded to Dr. James Scruggs, Supervisor of the Program Support Subsection, Bureau of Compensatory Education, where the position was located. Dr. Scruggs selected Petitioner as one of 17 applicants to be interviewed, and ultimately ranked him fifth in order of hiring preference after four female applicants. For various reasons, each of the first four applicants. For various reasons, each of the first four applicants was rejected within the Bureau or determined to be unavailable.

3. Dr. Scruggs then recommended hiring Petitioner to his supervisor, Mr. Waters, who concurred and forwarded the recommendation to the Director, Division of Public Schools. The application was reviewed by the Administrative Assistant to the Division Director who returned it to Dr. Scruggs for additional information regarding Petitioner's experience.

4. In response to Dr. Scrugg's request for this additional information, Petitioner prepared a letter dated September 24, 1979, summarizing his educational experience, which Dr. Scruggs forwarded to the Division Director's office. The application was then reviewed by Mr. Ferrell, the Division Director. By memo of October 4, 1979, Mr. Ferrell rejected the recommendation that Mr. Norman had the five years experience the position required.

5. Mr. Ferrell further stated in his memo that he would reject the application even if Mr. Norman met the minimum requirements 1/ for the following reasons:

> 1. Nothing in Petitioner's training or job record specifically related to evaluation of educational programs.
> 2. Other candidates possessed superior qualifications.
> 3. Priority should be given to women in making a subsequent recommendation, since only 18 percent of staff positions in the section would be filled by women if the Norman appointment were made. 2/

6. In analyzing Mr. Norman's work experience, Mr. Ferrell determined that Mr. Norman had only four years and seven months applicable experience although Mr. Norman claimed over seven years experience. Mr. Ferrell reached this conclusion on the basis of personal judgment rather than objective standards.

ATTACHMENT 0012

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 81-003176

DATE ENTERED: 3/31/1982

RACE: black

LINK: doah.state.fl.us/ROS/1981/81003176.PDF

PAGE(S): 3

FINDINGS OF FACT

1. Petitioner Sterling who is Black, was employed by the Respondent in March, 1975, in the position of stocker, at a rate of pay of $4.30 per hour. He had taken this job after being employed in the retail grocery business in the State of Texas for Buddies Super Market. He had worked for seven (7) years for the Texas grocery chain and at the end of his tenure with that organization, filled the position of store manager.

2. Sterling's initial job with Albertson's was in Respondent's Store No. 4304 in Altamonte Springs, Florida. He continued his employment in that position until July, 1975, when he was promoted to the position of assistant grocery manager. (The position, assistant grocery manager, is the initial step in management level employment positions and these individuals and other managers share in any success of the retail enterprise by bonus awards. In a retail grocery store in the Respondent's chain, a person in Petitioner Sterling's position would be promoted from assistant grocery manager to grocery manager to unit director, also known as store manager, if that employee were to follow the normal management promotion cycle. In addition to the position of stocker, there are certain other non-management positions such as grocery clerk; and grocery, deli, bakery, produce and front-end department heads who are employed within an Albertson's grocery store. There are also an assistant drug manager and drug manager who are part of the management team in an Albertson's retail outlet who deal with merchandising other than grocery items.)

3. After Petitioner Sterling had worked for a period of several months in the position of assistant grocery manager in the Altamonte Springs store, a decision was reached by officials within Albertson's to move Sterling to a new store that was being opened in the Orlando, Florida, area at Colonial Boulevard, Respondent's Store No. 4310. This decision was reached based upon the condition of the store in which Sterling had been serving as assistant grocery manager and specifically on the belief that his performance vis-a-vis the condition of that store was not in keeping with acceptable standards for performance on the part of management employees.

4. Sterling was transferred to the new store in an effort to rectify his performance. After being involved in the process of opening a new store, shortly after the new store was opened the Respondent was terminated from his employment with Albertson's, based upon his job performance which was felt to be unacceptable. There was no indication in the course of the hearing that the lateral transfer from Altamonte Springs to Colonial Boulevard and the subsequent termination followed any series of written or oral reprimands. The termination occurred sometime in late October or early November, 1975.

5. Approximately two weeks after his termination Sterling was rehired and began working as a grocery clerk in Respondent's store in Winter Park, Florida. The terms of his reemployment included an indication on the part of Albertson's that Sterling's opportunity for advancement into management position would be inhibited, based upon Sterling's past performance as assistant grocery manager with Respondent.

6. Sterling worked several months in the Winter Park store and then moved to Jacksonville, Florida, and was employed in Albertson's Store No. 4307 at Merrill Road and Townsend Boulevard in Jacksonville, Duval County, Florida.

ATTACHMENT 0013

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 82-000478

DATE ENTERED: 6/10/1983

RACE: black

LINK: doah.state.fl.us/ROS/1982/82000478.PDF

PAGE(S): 4

15. Industrial Relations' Manager Patrick related that had the results of Petitioner's background investigation only revealed the disorderly conduct charge in Kentucky, Petitioner would still have been in Respondent's employ. The decision to terminate Petitioner was promoted by his guilty plea to a felony charge.

16. Industrial Relations' Manager Patrick made a conscious effort to increase the number of minority employees with the Respondent. As example, during the month of April, 1978, Respondent's minority employees amounted to less than 1 percent of its total complement of employees, and during the course of the hearing, the complement of minority employees approximates 12 percent of the Respondent's total work force. Further, the number of minority employees shows a steady increase since the Respondent was awarded the subject contract with NASA in 1978.

17. Richard G. Fritz, an associate professor who has earned a doctorate degree in economics, was received as an expert in statistics in this proceeding. 2/

18. Following a review of the "cause determination" introduced herein by the Intervenor, Dr. Fritz rendered his expert opinion that that determination was informational but not relevant herein, inasmuch as the reference groups were too small to be statistically accurate.

19. Dr. Fritz reviewed several samples to determine a 50 percent accuracy rate and statistically determined that a sample size would need to number at least 102.18 in order to be valid.

CONCLUSIONS OF LAW

20. The Division of Administrative Hearings has jurisdiction over the subject matter and the parties to this action. Section 120.57(1), Florida Statutes.

21. The parties were duly noticed pursuant to the notice provisions of Chapter 120, Florida Statutes.

22. The authority of the Intervenor is derived from Chapter 23, Florida Statutes, and Rule Chapter 9D-8, Florida Administrative Code.

23. Petitioner is a black person and therefore is a person within the meaning of Section 23.162(5), Florida Statutes.

24. Petitioner is an individual within the scope of Section 23.167(1)(b), Florida Statutes.

25. Respondent is an employer within the meaning of Section 23.162(6), Florida Statutes.

26. The complaint and petition were timely filed pursuant to Section 23.167(10), Florida Statutes, and Rules 22T-9.01, 22T-9.08, and 22T-8.04, Florida Administrative Code.

27. Respondent is charged with violating Section 23.167, Florida Statutes, which provides in pertinent part:

ATTACHMENT 0014

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 82-000546

DATE ENTERED: 9/15/1982

RACE: black

LINK: doah.state.fl.us/ROS/1982/82000546.PDF

PAGE(S): 2

Respondent. For convenience, this Robert Alexander, Jr., will be referred to as the older Robert Alexander. The Robert Alexander, Jr., who appeared as the Respondent's representative at the hearing is currently the Respondent's president and is the son of the older Robert Alexander. He will be referred to as the younger Robert Alexander.

Petitioner's Exhibits 1 and 2 and Respondent's Exhibits 1, 2, 6 through 9, and 11 through 13 were offered into evidence and received. Respondent's Exhibits 3, 4, 5, and 10 were offered into evidence and rejected.

The parties were offered an opportunity to present post-hearing legal memoranda. Petitioner has submitted proposed findings of fact and conclusions of law. The proposed findings and conclusions have been adopted only to the extent that they are explicitly set out in the Findings of Fact and Conclusions of Law which follow. They have been otherwise rejected as not supported by the evidence, contrary to the evidence, irrelevant to the issues, or legally erroneous. There were conflicts in the testimony offered by the Petitioner and witnesses who testified on behalf of Respondent. In resolving these conflicts, due regard has been given to the extent to which the witnesses' testimony is supported by other evidence and the demeanor of the witnesses at the hearing.

ISSUES

The issues in this proceeding are whether the Respondent discriminated against the Petitioner on account of his race and, if so, what relief Petitioner should receive.

FINDINGS OF FACT

1. The Petitioner is a black male. He worked for the Respondent, Alexander Cabinet Company, for most of the eighteen years prior to May 7, 1979. At various times during that period, he was otherwise employed. He had worked continuously for the Respondent for approximately two years prior to May 7, 1979.

2. The Respondent is in the business of constructing kitchen cabinets. The Respondent was incorporated in 1966. In its prior business form, the Respondent commenced doing business in 1947.

3. Petitioner was employed with Respondent as a "door hanger." He was well qualified for the position and was one of the best employees in that capacity that Respondent ever had. Petitioner was terminated from his employment with Respondent on May 7, 1979. Respondent contends that he was terminated due to "insubordination." Petitioner was replaced by a white male. Petitioner's replacement was ultimately replaced by a black male.

4. Subsequent to his termination, Petitioner filed a timely charge of discrimination with the Florida Commission on Human Relations. The Commission investigated the charges and found reasonable cause to believe that Respondent discriminated against Petitioner on account of his race. This proceeding ensued.

5. Petitioner was compensated for his work with the Respondent on a "piece-work" basis. At the time of Petitioner's termination, most of the Respondent's black employees were paid on a piece-work basis, while most of the Respondent's white employees were paid on an hourly basis. Black employees did not receive time-and-a-half overtime pay, and black workers were required to

ATTACHMENT 0015

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 83-001049

DATE ENTERED: 12/6/1983

RACE: black

LINK: doah.state.fl.us/ROS/1983/83001049.PDF

PAGE(S): 2

possess either a welder's certificate or have at least one year's welding experience.

2. Applicants for the position had to be certified as eligible prior to the date of their employment interview.

3. The closing date of this initial advertisement for the welder's position was established as January 5, 1982. The Department did not receive any applications for this position prior to the closing date of January 5, 1982.

4. The Petitioner first heard about the welder's position from a friend who was working for the Department. The Petitioner went to the Orlando Maintenance Yard and read about the position on the shop bulletin board. After obtaining a chauffeur's license as required by the position, the Petitioner filed an application for the position on January 10, 1982, after the closing date for the advertisement. On January 19, 1982, the Petitioner was certified as eligible for the position of welder.

5. On January 27, 1982, the Department readvertised the position, establishing a closing date of February 10, 1982. This advertisement was identical to the initial advertisement published on December 17, 1981. Although the Petitioner's application was received between the closing date of the first advertisement and the initiation of the second advertisement, his application was considered for the welder's position. The Petitioner was interviewed by C. P. Bronson, Sid Bronson, and W. O. Downs between January 19 and February 10, 1982.

6. Petitioner, a black male, had the required welder's certificate and 14 years' experience as a welder. The Petitioner could execute drawings and designs, do layouts, and cut metal, which he could weld into a finished product.

7. The welder's position had become vacant due to the promotion of the incumbent in August or September 1981. Shortly after the incumbent was promoted, C. P. Bronson spoke with John Mierstein, a white male employed at the Orlando Maintenance Yard as a mechanic, and urged Mierstein to apply for the welder's position. In September 1981, Mierstein filed an application in an attempt to become certified as a welder. Mierstein was notified that he was not qualified for a position as a welder because of lack of experience. Mierstein reapplied and, following the advice of C. P. and Sid Bronson, listed among his experiences "all-purpose welder." Mierstein was again notified that he was not qualified for the position.

8. Mierstein had been employed by the Department of Transportation as a mechanic on July 7, 1981. Prior to that time, Mierstein had worked for eight years for the Orange County School Board. For three years, while he was with the School Board, Mierstein repaired playground equipment and gates. Welding duties were approximately 60 percent of his work time. While working for the Department, Mierstein worked with heavy equipment and mowing equipment. His welding duties were approximately 50 percent of his time. In addition, Mierstein's other duties involved rebuilding transmissions and engines on this equipment. While with the Department, Mierstein's welding duties had increased from 40 percent of the time to 60-to-70 percent of the time after the incumbent left the position of welder.

9. The Bronsons spoke separately with Mierstein about the welding position, but, because of their knowledge of his welding work and their familiarity with his work habits, they did not conduct a formal interview.

ATTACHMENT 0016

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 83-001799

DATE ENTERED: 12/2/1983

RACE: black

LINK: doah.state.fl.us/ROS/1983/83001799.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

WESLEY EVANS, JR.,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 83-1799
	)	
VOLUSIA COUNTY TRANSIT SYSTEM/ VOLUSIA TRANSIT MANAGEMENT, INC.,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, K. N. Ayers, held a public hearing in the above-styled case on October 13, 1983, at Daytona Beach, Florida.

APPEARANCES

For Petitioner: Edward I. Matz, Esquire
Post Office Box 5337
Daytona Beach, Florida 32018

For Respondent: Thomas A. Garwood, Jr., Esquire
Post Office Box 231
Orlando, Florida 32801

By Petition for Relief from an unlawful employment practice (UEP), Wesley Evans, Jr., Petitioner, contests his firing from the Volusia County Transit System (VOTRAN), Respondent, by the allegation that he was fired because of his race, black, in violation of the 1964 Civil Rights Act, as amended.

At the hearing Petitioner called six witnesses, Respondent called three witnesses, and eleven exhibits were offered into evidence. Objection to Exhibit 10, on grounds of hearsay, was sustained; the other exhibits were admitted into evidence. Neither party submitted proposed findings of fact.

FINDINGS OF FACT

1. Petitioner was employed by VOTRAN from June 6, 1977, until his discharge on January 19, 1982. He started as Serviceman; was promoted to Mechanic B on October 31, 1977; to Night Leadman on August 7, 1978; to Mechanic A on January 13, 1980; and to permanent Night Leadman on November 30, 1981. He was the senior mechanic in the maintenance department and, prior to December, 1981, was Leadman on the day shift.

2. Effective November 30, 1981, the position as Leadman on the day shift was abolished and these duties were absorbed by the Maintenance Superintendent, Owen Davis. Pursuant to the Union contract in effect at VOTRAN, available jobs are bid by seniority and go to the most senior qualified man seeking the

ATTACHMENT 0017

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 83-003326

DATE ENTERED: 1/8/1985

RACE: black

LINK: doah.state.fl.us/ROS/1983/83003326.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

DAVID LAW,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 83-3326
	)	
DEEP SOUTH PRODUCTS, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

This case arose upon the complaint of the Petitioner, David Law, to the Florida Human Relations Commission (Commission) that he had been discriminated against by the Respondent, Deep South Products, Inc. (Deep South). The commission's staff investigated the allegation and concluded there was no reasonable cause. The Petitioner filed for a redetermination which was also investigated after resolution of a motion to dismiss and procedural delays. A second determination of no probable cause was issued and a complaint thereafter filed which was referred to the Division of Administrative Hearings. This case was heard on March 6 and March 30, 1984, and the parties' briefs were filed in early May, 1984. The entry of this recommended order has been delayed by the shift in assigned duties of the Hearing Officer, however, the proposed findings have been read and considered together with the transcript and Hearing Officer's notes. To the extent that proposed findings have been excluded from the following facts it is because the proposed finding was not deemed relevant to the issues or was not based upon the more credible evidence adduced at the hearing.

APPEARANCES

For Petitioner: Homero Leon, Jr., Esquire
Greater Orlando Area Legal Services, Inc.
Post Office Box B
Orlando, Florida 32802

For Respondent: Kenneth G. Mall, Esquire
Deep South Products, Inc.
Post Office Box B
Jacksonville, Florida 32203

ISSUE

The issue is whether the Petitioner was discharged for a pretextual reason.

FINDINGS OF FACT

1. David Law is a black male American.

ATTACHMENT 0018

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 83-003974

DATE ENTERED: 3/30/1984

RACE: black

LINK: doah.state.fl.us/ROS/1983/83003974.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

LEWIS JESSE LEE,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 83-3974
	)	
EG & G FLORIDA, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Consistent with the Notice of Hearing issued in this case on January 11, 1984, a hearing was held before Arnold H. Pollock, a Hearing Officer with the Division of Administrative Hearings, in Cocoa, Florida, on March 1, 1984. The issue for consideration was whether Petitioner was unlawfully denied employment by Respondent because of his race.

APPEARANCES

For Petitioner: Lewis Jesse Lee, pro se
909 South Carolina Avenue
Rockledge, Florida 32955

For Respondent: Charles M. Rand, Esquire
Akerman, Senterfitt & Eidson
Post Office Box 231
Orlando, Florida 32802

BACKGROUND INFORMATION

On or about January 13, 1983, Petitioner, Lewis Jesse Lee, filed a formal charge of discrimination with the Florida Commission on Human Relations (Commission) against Respondent, EG & G FLORIDA, INC. (EG & G), alleging that Respondent's failure to hire Petitioner as a painter was unlawful discrimination against him because he is black.

An investigation of Petitioner's complaint was made by the Commission; and on November 21, 1983, the Commission's Executive Director entered a Determination of No Cause in the case, finding no reasonable cause to believe that an unlawful employment practice had occurred. A notice of this determination was sent to the parties on November 23, 1983.

Thereafter, on December 5, 1983, Petitioner filed Petition for Relief with the Commission that further set forth his reasons for believing unlawful discrimination against him had taken place; and, on December 20, 1983, notice of the filing of this Petition was sent both to the Respondent and to the Commissioners.

ATTACHMENT 0019

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-000046

DATE ENTERED: 1/24/1985

RACE: black

LINK: doah.state.fl.us/ROS/1984/84000046.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

GLENN BEAN,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 84-0046
	)	
CNA INSURANCE COMPANIES,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice this cause came on for formal hearing before P. Michael Ruff, duly designated Hearing Officer on April 23, 1984 in Orlando, Florida. The appearance were as follows:

APPEARANCES

For Petitioner: Harry L. Lamb, Jr., Esquire
Post Office Box 7085-A
Orlando, Florida 32854

For Respondent: Ann G. Lutterbeck, Esquire
CNA Insurance Companies
CNA Plaza
Chicago, Illinois 60685

This matter arose originally on October 5, 1982 when Petitioner filed a charge of discrimination with the Florida Commission on Human Relations alleging that he had been terminated from his employment as a unit supervisor at CNA Insurance Companies in a discriminatory fashion based on his race and that further, the Respondent had failed to provide him with the same equivalent training opportunities as were provided to non-black supervisors. After investigation, the Commission determined that no proable cause existed to believe an unlawful employment practice had occurred. A petition for redetermination was filed after Petitioner was granted an extension of time to file such a petition and Respondent's motion in opposition to the petition for redetermination was filed September 12, 1983. The Florida Comission on Human Relations reaffirmed the no probable cause finding on November 23, 1983.

On December 27, 1983, the Petitioner filed a verified complaint alleging the same discriminatory acts previously alleged in his charge of discrimination and adding a new allegation that he had further been discriminated against on the basis of race, by being assigned menial, physical labor tasks that were not assigned to his white counterparts. The Petitioner requested a formal hearing pursuant to Subsection 120.57(1), Florida Statutes, and the matter was forwarded by the Commission to the Division of Administrative Hearings, and the undersigned Hearing Officer assigned. A public hearing was held on April 23, 1984 at which the Petitioner presented six witnesses. The Respondent presented five witnesses and had Respondent's A, B & C admitted into evidence.

ATTACHMENT 0020

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-000210

DATE ENTERED: 5/29/1984

RACE: black

LINK: doah.state.fl.us/ROS/1984/84000210.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

JAMES A. WADE, JR.,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 84-0210
	)	
LI'L GENERAL STORES, INC. (little General Sores, a Division of General Host Corporation),	)	
	)	
Respondent.	)	

RECOMMENDED ORDER

Pursuant to a Notice of Hearing issued by the undersigned, a hearing was held in this case before Arnold H. Pollock, a Hearing Officer with the Division of Administrative Hearings, in DeLand, Florida, on April 19, 1984. The issue for consideration was whether Petitioner, herein, James A. Wade, Jr., was discriminated against because of his race when he was discharged from employment with Respondent.

APPEARANCES

For the Petitioner: Diana Kilpatrick, Esquire
Post Office Box 2009
Daytona Beach, Florida 32017

For the Respondent: Not represented by counsel.
However, hearing was attended by
Management Representative Phil Youtz
Personnel Manager, Gold Coast Region
4191 North State Road 7
Lauderdale Lakes, Florida 33319

BACKGROUND INFORMATION

On February 25, 1982, Petitioner herein, James A. Wade, Jr., filed a Charge of Discrimination (EEOC Form 5B) against Respondent, Li'l General Stores, Inc., indicating that his discharge from employment as a store manager with Respondent corporation was based on his race--black. An inquiry was conducted into Petitioner's allegations by a representative of the Florida Commission on Human Relations which resulted in an investigation report being forwarded to the Commission's General Counsel on July 25, 1983. Based on that investigation, on August 22, 1983, a Determination of No Cause was entered by the Executive Director.

Thereafter, Petitioner filed a Request for Redetermination of the Executive Director's Determination of No Cause and on December 2, 1983, the original Determination of No Cause was affirmed.

ATTACHMENT 0021

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-000320

DATE ENTERED: 4/16/1984

RACE: black

LINK: doah.state.fl.us/ROS/1984/84000320.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ALVANUS C. WALKER,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 84-0320
	)	
ANCO, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, K. N. Ayers, held a public hearing in the above-styled case on March 28, 1984, at Tallahassee, Florida.

APPEARANCES

For Petitioner: Alvanus C. Walker, pro se
5512 Court "J"
Birmingham, Alabama 35208

For Respondent: C. Todd Allen, Esquire
Post Office Box 3324
Tampa, Florida 33601

By Petition dated January 11, 1983, Alvanus C. Walker, Petitioner, alleges he was discriminated against by Anco, Inc., Respondent, in employment by reason of his race (black) This complaint was investigated by the Florida Commission on Human Relations and a Determination of No Cause was filed by the Commission on December 28, 1983. Thereafter, Petitioner requested further proceedings and the case was referred to the Division of Administrative Hearings.

At the hearing Petitioner testified in his own behalf, Respondent called one witness, and three exhibits were admitted into evidence.

FINDINGS OF FACT

1. Petitioner was employed as a journeyman sheet metal worker at the Florida Power and Light Crystal River project in May, 1982. At the time of his employment, the local union could not provide the sheet metal workers required by Respondent and Petitioner, with others, were hired as "travelers" as opposed to locals. Petitioner was qualified for the job held.

2. In August, 1982, Petitioner was injured on the job and was placed on worker's compensation and returned to Alabama until he recovered. While Petitioner was on worker's compensation, the project on which he was working neared completion and it became necessary to reduce the number of workers employed thereon.

ATTACHMENT 0022

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-001062

DATE ENTERED: 8/24/1984

RACE: black

LINK: doah.state.fl.us/ROS/1984/84001062.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

AUBREY K. MEDAIRIES,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 84-1062
	)	
PINELLAS COUNTY/OFFICE OF SUPERVISOR OF ELECTIONS,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

A final hearing was held in this case in Clearwater on July 19, 1984. The issue is whether respondent, Pinellas County Office of Supervisor of Elections, unlawfully fired petitioner, Aubrey K. Medairies, because he is black, in violation of Section 760.10(1)(a), Florida Statutes (1983).

APPEARANCES

For Petitioner: Aubrey K. Medairies, pro se
St. Petersburg, Florida

For Respondent: Helen K. Hobbs, Esquire
Clearwater, Florida

FINDINGS OF FACT 1/

1. After 1979, Pinellas County and its Supervisor of Elections, Charles J. Kaniss, signed a consent decree settling civil rights/discrimination litigation under which Pinellas County and the Supervisor of Elections agreed to a quota of having 11 percent black employees and a certain percentage women employees. The Supervisor of Elections employed women well in excess of the quota. However, it was short of the required number of black employees, having only one in its twenty-person office.

2. In an effort to comply with this consent decree, respondent hired petitioner, a black male, in March 1983 on a temporary basis for two reasons: first, petitioner's typing skills were inadequate; and second, budgetary problems called the permanence of petitioner's position in question.

3. Because petitioner's typing skills were inadequate, respondent agreed to furnish him with an IBM typewriter for him to practice his typing and increase his speed before and after work hours and during slack periods in the work day. Respondent has not made such special arrangements for any other employee with the exception of the office's other black employee, a female, who needed advanced typing skills for a more demanding and responsible position to which she was being promoted.

ATTACHMENT 0023

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-001474

DATE ENTERED: 8/31/1984

RACE: black

LINK: doah.state.fl.us/ROS/1984/84001474.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CURTIS KETCHUP,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 84-1474
	)	(FCHR NO. 81-1732)
STANDARD CONTAINER COMPANY,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, K. N. Ayers, held a public hearing in the above-styled case on August 13, 1984, at Tampa, Florida.

APPEARANCES

For Petitioner: Curtis Ketchup, pro se
3404 East McBerry Drive
Tampa, Florida 33610

For Respondent: Victor A. Cavanaugh, Esq..
771 Spring Street, North West
Atlanta, Georgia 30309

By Petition for Relief (undated) Curtis Ketchup, Petitioner, seeks reconsideration of the Florida Commission on Human Relations Notice of Determination: NO CAUSE dated April 4, 1984. In his Petition for Relief, Petitioner alleges he was the subject of racial discrimination when Standard Container Company, Respondent, demoted him from warehouse manager and forced him to resign his position with the company.

At the hearing Petitioner testified in his own behalf, Respondent called one witness, and ten exhibits were admitted into evidence.

Proposed findings submitted by Respondent, to the extent incorporated herein, are adopted; otherwise they are rejected as not supported by the evidence, immaterial, or unnecessary to the conclusions reached.

FINDINGS OF FACT

1. Curtis Ketchup is black and worked for Standard Container Company at its Tampa, Florida, warehouse from 1968 until his employment was terminated on April 8, 1981.

2. Ketchup was employed as warehouseman and truck driver whose primary duties consisted of loading and unloading trucks and delivering products to Respondent's customers in the area served by the Tampa warehouse.

ATTACHMENT 0024

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-001922

DATE ENTERED: 6/12/1985

RACE: black

LINK: doah.state.fl.us/ROS/1984/84001922.PDF

PAGE(S): 3

material issues presented. To the extent that the testimony of various witnesses c is not in accord with the findings herein, it is not credited. See, Sonny's Italian Restaurant v. Department of Business Regulation, 414 So. 2d 1156, 1157 (Fla. 3d DCA 1982); Sierra Club v. Orlando Utilities Commission, 436 So. 2d 383 (Fla. 5th DCA 1983).

The issue concerns whether the Petitioners were the victims of unlawful employment practices inflicted upon them by the Respondent by virtue of their race.

FINDINGS OF FACT

1. The Petitioners, Shirley Arnold and Joannie Greer, are black females and were high school students at the time pertinent to this proceeding. They were employed by Burger Queen Systems, Inc. from the latter part of November, 1979 through January 8, 1980. Burger Queen Systems, Inc., at that time, operated a "fast food" restaurant at which the Petitioners were employed in Arcadia, Florida.

2. The Petitioners complain that they were terminated from their positions because of their race. They assert in support of that position that they were not given as much training by their employer as white employees were given, nor that they were allowed to rotate through all job positions, with training in all job duties (especially operating the cash register and making sales) as were white employees.

3. The Petitioners were enrolled in a vocational training program in their senior year of high school which allowed them to work up to 20 hours per week part-time and it was through this program that they received part-time jobs at the Respondent's restaurant in Arcadia. They were given training in food preparation and in preparing the various kinds of hamburgers and cheeseburgers sold by the restaurant. They were rotated through a number of different duties and given training in the performance of each one. In the case of Joannie Greer, however, it was established that in addition to receiving training in preparing the various kinds of sandwiches sold at the restaurant, she was given some training in operating the cash register; and indeed, was trained in most phases of the "fast food" restaurant's food preparation and sales, with the exception of operating the cooking grill and cooking hamburgers, cheeseburgers and the like.

4. The Petitioners were informed by their Vocational teacher that they could work up to 20 hours per week, and in Joannie Greer's case, at least, she worked up to 16 hours per week, but both Petitioners worked varying numbers of hours according to a schedule provided them by their employer because they were part- time workers still attending high school. Both Petitioners knew they were part-time employees when they were hired and Joannie Greer admitted they were not excluded from any formal training course. Although the Petitioners did not rotate through and train for each duty involved in operating the restaurant, they were informed that they would be allowed to do so, but neither was employed for a sufficient period of time to train in all available duties. It was the restaurant's consistent business practice to train only management personnel in all duties required to operate the restaurant, including cooking and running the cash register, and that no part-time employees were given training in every field. It was not established by Petitioners that white part-time employees were given different or additional training than black part-time employees,

ATTACHMENT 0025

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-001926

DATE ENTERED: 12/4/1984

RACE: black

LINK: doah.state.fl.us/ROS/1984/84001926.PDF

PAGE(S): 2

2. The Petitioner was employed as a store manager at Respondent's Majik Market Store Number 40105, Pinellas County, Florida. He had previously been a convenience store manager for 14 years, and was employed by the Respondent from December 1980 until he was terminated on August 23, 1984.

3. The Petitioner is Black. In the relevant months prior to his termination, he was assigned to the late evening shift, 11:00 p.m. to 7:00 a.m.

4. Ken Hinton was assigned to the 3-11 p.m. shift, and is White. Helen Lee was working the 7:00 a.m. to 3:00 p.m. shift. She is White and had worked at this store for many years. Other persons worked the three shifts on a temporary basis when one of the three regular employees had a day off.

5. Each of the above persons, including the Petitioner, was responsible for sales of merchandise from the store, which included accounting for cash received and inventory, and protection of merchandise from theft.

6. In the summer of 1982, the Majik Market store number 40105 experienced a loss of inventory at the end of several months of more than $1,000 in each month. These shortages were noted in normal monthly audits.

7. Respondent requires employees to submit to a polygraph test prior to employment and when inventory shortages in a month at a single store exceed $1,000. Pursuant to that policy, all three employees of store number 40105 were asked to take a polygraph test administered by Respondent's security manager, Boyd Brown. Part-time employees were not asked to take the test.

8. Petitioner, Helen Lee, and Ken Hinton, all were given a polygraph test. In the opinion of Mr. Boyd who administered the test, Petitioner did not answer truthfully when asked if he knew about or caused the inventory shortages. The relevant questions asked were "Did you steal money or merchandise" from the Respondent' s store.

9. Mr. Boyd graduated from a polygraph school in Atlanta in 1972, has been licensed to administer polygraph examinations since 1974, and has worked in that field since that time. He has worked for Respondent since 1982.

10. In Mr. Boyd's opinion, Helen Lee and Ken Hinton answered the same relevant questions truthfully.

11. Petitioner was first notified that he was terminated by his area superviser, Richard Kenyon, who is the Group Supervisor of Majik Market stores for Pinellas County.

12. Mr. Kenyon said he told Petitioner he was fired due to continuous inventory shortages. Petitioner testified that he was not told why he was being terminated when he met with Mr. Kenyon, but admitted that he was told that "security wouldn't allow me to work." It is apparent that Mr. Kenyon did not explain in detail why he was terminating Petitioner, and did not specifically mention failure of the polygraph as a reason.

13. Several days later, Petitioner received a written separation notice, Petitioner's Exhibit 2, which mentioned only a "drastic" reduction in shift sales compared to other employees.

14. On August 20, 1982, Mr. Kenyon signed an "employee separation form," Petitioner's Exhibit 3, which listed "low shift sales inventory shortages" and

ATTACHMENT 0026

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-001961

DATE ENTERED: 2/7/1985

RACE: black

LINK: doah.state.fl.us/ROS/1984/84001961.PDF

PAGE(S): 1,2

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

WILLIAM D. ROOD, JR.,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 84-1961
	)	
COASTAL LUMBER COMPANY,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, Diane K. Kiesling, held a formal hearing in this case on November 8, 1984, in Tallahassee, Florida.

APPEARANCES

For Petitioner: Larry K. White
Attorney at Law
528 East Park Avenue
Tallahassee, Florida 32301

For Respondent: Arthur C. Beal, Jr.
Attorney at Law
Karl, McConnaughhay, Roland & Marda, P.A.
Post Office Drawer 229
Tallahassee, Florida 32302-0029

This issue is whether Coastal Lumber Company discriminated against William D. Rood, Jr. on account of his race in its failure to promote him to plant superintendent and in its subsequent termination of employment.

The Petitioner, William D. Rood, Jr., (hereinafter Rood) presented the testimony of five witnesses: William D. Rood, Jr., David Carter, Jr., Dave Brown, Donald L. Hilburn, and Lacy Stacker. Petitioner also introduced five exhibits which were admitted into evidence. The Respondent, Coastal Lumber Company (hereinafter Coastal) presented two witnesses, Gary Phillips and Leon L. Pinner, Jr., together with four exhibits. One of the exhibits was the deposition testimony of David D. Carter. The parties filed proposed findings of fact and conclusions of law as permitted by law. All proposed findings of fact and conclusions of law have been considered. To the extent that the proposed findings and conclusions submitted are in accordance with the Findings, Conclusions, and views submitted herein, they have been accepted and adopted in substance. Those findings not adopted are considered to be subordinate, cumulative, immaterial, unnecessary, or not supported by the credible evidence. 1/

FINDINGS OF FACT

1. Rood is a black person.

2. Rood was employed by Coastal Lumber Company on June 22, 1981, as a glue line superintendent, where he supervised three shifts and three shift supervisors. In January, 1982, Rood was promoted to Dry End Superintendent, responsible for seven supervisors and three shifts.

3. Coastal Lumber Company operates a plywood production plant in Hinson, Florida. The plant has been in operation only since 1981 and produces plywood panels for use in the construction industry.

4. Plywood production is divided into several stages. The first stage is referred to as the Green End and involves stripping green logs straight from the forest by use of an industrial lathe. The lathe strips the logs into thin veneer sheets approximately 50 inches by 101 inches in size.

5. The veneer sheets are then transported to a huge oven where the sheets are dried out. Once the green veneer has had most of the water content removed in the oven, the sheets are placed on a conveyer belt (the lay-up line). Glue is applied and the veneer sheets are placed one on top of the other like a sandwich to obtain the desired thickness. The multi-layered sheets are then pressed together in a large hydraulic press to cure the glue and bond the veneer sheets together to form a plywood panel.

6. After pressing, the rough-edged panels are squared off into standard size panels, sorted, graded, and shipped. The production line beginning with the drying out process in the ovens through gluing and pressing process is referred to as the Dry End. The finishing and shipping department is a part of the Dry End in that the finished product has been dried in the oven, but is more typically referred to as a separate department.

7. David Carter was hired by Coastal Lumber as the plywood production manager in February 1982. He had previously been employed by the Union Camp Corporation as a plant manager and has twenty-five years of experience in the plywood industry.

8. Carter was hired because Coastal Lumber was in dire financial straits. The company had lost a lot of money in its first year of operation and was in danger of closing down. Production was down, costs were out of control and the plant was lacking in leadership.

9. When he arrived at Coastal Lumber, Carter found the plant organized in a departmental superintendent system. Warren Thornton, a black man, was the Green End superintendent. Rood was the Dry End superintendent. John Asbell, a white man, was the Finishing and Shipping superintendent. Under the system, the three superintendents were of equal authority and were responsible for scheduling and coordinating production between their departments. Carter had worked before in plants which used this departmental superintendent system but based on his many years of experience preferred a system utilizing a single plant superintendent who is responsible for scheduling production throughout the plant.

10. In order to increase production and turn the plant around, Carter began making changes. First, he fired John Asbell because Asbell was unable to improve the finishing and shipping department. He then transferred Mike

ATTACHMENT 0027

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-002402

DATE ENTERED: 12/3/1984

RACE: black

LINK: doah.state.fl.us/ROS/1984/84002402.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

JACKIE KILPATRICK,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 84-2402
	)	FCHR NO. 82-2282
HOWARD JOHNSON COMPANY,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Notice was given and a formal Section 120.57, Florida Statutes hearing was conducted in this cause. The date of hearing was September 11, 1984. Consideration has also been given to the proposed Recommended Orders and associated argument as filed by counsel for the parties. The last of those submissions was filed with the Division of Administrative Hearings on October 29, 1984. To the extent that the proposals are consistent with the Recommended Order they have been utilized. Otherwise, they are rejected as being contrary to facts found, irrelevant, immaterial, unnecessary, subordinate or cumulative.

APPEARANCES

For Petitioner: John K. Folsom, Esquire
VICKERS & MULDOON
122 South Calhoun Street
Tallahassee, Florida 32301

For Respondent: Kevin B. Callanan, Esquire
Howard Johnson Company
One Monarch Drive
North Quincy, Massachusetts 22698-9102

ISSUES

The issues concern the Petitioner's claim of racial and age discrimination, pertaining to employment practices of the Respondent. This case is brought under the authority of Chapter 760, Florida Statutes and its attendant rules.

FINDINGS OF FACT

1. Petitioner, Jackie Kilpatrick, worked for Respondent, Howard Johnson Company, for approximately eighteen years in the capacity of waitress. Petitioner is a black woman whose birth date was February 10, 1946. Kilpatrick in the relevant time period worked the initial shift of a three shift work cycle in the restaurant which is located on West Tennessee Street, Tallahassee, Florida. That shift was the 6 A.M. to 3 P.M. morning cycle. Petitioner was one of several waitresses working that shift all of whom had long-standing service with Howard Johnson Company. Petitioner was the only black waitress; however, the cook on that shift was also black. As an employee of Howard Johnson,

ATTACHMENT 0028

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-002640

DATE ENTERED: 1/20/1986

RACE: black

LINK: doah.state.fl.us/ROS/1984/84002640.PDF

PAGE(S): 2

At the hearing Petitioner presented the testimony of five witnesses (herself and four Sanford Housing Authority commissioners) and sixteen exhibits. Respondent presented the testimony of a fifth commissioner and three exhibits. All exhibits, Petitioner's #1 - 16 and Respondent's #1 - 3, were received into evidence.

The issues at hearing were whether Respondent's failure to promote Petitioner to the position of Executive Director was a violation of Section 760.10(1) Florida Statutes, and if so, what relief should be granted.

Both parties submitted proposed findings of fact, and legal arguments in the form of proposed conclusions of law or memoranda. These submittals have been carefully considered in the preparation of this Recommended Order. Specific rulings on each proposed finding of fact are included in an appendix, attached hereto and incorporated herein.

FINDINGS OF FACT

Based upon the evidence adduced at hearing, the following findings are made:

1. The position of Executive Director of the Sanford Housing Authority became available on July 31, 1981, upon the resignation of Lewis B. Cox, a white male who had held the position for approximately eighteen months. His letter of resignation was dated July 13, 1981. By her letter dated July 27, 1981, addressed to Joseph Caldwell, Chairman, Petitioner informed the Respondent of her application for the vacancy. At the time she had been employed by Respondent for approximately nine and a half years as Social Services Director and as Director of Management. Lewis Cox's letter of resignation included his recommendation that Petitioner be promoted as his successor. (Petitioner's Exhibit #1) Petitioner is a black female.

2. Respondent is a public agency responsible for various housing and community development programs, including rentals to low and moderate income individuals. It receives government subsidies, primarily from the United States Department of Housing and Urban Development, and is also supported by rental income. Its governing body is a five-member board of commissioners which during the relevant period consisted of the following:

Joseph Caldwell, Chairman
(Black, Male)

Eliza Pringle, Vice-Chairperson
(Black, female)

Mary Whitney, Commissioner
(Black, female)

J. Wain Cummings, Commissioner
(White, male)

Leroy Johnson, Commissioner
(Black, male).

3. On August 13, 1981, at the meeting following Lewis Cox's resignation as Acting Executive Director, the Board appointed Petitioner as Acting Director. No one was appointed to fill her position of Director of Management and she

ATTACHMENT 0029

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-003523

DATE ENTERED: 5/10/1985

RACE: black

LINK: doah.state.fl.us/ROS/1984/84003523.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

RICHARD H. BLAKE,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 84-3523
	)	
CITY OF TALLAHASSEE,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, K. N. Ayers, held a public hearing in the above-styled case on March 26, 1985, at Tallahassee, Florida.

APPEARANCES

For Petitioner: Marva A. Davis, Esquire
229 East Washington Street
Quincy, Florida 32351

For Respondent: Patrick Hurley, Esquire
Post Office Drawer 1049
Tallahassee, Florida 32302

By Petition for Relief dated September 13, 1984, Richard H. Blake, Petitioner, contests the NOTICE OF DETERMINATION: NO CAUSE entered by the Executive Director, Florida Commission on Human Relations on August 15, 1984. As grounds therefor it is alleged that Petitioner was discriminated against in employment by reason of a physical handicap (alcoholism) and his race (black).

At the hearing Petitioner called six witnesses, including himself, Respondent called three witnesses, and eight exhibits were offered into evidence. Ruling on the admissibility of Exhibit 1 was reserved at the hearing and the other seven exhibits were admitted. Exhibit 1 is now admitted into evidence.

Proposed recommended orders have been submitted by the parties. Findings of fact contained therein which are consistent with those below are adopted; otherwise, they are rejected as not supported by the evidence, a mere recitation of testimony presented, immaterial, redundant, or unnecessary to the conclusions reached.

FINDINGS OF FACT

1. Richard H. Blake, Petitioner, was employed by the City of Tallahassee in February of 1981 as a coach operator driving a Taltran bus. During the period between February 1981 and his discharge on May 11, 1982, his attendance had not been good and in April 1982 he was issued a written reprimand (Exhibit

ATTACHMENT 0030

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 84-004154

DATE ENTERED: 7/23/1985

RACE: black

LINK: doah.state.fl.us/ROS/1984/84004154.PDF

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ERIC M. GEORGE,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 84-4154
	)	
SIMS CRANE SERVICE, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

The final hearing in this case was held on April 30, 1985, in Tampa, Florida. The proceedings were transcribed by court reporter provided by the Respondent. No party has ordered a copy of the transcript. The Petitioner submitted four exhibits, which were admitted into evidence, and the Respondent submitted eight exhibits, which were admitted into evidence. The Petitioner testified on his own behalf. The Respondent presented the testimony of Kurt Kuffermann, Walter Mayhall, Gene Hinson, and Thomas Sims, Sr.

Eric M. George appeared on his own behalf, without an attorney. The Respondent was represented by:

William J. Corda, Esquire
620 Twiggs Street
Tampa, Florida 33602

The issue presented in this case is whether the Petitioner was laid off or fired by the Respondent due to his race.

FINDINGS OF FACT

1. The Petitioner, Eric M. George, was first hired by the Respondent on November 14, 1977 as an apprentice oiler on one of Respondent's cranes.

2. The Respondent, Sims Crane Service, Inc., sells construction cranes and rents cranes and operators.

3. On October 10, 1980, the Respondent terminated the Petitioner for refusal to put wax on a truck. The Petitioner was still an apprentice oiler at the time. At that time, Gene Hinson was equipment foreman. Petitioner admitted that he refused to wax the truck and admitted that Hinson was supervisor on the job. The reason that the Petitioner gave for refusing to wax the truck was that he had never worked on that truck and it was not "his" truck. The truck was, however, a truck owned by Petitioner's employer, Sims Crane Service, Inc. and Petitioner was being paid for waiting. There was no testimony that Petitioner had any other reason for refusal to do this work, except Petitioner's claim that Hinson had "singled him out." Hinson claimed that the Petitioner was to wax the truck and another employee was to polish it. Petitioner provided no other evidence for refusal to do the work he was ordered to do.

22. The Petitioner made approximately $8,917 in 1982 and $14,204 in 1983 from Respondent.

23. Sims Crane Service has experienced a loss of business in the last few years. It has reduced the number of cranes from 440 to 210, and the weekly payroll has been reduced from $300,000.00 to $70,000.00.

24. In 1983, Sims Crane Service had about 100 employees in the Tampa branch of its operations, and had about 40 crane operators. In the southeastern portion of the United States where Sims Crane Service operates, it had about 250 employees and 115-120 crane operators in 1983. Except for the Petitioner, the Respondent apparently had perhaps one other black crane operator in 1983, and has no black crane operators now. The Respondent hires its crane operators through the union, and the union has about 1 percent of its members who are black, or about 15-20 out of 1500 members.

25. The Chairman of the Board of Directors of Sims Crane Service, Inc., who was also the founder of the company, Thomas Sims, Sr., in front of other employees of the company, on one occasion said to the Petitioner: "You are the only nigger working for me." Sims admitted he said this to the Petitioner, but claimed he was only kidding.

26. The Petitioner admitted that he had had to repay unemployment compensation previously paid to him during periods of time that he generally had been a crane operator for the Respondent. However, Respondent's proposed finding of fact that the Petitioner had applied for unemployment compensation for specific days in which he was actually employed by the Respondent must be rejected since the Respondent presented no evidence to correlate or explain the meaning of Respondent's Exhibit 6 and 7.

CONCLUSIONS OF LAW

27. The issue in this case is whether the Respondent violated section 760.10(1), Florida Statutes, by laying off the Petitioner in December, 1983 and by terminating the Petitioner on February 17, 1984. Statutes of this type have uniformly been construed to require proof of intentional racial discrimination, and the Florida Statutes is so construed by the Hearing Officer. See e.g. Texas Department of Community Affairs v. Burdine, 450 U.S. 248, 101 S.Ct. 1089 (1981); School Board of Leon County v. Hargis, 400 So.2d 103 (F1a. 1st DCA 1981).

28. Petitioner was not laid off on December 6, 1983, due to his race. He was laid off due to the difficulties his employer had had in reaching him to assign work to him, his unreliability in coming in to work in the morning for work assignments, and problems his employer had with his work performance. The Petitioner has not proven by competent evidence that the reasons given by the Respondent for his lay off were pretextual or untrue reasons to hide racial discrimination. Seniority played no discernible part in the decision of the Respondent, and did not exist as a part of a bargaining agreement, in any event.

29. Petitioner's termination on February 17, 1984, was due to his accident with the block forks and not due to his race.

30. The fact that Sims has no black crane operators now, and previously had only one or two out of over 100 crane operators, is a highly suspicious statistic which ordinarily may be indicative of racial discrimination. However, on this record there is no evidence that Sims Crane Service has been responsible

ATTACHMENT 0031

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 85-000150

DATE ENTERED: 5/8/1985

RACE: black

LINK: doah.state.fl.us/ROS/1985/85000150.PDF

PAGE(S): 2

The petition was forwarded by the Commission to the Division of Administrative Hearings on January 15, 1985 with a request that a hearing officer be assigned to conduct a hearing. By notice of hearing dated March 1, 1985, the final hearing was scheduled on March 27, 1955 in Orlando, Florida. At the request of petitioner, the hearing was rescheduled to April 4, 1985 at the same location.

At the final hearing petitioner testified on her own behalf, presented the testimony of Sonja Schultz and Ramona D. Price, and offered petitioner's composite exhibit 1 which was received in evidence. Respondent presented the testimony of its president, Michael C. Bach, and Barbara Gibson, Sonja Schultz, Margaret E. Jenkins, Annie J. Murphy, Dianne Clark and Johnny Mae Howard, all employees of the company.

There is no transcript of hearing in this proceeding, and the parties did not file proposed findings of fact and conclusions of law.

ISSUE

The issue herein is whether petitioner was unlawfully terminated from her employment with respondent because of race.

Based upon all the evidence herein the following findings of fact are determined:

FINDINGS OF FACT

1. Petitioner, Ruby McKenzie, is a black female who was first employed by respondent, Bach Engineering, Inc. (Bach), on June 14, 1982, in the position of electronics assembler. She initially held a temporary position but was later placed in a permanent position in March, 1993. At the time of her termination on February 17, 1984, she was earning $4.82 per hour.

2. Bach, which is located in Altamonte Springs, Florida, is a manufacturer of radio systems, components and parts for the airline industry. As such, it requires that workers have some degree of skill and precision. The business employs some 55 to 50 persons, of whom perhaps a dozen are black, and is functionalized into departments

ATTACHMENT 0032

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 85-002248

DATE ENTERED: 1/13/1986

RACE: black

LINK: doah.state.fl.us/ROS/1985/85002248.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

SAMUAL D. HAYES,	)	
	)	
Petitioner,	)	
	)	
vs.	)	Case No. 85-2248
	)	
MARTIN MARIETTA DATA SYSTEMS,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the above matter was heard before the Division of Administrative Hearings by its duly designated Hearing Officer, Donald R. Alexander, on November 21, 1985 in Orlando, Florida.

APPEARANCES

For Petitioner: Harry L. Lamb, Esquire
621 North Fern Creek Avenue
Orlando; Florida 32803

For Respondent: Thomas C. Garwood, Jr., Esquire
Christine M. Alber, Esquire
57 West Pine Street, Suite 202
Orlando, Florida 32801

This proceeding began when petitioner, Samual D. Hayes, who is black, filed a complaint with the Florida Commission on Human Relations on November 8, 1982, alleging that respondent, Martin Marietta Data Systems, had terminated his employment with that firm because of race. After conducting a preliminary investigation, the Commission found probable cause on October 5, 1984 that an unlawful employment practice had occurred. Respondent's request for redetermination of that finding was denied by the Commission's Executive Director on January 25, 1985. When efforts to conciliate the complaint failed, a petition for relief was filed by Hayes on June 18, 1985.

The petition was forwarded by the Commission to the Division of Administrative Hearings on July 2, 1985 with a request that a hearing officer be assigned to conduct a hearing. By notice of hearing dated July 27, 1985, the final hearing was scheduled on

ATTACHMENT 0033

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 85-002965

DATE ENTERED: 12/31/1985

RACE: black

LINK: doah.state.fl.us/ROS/1985/85002965.PDF

PAGE(S): 2

alleging that Respondent committed an unlawful employment practice by terminating Petitioner's employment on the basis of race. On August 13, 1985, the Florida Commission on Human Relations rendered its proposed notice of determination that there was no reasonable cause to believe that an unlawful employment practice had occurred. By petition filed with the Division of Administrative Hearings on August 30, 1985, Petitioner requested an administrative hearing on her charge of race discrimination against Respondent, City of Largo, Florida.

This cause came on for final hearing on October 22, 1985 Petitioner's exhibits 1-47 were duly offered and admitted into evidence. In addition, the Petitioner testified in her own behalf and called one witness, Darlene Trowell, a secretary in the Largo City Clerk's Department. Respondent's exhibits 1, 4, 9, 12, 13, 14 and 16 were duly offered and admitted into evidence. In addition, the Respondent called the following witnesses: Worthington E. Hubbard, Personnel Director for the City of Largo, and Patricia Catalano, Personnel Analyst for the City of Largo. Neither party submitted posthearing proposed findings of fact.

FINDINGS OF FACT

Based upon the documentary evidence received and the entire record compiled herein, I hereby make the following findings of fact:

1. The Petitioner, a black female, was hired as a Clerical Assistant I for the City of Largo's City Clerk's Office on September 21, 1981 and was assigned to the mail room. The Petitioner was hired for the position by City Clerk Kay Klinsport, a white female. The interview went well and, although there were other candidates for the position, the Petitioner was hired. Shortly after commencing work with the City Clerk's Office, the relationship between the Petitioner and her supervisor, Kay Klinsport, began to turn sour.

2. Ms. Klinsport utilized very strict management and supervisory techniques and was not considered a very good personnel manager by many of her subordinates. The Petitioner is an extremely assertive person and takes pride in her willingness to "speak her mind" in all situations.

3. Ms. Darlene Trowell, a white female, worked as a secretary in the City Clerk's Department during the time in question. Ms. Trowell also had trouble with Ms. Klinsport's

ATTACHMENT 0034

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 85-003007

DATE ENTERED: 1/5/1986

RACE: black

LINK: doah.state.fl.us/ROS/1985/85003007.PDF

PAGE(S): 3

This cause came on for hearing on December 5, 1985. Petitioner testified on her own behalf and called the following additional witnesses: Ray Bailey, a formal employee of the Conklin Center; Willie Highsmith, a former employee of the Conklin Center; Regina C. Williams, a former employee of the Conklin Center; Lutricia Weaver, a former employee of the Conklin Center; Alice Sessions, a former employee of the Conklin Center; Isabel Kerns, a current employee of the Conklin Center; Modestine Davis, a former employee of the Conklin Center; and Judy Shanteen, a former employee of the Conklin Center. Petitioner's Exhibits 1-21 were duly offered and admitted into evidence. The Respondent offered the testimony of Edward McCoy, executive director of the Conklin Center; and, Steven Sanford, formerly employed at the Conklin Center as assistant to the executive director. In addition, Respondent's Exhibits 1-6, 8-16 and 19-23 were duly offered and admitted into evidence. The parties have submitted post-hearing proposed findings of fact. A ruling has been made on each proposed finding of fact in the Appendix to this Recommended Order.

FINDINGS OF FACT

Based upon my observation of the witnesses and their demeanor while testifying, the documentary evidence received and the entire record compiled herein, I hereby make the following findings of fact:

1. Respondent, Conklin Center, is a private, non-profit boarding school specializing in the vocational training and education of blind individuals that have an additional handicap. Ed McCoy, a white male, serves as executive director of the Conklin Center.

2. The Petitioner, Phyllis Williams, is a black female and has been a licensed practical nurse for 11 years. Petitioner was hired by Respondent as Nurse and Resident Hall Supervisor in January, 1981. From then until her termination in June of 1983, Petitioner's duties included the supervision of all matters relating to student's physical health and medical needs, the ordering of supplies, the preparation of time records, evaluations of all dormitory staff members and the orientation and intake of new students.

3. During the first two years of her employment, the Petitioner received "highly effective" ratings from two different evaluators for the period" January, 1981, through January, 1982, and January, 1982, through January, 1983.

ATTACHMENT 0035

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 85-003717

DATE ENTERED: 5/10/1986

RACE: black

LINK: doah.state.fl.us/ROS/1985/85003717.PDF

PAGE(S): 2

Relations rendered its proposed notice of determination that there was no reasonable cause to believe that an unlawful employment practice had occurred. By petition filed with the Division of Administrative Hearings on October 31, 1985, Petitioner requested an administrative hearing on his charge of race discrimination against Respondent, Affiliated of Florida, Inc. This cause came on for final hearing on March 3, 1986.

At the final hearing, the Petitioner testified in his own behalf and presented Petitioner's Exhibits 1 and 2 for consideration. The Respondent presented the testimony of the following witnesses: Raymond Scott; Ralph Cooper; and Willie Robinson. In addition, Respondent's Exhibits 1 and 3 were duly offered and admitted into evidence. The Respondent submitted posthearing Proposed Findings of Fact. A ruling has been made on each proposed finding of fact in the Appendix to this Recommended Order.

FINDINGS OF FACT

Based on my observation of the witnesses and their demeanor while testifying, the documentary evidence received and the entire record compiled herein, I hereby make the following findings of fact:

1. Respondent, Affiliated of Florida, Inc. is engaged in the wholesale distribution of food and non-food items for the supermarket industry. The Respondent's main warehouse and offices are located in Tampa, Florida.

2. The Respondent currently employs approximately 54 drivers. The drivers are responsible for the daily delivery of merchandise to various locations in Florida and Georgia.

3. The Petitioner, Willie Hudson (a black male), was hired by the company as a driver trainee on March 18, 1985. Ray Scott (black male) a dispatcher for Respondent, and Willie Robinson (black male), Director of Security, were acquainted with Petitioner prior to his employment with Respondent and both recommended that he be hired. Scott also performs personnel interviews, recommends the hiring of all drivers, and supervises new drivers during their training period.

4. When hired, all drivers are required to complete an initial training period of approximately one to two weeks. During this training period, drivers are assigned to ride with a full time driver trainer in order to become familiar with Respondent's practices and procedures. During Petitioner's employment the driver trainers were Leroy Johnson (black male) and John Flipowitz (white male). The alternate driver trainers

ATTACHMENT 0036

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 85-003718

DATE ENTERED: 8/11/1986

RACE: black

LINK: doah.state.fl.us/ROS/1985/85003718.PDF

PAGE(S): 2

After the hearing both parties submitted proposed recommended orders and Petitioner submitted a brief. These have been carefully considered in the preparation of this Recommended Order and specific rulings on the proposed findings of fact are included in the attached Appendix.

ISSUE

Whether Respondent violated subsection 760.10(1), Florida Statutes by denying Petitioner a promotion on account of his race and color.

FINDINGS OF FACT

1. Henry E. Tate is a forty-nine year old black male who has worked at the Kennedy Space Center (KSC) since April 12, 1965. (tr-10, 11)

2. From 1965 until the present, a series of civilian contractors have had agreements with the National Aeronautics and Space Administration (NASA) to perform logistical and housekeeping duties at KSC. These included Transworld Airline, the Boeing Company and Expedient Services, Inc. (tr-34)

3. In January 1983, EG & G Florida, Inc., (EG&G) assumed the master base contract for logistics and housekeeping, but it was not until July 1983 that it took over operational control of the roads and grounds department. EG & G employs in excess of fifteen persons. (tr-101, 102, Exhibit number 11)

4. Except for three or four months in the early 1970's when he worked in the mechanic shop, Mr. Tate was employed in the roads and grounds department steadily from 1965. As each successor contractor took over he applied for, and was hired for the same job. This included EG & G in July 1983. (tr-11, 13, 34) His current title is lead labor operator- pest control and he makes $10.16, plus $.75 lead pay, per hour. (tr-11)

5. Mr. Tate's duties in the roads and grounds department have included pesticide and herbicide spraying of the grounds and buildings, and all aspects of weed, insect and pest control, both indoors and out. At different times he has driven dump trucks and operated forklifts, locals and trailer trucks. (tr-ll, 12, Exhibit number 15)

6. In 1971, Mr. Tate was made "lead" over pest control, herbiciding and sanitation. In that capacity he worked directly under a supervisor who gave him instructions as to the work to be performed. He would then take his people and get the work done.

ATTACHMENT 0037

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 85-003846

DATE ENTERED: 3/10/1986

RACE: black

LINK: doah.state.fl.us/ROS/1985/85003846.PDF

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ARTENIA SANDERS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	Case No. 85-3846
	)	
CHURCH'S FRIED CHICKEN, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, W. Matthew Stevenson, held a formal hearing in this cause on February 14, 1986 in Tallahassee, Florida.

The issue for determination at the final hearing was whether the Respondent, Church's Fried Chicken, Inc., committed an unlawful employment practice by discriminating against Petitioner on the basis of sex.

PROCEDURAL BACKGROUND

On April 25, 1985, Petitioner filed a charge of discrimination with the Florida Commission on Human Relations, alleging that Respondent committed an unlawful employment practice by terminating her employment on the basis of sex. On August 22, 1985, the Florida Commission on Human Relations rendered its proposed notice of determination that there was no reasonable cause to believe that an unlawful employment practice had occurred. By petition filed with the Division of Administrative Hearings on November 7, 1985, Petitioner requested a formal administrative hearing on her charge of sex discrimination against Respondent, Church's Fried Chicken, Inc.

This cause came on for final hearing on February 14, 1986. Neither party was represented by counsel. The Petitioner, Artenia Sanders, testified in her own behalf and submitted Petitioner's Exhibit 1 for consideration. The following witnesses testified on behalf of Respondent, Church's Fried Chicken, Inc.: Pat Avery, Regional Manager; Dan Braafhart, District Manager; Cleveland Luster, Area Manager; and, Kenneth Bells, Assistant Manager. In addition, Respondent's Exhibits 1,

ATTACHMENT 0038

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 85-004097

DATE ENTERED: 9/8/1986

RACE: black

LINK: doah.state.fl.us/ROS/1985/85004097.PDF

PAGE(S): 2

there was reasonable cause to believe that an unlawful employment practice had occurred. By petition filed with the Division of Administrative Hearings on December 4, 1985, a formal hearing was requested on Petitioner's charge of discrimination. This cause came on for final hearing on May 22 and 23, 1989. The parties have submitted Posthearing Proposed Findings of Fact. A ruling has been made on each proposed finding of fact in the Appendix to this Recommended Order.

FINDINGS OF FACT

Based upon my observation of the witnesses and their demeanor while testifying, the documentary evidence received and the entire record compiled herein, I hereby make the following findings of fact:

l. The Petitioner, Terry Wooden, a black male, was hired by the Respondent, State of Florida, Department of Corrections, on December 5, 1980 as a Correctional Officer I at River Junction Correctional Institution.

2. River Junction Correctional Institution (RJCI) is a secure facility responsible for the care, custody and control of certain inmates.

3. Correctional Officers are assigned to security posts which are located throughout the facility. Some "inside" security posts are located within inmate dormitories. Outside perimeter security posts, which are small tower-like buildings, are located along the perimeter fence and are the last observation posts between containment and possible inmate escape.

4. For security reasons, the Respondent prohibits sleeping on the job and requires its correctional officers to remain alert at all times. Supervisors (generally employees holding the rank of sergeant) often make "rounds" of the facility wherein security posts are visited to ensure that the officer on, duty at that post is alert. RJCI procedure requires that an officer on duty at a security post "challenge" a supervisor or other correctional officer who approaches the security post.

5. When a supervisor enters a dormitory, the officer assigned to that post is required to challenge that person by immediately leaving the officer's station (located within the dormitory) to meet the approaching person. If the officer is on the telephone or engaged in some activity, it is acceptable for

ATTACHMENT 0039

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 85-004269

DATE ENTERED: 5/9/1986

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1985/85004269.PDF

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

JO NEES,	)	
	)	
Petitioner,	)	
	)	
vs.	)	Case No. 85-4269
	)	
DELCHAMPS, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Consistent with the Notice of Hearing furnished the parties in this case by the undersigned on January 16, 1986, a hearing was held in this case before Arnold H. Pollock a Hearing Officer with the Division of Administrative Hearings in Destin, Florida on April 10, 1986. The issue for consideration was whether the Petitioner was improperly denied employment by the Respondent because of her age.

APPEARANCES

For Petitioner: Jo Nees, pro se
Box 89
Destin East Mobile Home Park
Destin, Florida 32541

For Respondent: William C. Tidwell, Esquire
Post Office Box 123
Mobile, Alabama 36601

BACKGROUND INFORMATION

Petitioner filed a formal charge of discrimination based on age against the Respondent, Delchamps, Inc., on an EEO form 5 on April 14, 1985 alleging that Respondent failed to hire her and thereby discriminated against her on the basis of her age. On September 6, 1985, Clayton C. Rawlings, an investigations specialist with the Commission on Human Relations (CHR), submitted an investigatory report in which he concluded there was no reasonable cause to believe that the Respondent discriminated against the Petitioner because of her age. Thereafter, on November 25, 1985, the Executive Director of CHR entered a Determination of No Cause Notice which was sent by the CHR clerk

to the parties, including Petitioner, on November 26, 1985. Petitioner did not thereafter apply for a reconsideration but instead, on December 10, 1985, filed a formal Petition for Relief from an Unlawful Employment Practice based on this same alleged discriminatory action. The file was transmitted to the Division of Administrative Hearings on December 16, 1985, for the appointment of a Hearing Officer. The undersigned forwarded a Notice of Assignment and Order to the parties on December 31, 1985, giving them 10 days to respond with proposed hearing dates. On January 7, 1986, Petitioner called the undersigned indicating an inability to respond within the 10 day period. As a result, the undersigned granted an extension of time to respond to the Petitioner until January 19, 1986. On January 9, 1986, the undersigned received Respondent's answer admitting jurisdiction, but denying a discriminatory practice and on January 16, 1986, after coordination with Petitioner, the hearing was set for April 10, 1986, in Destin, Florida, which is Petitioner's home. The hearing was held as scheduled.

At the hearing, Petitioner testified in her own behalf. Respondent presented the testimony of Dudley M. Owens, manager of the Respondent's Destin store where the alleged discrimination took place; Karl T. Few, assistant manager of the same store Katherine J. Guidas (nee Richardson), a cashier at the Destin store; and Vickie M. White, bakery and deli salesclerk at the Destin store. Neither party submitted documentary evidence.

Petitioner was granted leave to submit an affidavit from an absent witness, Mr. Emerson, subsequent to the hearing, conditioned on her furnishing a copy to the Respondent's counsel at the time the original was furnished to the undersigned. On April 25, 1986, Petitioner submitted a letter indicating she was unable to contact the witness in question and enclosing documentation previously considered by CHR's investigator at the informal hearing held herein. This information is considered only as a part of the file furnished by the CHR.

FINDINGS OF FACT

1. Petitioner, Jo Nees, is a 52 year old caucasian woman who appears to be her age. Ms. Nees first moved to Destin, Florida in or about April, 1982, and upon arrival in the area, submitted an application for employment to the Delchamps store which was accepted, but about which she never heard anything from store personnel.

2. Ms. Nees lives in the Destin East Mobile Home Park with Mr. Emerson, a gentleman with whom she has shared the mobile home for several years.

ATTACHMENT 0040

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 86-001383

DATE ENTERED: 3/17/1986

RACE: black

LINK: doah.state.fl.us/ROS/1986/86001383.PDF

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

DWIGHT HAND,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 86-1383
	)	
FRANKLIN COUNTY BOARD OF COUNTY COMMISSIONERS,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice this cause came on for administrative hearing before P. Michael Ruff , duly designated Hearing Officer, in Apalachicola, Florida, on September 4, 1986 and November 21, 1986. The appearances were as follows:

APPEARANCES

For Petitioner: Ben R. Patterson, Esquire
PATTERSON & TRAYNHAM
1215 Thomasville Road
Post Office Box 4289
Tallahassee, Florida 32315

For Respondent: John D. C. Newton, II, Esquire
253 East Virginia Street
Tallahassee, Florida 32301
and
Alfred O. Schuler, Esquire
Post Office Drawer 850
Apalachicola, Florida 32320

This proceeding arose upon Dwight Hand's challenge to the initial decision of the Florida Commission on Human Relations that no probable cause existed regarding his complaint that Franklin County had discriminated against him by discharging him, allegedly on account of his race.

On April 21, 1986, Dwight Hand filed a Petition for Relief from Unlawful Employment Practice with the Florida Commission on Human Relations (FCHR). In due course, in accordance with Section 120.57, Florida Statutes (1985), and Rules 22T-9.08(5) and 22T-8.16(2), Florida Administrative Code, that agency transmitted the case to the Division of Administrative Hearings for assignment to a Hearing Officer and conduct of all necessary proceedings.

Dwight Hand is a black male who was employed at times pertinent hereto in the garbage department of Franklin County prior to his discharge. He was discharged from that employment on December 8, 1981, allegedly for excessive

ATTACHMENT 0041

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 86-002737

DATE ENTERED: 5/21/1987

RACE: black

LINK: doah.state.fl.us/ROS/1986/86002737.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ARDIE COLLINS, Petitioner, vs. DEPARTMENT OF PROFESSIONAL REGULATION, Respondent.	)	Case No. 86-2737

RECOMMENDED ORDER

Final hearing in the above-styled action was held in Rockledge, Florida, on February 27, 1987, before Mary Clark, Hearing Officer of the Division of Administrative Hearings.

The parties were represented as follows:

For Petitioner: Leon Daniel Watts, P.A.
Post Office Box 6566
443 South Park Avenue
Titusville, Florida 32782-6566

For Respondent: T. Whitney Strickland, Jr., Esquire
103 North Gadsden Street
Tallahassee, Florida 32301

BACKGROUND AND PROCEDURAL MATTERS

On June 7, 1983, Ardie Collins filed a complaint with the Florida Commission on Human Relations (FCHR) alleging discrimination by the Department of Professional Regulation (DPR) on the basis of her race (Black), sex (Female) and "other" (retaliation).

The complaint was investigated by Commission staff, and on June 24, 1986, the Commission issued its Notice of Determination: No Cause. In response, Ardie Collins filed her Petition for Relief on July 23, 1986. The case was referred to the Division of Administrative Hearings for formal hearing pursuant to section 120.57, Florida Statutes.

The case was initially set for hearing on October 27, 1986, but was continued at the request of Respondent.

On February 10, 1987, Respondent filed its Answer to the Petition and a Motion for Summary Judgment and Judgment on the Pleadings, based on a claim that the Petition was barred by a two-year statute of limitations. At the hearing Petitioner made an ore tenus motion, in the nature of a motion to strike,

ATTACHMENT 0042

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 86-003012

DATE ENTERED: 12/8/1986

RACE: black

LINK: doah.state.fl.us/ROS/1986/86003012.PDF

PAGE(S): 2

FINDINGS OF FACT

1. In February of 1983, petitioner Fred D. Wallace began working for respondent as a meat inspector.

2. Although other meat inspectors were assigned to federal facilities for training, he never was. Petitioner feels he was not sent for training because he was black and that his having a bachelor's degree in agriculture had nothing to do with it. He also testified that unfavorable evaluations were attributable to his being black.

3. Except for petitioner's race, the evidence did not establish the race of respondent's employees.

CONCLUSIONS OF LAW

4. The Division of Administrative Hearings has jurisdiction over the parties to, and subject matter of, these proceedings.

5. The evidence petitioner adduced does not establish a prima facie case of violation of the Human Rights Act of 1977, Section 760.01 through 760.10, Florida Statutes (1985). The evidence did not establish the allegations pleaded in the petition, even assuming the sufficiency of the petition.

It is accordingly,

RECOMMENDED:

That the Florida Commission on Human Relations enter a final order dismissing the petition for relief.

DONE AND ENTERED this 8th day of December 1986, in Tallahassee, Florida.

ROBERT T. BENTON, II
Hearing Officer
Division of Administrative Hearings
The Oakland Building
2009 Apalachee Parkway
Tallahassee, Florida 32399-1550
(904) 488-9675

FILED with the Clerk of the
Division of Administrative Hearings
this 8th day of December 1986.

COPIES FURNISHED:

Frank A. Graham, Jr., Esquire
Resident Counsel
Room 512, Mayo Building
Tallahassee, Florida 32399-0800

ATTACHMENT 0043

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 86-003623

DATE ENTERED: 3/16/1987

RACE: black

LINK: doah.state.fl.us/ROS/1986/86003623.PDF

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MILTON BAKER, Petitioner, vs. E. I. DU PONT DE NEMOURS & COMPANY, INC., Respondent,	)	CASE NO. 86-3623

RECOMMENDED ORDER

Pursuant to notice, an administrative hearing was held before William R. Cave, Hearing Officer with the Division of Administrative Hearings, on December 3, 1986 in Jacksonville, Florida. The issue for determination is whether the Respondent, E. I. du Pont de Nemours and Company, discriminated against the Petitioner, Milton Baker, when Respondent terminated Petitioner's employment.

APPEARANCES

For Petitioner: John F. MacLennan, Esquire
Kattman, Eshelman & MacLennan
1920 San Marco Boulevard
Jacksonville, Florida 32207

For Respondent: Jerry H. Brenner, Esquire
Legal Department
E. I. du Pont de Nemours and Company
100 West 10th Street
Wilmington, DC 19898

BACKGROUND

In this proceeding, Petitioner is challenging Respondent's termination of his employment and alleges that Respondent discharged Petitioner from his position of employment because of Petitioner's race, to wit: Black.

In support of his position, Petitioner testified on his own behalf and presented the testimony of Leslie H. Wood, Jr.. Petitioner's Exhibits Nos. 1 through 3 and 5 through 7 were received into evidence.

Respondent presented the testimony of Charles A. Baldree, Dyal W. Baldree, Joe W. Sherrill and Gilberto Valazquez. Respondent's Exhibits Nos. 1 through 10 were received into evidence.

In addition, Joint Exhibit 1, to the extent of matters stipulated and admitted in the Joint Prehearing Stipulation, was received into evidence.

ATTACHMENT 0044

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 86-003715

DATE ENTERED: 4/17/1987

RACE: black

LINK: doah.state.fl.us/ROS/1986/86003715.PDF

PAGE(S): 3

FINDINGS OF FACT

Based on the testimony of the witnesses at the hearing, on the exhibit received in evidence, and on the matters officially recognized, I make the following findings of fact.

1. The Petitioner, Dr. James J. Weaver, is a black male. He has never been a member of the Respondent, Leon Classroom Teachers Association. He has never applied to become a member of the Leon Classroom Teachers Association. During April of 1985, the Petitioner was a member of the bargaining unit of instructional employees represented by the Leon Classroom Teachers Association. During August of 1955, the Petitioner was not a member of that bargaining unit.

2. The Respondent, Leon Classroom Teachers Association ("LCTA") is an employee organization. At all times material to this case, the LCTA was the bargaining representative for a unit of instructional employees employed by the Leon County School District. Evans Hughes was, at all times material to this case, an organizer for LCTA whose duties included the handling of employee grievances. Evans Hughes is a white male.

3. Petitioner wrote a letter dated March 8, 1985, to Judy Johnson, who is a staff attorney for the School District. In the letter, the Petitioner complained that he had not received regular pay since January 18. He also complained about his erratic work schedule. Petitioner acknowledged his acceptance of a part-time position in February due to his lack of certification in English and he stated:

> I am not trying to hold the Leon County School Board to our original agreement extending my employment through March 15, 1985. I am only seeking pay at the 1-0 level for the days in which I did work. However, I would never stand in the way of getting a certified teacher in an area of education endeavor that I lack certification. Therefore, I am requesting that immediate action is taken whereby I am paid for the services that I have performed for Leon County School Board starting January 21, 1985 through February 15, 1985 .

4. On April 15, the Petitioner filed a grievance dated April 13, which stated in relevant part:

> Statement of Grievance: To Mrs. Jackie Daniels, my complaint is centered around the fact that I was mislead or given a false impression by Dr. Paul Onkle, Director of Employee Relations, regarding regular pay for the period extending from January 21, 1985 through February 6, 1985. He told me on March 26, 1985 that he was going to have payroll cut a check for the days in question and I could come back March 27, 1985 and pick up the check but I haven't gotten paid.

ATTACHMENT 0045

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 86-003716

DATE ENTERED: 8/14/1987

RACE: black

LINK: doah.state.fl.us/ROS/1986/86003716.PDF

PAGE(S): 2

ISSUE

Whether respondent discriminated against petitioner in terminating his employment, either on account of his race or because he had engaged in protected activities?

FINDINGS OF FACT

1. In order to serve as Marine Patrol officers, candidates muse successfully complete a training program at DNR's Marine Patrol Academy, which only accepts one class a year. In 1983, DNR began its officer trainee program, an affirmative action effort to recruit members of minorities as Marine Patrol officers. The idea was to give recruits employment pending the annual beginning of the Marine Patrol Academy course, so that they would not be otherwise committed when classes started. In the interim, these officer trainees accompanied regular Marine Patrol officers, ordinarily in the field at the post nearest the trainee's home, and learned informally about the work.

2. Ronald D. Jones, who is black, began as a Marine Patrol officer trainee in respondent's Division of Law Enforcement, on October 1, 1984. He and then Captain Thompson had discussed the position in May of 1984, after Clydie Hubbard, DNR's equal employment opportunity coordinator, referred Mr. Jones to Captain Thompson. Mr. Jones' home was in Quincy and the nearest Marine Patrol base on the water was in Carrabelle. Instead of being required to commute five days a week to Carrabelle, he was permitted to report to general headquarters in Tallahassee three days a week, and to Carrabelle two days a week.

Weak In Swimming

3. In the course of their first conversation, Captain Thompson informed Mr. Jones that he would have to pass a physical fitness test in order to be admitted to the Marine Patrol Academy. When Mr. Jones said "he felt he was a little weak in swimming," (T.52) captain Thompson told him that he would administer the test at Mr. Jones' convenience, whenever he felt he was ready to take it. Later in May, when Mr. Jones indicated he felt he was ready, the test was scheduled for June 8, 1984.

4. On June 8, 1984, Mr. Jones passed every test easily, except for the swimming and floating tests. To pass the swimming test required swimming 300 yards in ten minutes or less. Mr. Jones was unable to swim more than two swimming pool lengths without clutching a rope for support. He also failed the floating test: he could not stay afloat for five minutes without grabbing for something. Captain Thompson told him he could pass the swimming and floating tests later, without having to retake any other portion of the physical fitness test, and suggested that he go to Alicia Crews at Florida State University or check with people at the YMCA or at Florida A & M University for swimming lessons or coaching.

5. At the time Mr. Jones failed the tests, he was only an applicant for the officer trainee program and had no assurances of being chosen as a trainee. He did not follow the advice to seek help in order to improve his swimming.

Numerous Reminders

6. When he saw Captain Thompson in September of 1984, Captain Thompson reminded him he needed to pass the swimming and floating tests. Captain

ATTACHMENT 0046

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 86-004014

DATE ENTERED: 4/30/1987

RACE: black

LINK: doah.state.fl.us/ROS/1986/86004014.PDF

PAGE(S): 2

FINDINGS OF FACT

1. Larry Drake, who is black, began his employment at Whataburger, Inc., on May 2, 1983, as a management trainee in Pensacola. He trained first under June Bell at Unit No. 168, then under Kin Pearson at Unit No. 42.

New Warrington Road

2. On July 17, 1983, he became assistant manager at Unit No. 25, Whataburger's restaurant on New Warrington Road, where he was put in charge of the "early bird" or late night shift, from eleven at night to seven in the morning. Randall Potts occasionally worked the late night shift, and, during his tenure as assistant manager in charge of the shift, Mr. Drake supervised Elijah Johnson and Randy Cotton, as well. He initially supervised only one employee, but when Linda Blevins began on the late night shift, he also supervised her.

3. As manager of Unit No. 25, Byron Reno was Mr. Drake's supervisor while Mr. Drake worked there. Mr. Reno came in at six or seven in the morning and left before the late night shift began, but he saw petitioner when the night shift started on numerous occasions, in addition to occasionally overlapping petitioner's shift in the morning. He worked with Mr. Drake when, as sometimes happened after Mr. Drake's initial three months at Unit No. 25, Mr. Drake worked the day shift.

4. On October 30, 1983, Mr. Reno prepared a written evaluation of petitioner's job performance on a form calling for a "CLASSIFICATION EVALUATION" and for a separate "PERFORMANCE EVALUATION." Respondent's Exhibit B-2. On the "CLASSIFICATION EVALUATION" section, he gave hid a total score in the "needs improvement" range, although written comments indicated he was "FULLY ADEQUATE IN MOST AREAS." On the "PERFORMANCE EVALUATION, he gave him a score of 41.4, half a point from the "needs improvement" cut-off. These ratings may be lower than those for "the bulk of the" (T.i27) assistant managers. By May 5, 1904, when Mr. Reno prepared a second evaluation using the same format, he rated petitioner fully adequate overall, and gave him a score in the outstanding range for "CLASSIFICATION EVALUATION." Respondent's Exhibit A-2.

5. Sometimes petitioner complained he was tired when he reported for work at Unit No. 25, and Mr. Reno felt his energy level was low in general. Mr. Reno also felt that inaccuracies in the daily reports and in inventory reports should be eliminated.

6. During the time Mr. Drake worked at Unit No. 25, Sonya Jarman worked, at various times, on both day shifts. On the later shift, she was sometimes unable to leave at eleven, because petitioner had not yet arrived at work. Sometimes she telephoned petitioner to wake him up so he would relieve her. On the other hand, Mr. Drake also "stayed over plenty of times" (T.75, 76) for late replacements.

7. On the earlier day shift, Ms. Jarman sometimes arrived to find that the night shift's paperwork had not been done. Mr. Drake asked her more than once to do the paperwork for the night shift, saying he would help serve customers. Sometimes he sat in his office, reading the paper and smoking cigarettes, while Ms. Jarman completed reports which night shift personnel were charged with filling out.

ATTACHMENT 0047

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-000605

DATE ENTERED: 11/18/1987

RACE: black

LINK: doah.state.fl.us/ROS/1987/87000605.PDF

PAGE(S): 2

employment practices on the basis of the Petitioner's race or sex in violation of Section 760.10, Florida Statutes, in the hiring of persons for the 15 positions for which the Petitioner applied between January 1, 1985 and August 27, 1985.

FINDINGS OF FACT

A. Stipulation and Admissions

1. Petitioner is a black male.

2. Respondent is a public employer within the meaning of Section 760.02(6), Florida Statutes.

3. During the period between January 1, 1985 and August 27, 1985, the Petitioner applied for 15 positions within the school district of Leon County, Florida.

B. Findings Based on Evidence Presented at Hearing

4. Petitioner, James Weaver, holds a bachelor's degree in political science with a minor in history from North Carolina A & T State University in Greensboro, North Carolina; a master's degree in education with a concentration in social studies from the same institution; and a Ph.D. in education leadership with a concentration in adult education and social studies from Florida State University. The Petitioner held these degrees prior to his employment with the Respondent. The Petitioner has been certified to teach social studies in grades 7-12 since July 1, 1978 and is certified through June 30, 1993. The Petitioner taught social studies at North Carolina A & T State University while working on his master's degree in 1974-75. While an officer in the U.S. Air Force, he taught history at Gulf Coast Community College in Panama City, Florida. The Petitioner was given a year's teaching credit for teaching social studies at FAMU High School from January 1980 until June 1980. Petitioner was a substitute teacher for the Leon County School Board from the period 1979 until 1985. He held a temporary position with the Leon County School Board from November 2, 1984 until March 15, 1985. He had significant teaching experience.

5. Based upon his master's degree in social studies, the Petitioner is qualified to teach social studies in the schools of the State of Florida. This is the minimum qualification necessary for the positions for which the Petitioner applied.

6. The Petitioner applied for 15 positions, six of which were part-time hourly positions and nine of which were full-time. The Respondent filled 11 of the 15 positions. Four of the positions, one full-time and three part-time, were not filled due to budgetary constraints. However, one full-time position was filled twice and one part-time position was filled twice. Consequently, there were nine hiring opportunities for full-time positions and four hiring opportunities for part-time positions.

7. The evidence indicates that the wages and benefits for the part-time positions were less than the wages and benefits for full-time positions. When the statistics are analyzed separately for full-time and part-time positions which were actually filled, a picture develops which is different from what Respondent reports.

ATTACHMENT 0048

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-000606

DATE ENTERED: 8/11/1987

RACE: black

LINK: doah.state.fl.us/ROS/1987/87000606.PDF

PAGE(S): 3

1981. Petitioner was further advised that he could request a 30-day leave of absence, provide a doctor's statement regarding his present condition and that, during that 30-day leave of absence period he could request an additional 5 month leave of absence. Upon the advice of his Union representative, petitioner did request and was granted a 30-day leave of absence, which expired on January 31, 1982.

5. On January 19, 1982, a meeting was held with petitioner to discuss his medical condition. He was advised that there were no light duty positions available at that time and that his 30-day leave of absence would terminate at the end of January. Petitioner's supervisor suggested that he request further leave of absence without pay in order to protect his employment and continue his benefits. Petitioner became angry at this suggestion, refused to request additional leave without pay, and uttered some statement about a "personal tragedy." His supervisor felt that he had been threatened by Mr. Wiggins and notified the police.

6. Petitioner was terminated on February 3, 1982. The reasons cited for the termination were failure to apply for an additional leave of absence before his last 30-day leave had expired and insubordination at the January 19, 1982, meeting.

7. Petitioner presented no evidence that other light duty assignments were available in January of 1982. He made reference to two other light duty assignments held by other employees. He acknowledged that one such position held by a white employee required extensive driving, and admitted that he was unable to drive for long distances or long periods of time. The other light duty position that petitioner believed he could have filled was awarded to a black employee. Other than these two positions, petitioner was not aware of any light duty assignments which were available between May and December of 1981 and were not afforded to him. Petitioner also admits that he was unable to perform the duties of a cable splicer in 1981 and in January of 1982.

CONCLUSIONS OF LAW

8. In this proceeding, petitioner complains that he was discharged and/or otherwise discriminated against by being denied light duty assignments because of his race, in violation of Section 760.10(1)(a), Florida Statutes. Having so alleged, it was his initial burden to establish a prima facie case of discrimination. Texas Department of Community Affairs v. Burdine, 450 U.S. 248, 101 S.Ct. 1089, 67 L.ED. 2d 207 (1981).

9. Discrimination connotes disparate treatment, i.e., that the employee was treated differently than others because of his race. In order to establish a prima facie case of discrimination, it was incumbent upon the petitioner to demonstrate: (1) that he is black, (2) that he performed his assigned duties satisfactorily or was qualified for the position held, and (3) that despite his performance or qualifications he was terminated. McDonnell Douglas Corp. v. Green, 411 U.S. 792, 93 S.Ct. 1817, 36 L.ED. 2d 668 (1973).

10. While it is undisputed that petitioner is black, he failed to meet his initial burden with respect to the remaining elements required to be demonstrated to establish a prima facie case of discrimination. Instead, the evidence adduced at the hearing by the petitioner himself was that he could not satisfactorily perform the duties of a cable splicer during 1981 and January of 1982. No evidence was presented that the respondent had a duty to place petitioner in another position or was otherwise obligated to find work for the

ATTACHMENT 0049

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-000968

DATE ENTERED: 6/15/1987

RACE: black

LINK: doah.state.fl.us/ROS/1987/87000968.PDF

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MARY ANN HUNTER,	)	
	)	
Petitioner,	)	
	)	
v.	)	CASE NO. 87-0968
	)	
BANK OF SOUTH PALM BEACHES,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, William B. Thomas, held a formal administrative hearing in this case on June 11, 1987, in West Palm Beach, Florida. The hearing was reported, but a transcript was not ordered, and no proposed findings of fact and conclusions of law will be submitted.

APPEARANCES

For Petitioner: Arlyne G. Warshall, Esquire
415 Fifth Street
West Palm Beach, Florida 33401
(Special Appearance)

For Respondent: Margaret L. Cooper, Esquire
Post Office Drawer E
West Palm Beach, Florida 33402

By Petition for Relief filed with the Florida Commission on Human Relations on February 27, 1987, the Petitioner alleged that the Respondent violated the Human Rights Act of 1977, as amended, by discharging her from employment because of her race (black) and because of her marriage to a non-black (white) man. The matter was referred to this Division for an administrative hearing on March 4, 1987. By Notice of Hearing issued on April 10, 1987, the matter was scheduled to be heard on June 11, 1987, in West Palm Beach, Florida.

At the time and place of the hearing, Counsel for the Petitioner made a special appearance for the purpose of making an oral motion to dismiss, contending that the Commission on Human Relations lost jurisdiction of this proceeding when law suits were filed alleging the same matters as are in dispute here, and that thus the Division of Administrative Hearings has no jurisdiction to proceed further in this matter. When this motion was denied, counsel for the Petitioner declined to present any proof in support of the Petition for Relief, also declined to take a voluntary dismissal, and exited the hearing room.

Thereupon, the hearing proceeded to the presentation of evidence. The issue is whether the Respondent committed an unlawful employment practice as alleged in the Petition for Relief filed on February 27, 1987.

ATTACHMENT 0050

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-001258

DATE ENTERED: 2/25/1988

RACE: black

LINK: doah.state.fl.us/ROS/1987/87001258.PDF

PAGE(S): 2

rulings pursuant to Section 120.59(2), Florida Statutes, and although they have been duly considered, specific rulings thereon have not been included in the appendix.

ISSUE

Whether the Respondent committed unlawful employment practices as alleged in the Petition for Relief served by mail March 20, 1987. Ten subparagraphs of that Petition address individual allegations, each of which are discussed fully in the following conclusions of law.

FINDINGS OF FACT

1. Petitioner Brahim Derder is a citizen of Algeria with permanent resident status in the United States. At all times relevant, he was an adult male resident of the State of Florida, classified by his employer as "Black." Petitioner is a person within the meaning of Section 760.02(5), Florida Statutes. Petitioner graduated from the University of Miami with a Bachelor's Degree in Industrial Engineering in 1980. Prior to his employment with Respondent American Telephone and Telegraph Information Systems (ATTIS), he was employed from 1981 to 1983 by another subsidiary (Southern Bell) of Respondent's parent company, American Telephone and Telegraph (AT&T), as a marketing representative in Miami, Florida.

2. Respondent ATTIS is in the business of selling and leasing data and voice terminal equipment. Petitioner became an employee of ATTIS in 1984. Respondent is an employer within the meaning of Section 760.02(6), Florida Statutes.

3. Petitioner was terminated by Southern Bell as a result of his alleged failure to pass one of its required training courses. He was subsequently reinstated as a result of a complaint resolution pursuant to Southern Bell's own internal affirmative action program, also known as an equal employment opportunity (EEO) complaint resolution. Thereafter, Petitioner continued to be uneventfully employed by Southern Bell for about a year. Approximately August 1983, AT&T began preparation for court-ordered divestiture. Divestiture required the separation of the Bell operating companies from AT&T. Petitioner was assigned to a division within ATTIS in Miami due to the divestiture and its resulting reorganization.

4. Once within ATTIS, Petitioner successfully protested through internal ATTIS-EEO channels a "limited contribution" performance rating given him upon his exit from Southern Bell, and obtained a change to "not rated," which rating, in turn, resulted in a modest pay increase.

5. The subsidiaries of AT&T, like their parent company, had established formalized but voluntary internal EEO/Affirmative Action programs. At no time prior to Petitioner's termination by ATTIS in November 1985, did Petitioner file any charges of discrimination with any external governmental agency, including but not limited to the Federal Equal Employment Opportunity Commission or the State of Florida Commission on Human Relations.

6. In 1984, ATTIS downsized its work force and Petitioner's position was "surplused." Petitioner was offered a position with ATTIS in Atlanta, Georgia but rejected it and located a job at ATTIS' Data Systems operation in Orlando, Florida.

ATTACHMENT 0051

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-001733

DATE ENTERED: 9/2/1987

RACE: black

LINK: doah.state.fl.us/ROS/1987/87001733.PDF

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

VERA GRAY,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 87-1733
	)	
ALLSTATE INSURANCE COMPANY,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

For Petitioner: Vera Gray, pro se
St. Petersburg, Florida

For Respondent: Richard Sutter, Esquire
Northbrook, Illinois

Final hearing on the Petition For Relief in this case was held in St. Petersburg on July 10, 1987. The Petition For Relief alleges that Respondent, Allstate Insurance Company (Allstate), discriminated against Petitioner, Vera Gray (Gray), in employment practices in violation of Section 760.10, Florida Statutes (1985). Specifically, the petition alleges that Allstate unlawfully discharged Gray on the basis of race (black). In support of her allegation, Gray points out: (1) that she was the only black Associate Claims Representative in her "unit"; (2) that Allstate subjected her work to closer scrutiny than the work of other employees; and (3) that two other employees, who were white, were put into other positions instead of discharged when they did not pass their state insurance claim adjuster tests. Allstate denies the charge of unlawful discrimination, maintaining that its employment practices with respect to Gray and its other employees were based solely on legitimate factors other than race.

After the hearing, the parties asked for and received ten days from the filing of the transcript (August 7, 1987) in which to file proposed recommended orders. Rulings on proposed findings of fact can be found in the attached Appendix To Recommended Order, Case No. 87-1733.

FINDINGS OF FACT

1. Petitioner, Vera Gray (Gray), became employed in the St. Petersburg District Claims Office of Respondent, Allstate Insurance Company (Allstate), in December 1973. She started as a clerk and in June 1977, was promoted to a Claims Service Representative (CSR).

2. A CSR's job was to answer incoming telephone claims, handle minor uncomplicated claims and refer more complicated claims to the claim adjuster with special expertise in the line of insurance for which coverage is claimed.

ATTACHMENT 0052

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-002391

DATE ENTERED: 8/21/1987

RACE: black

LINK: doah.state.fl.us/ROS/1987/87002391.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

JOANN POSTELL,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 87-2391
	)	
FLORIDA DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, an administrative hearing was held before William R. Cave, Hearing Officer with the Division of Administrative Hearings, on July 23, 1987 in Macclenny, Florida. The issue for determination is whether the Respondent, Florida Department of Rehabilitative Services, discriminated against the Petitioner, Joann Postell, when Respondent terminated Petitioner vs employment.

APPEARANCES

For Petitioner: David A. West, Esquire
Northeast Florida State Hospital
State Road 121, South
Macclenny, Florida 32063

For Respondent: Carl G. Swanson, Esquire
335 East Bay Street
Jacksonville, Florida 32202

BACKGROUND

In this proceeding, Petitioner is challenging Respondent's termination of her employment and alleges that Respondent discharged Petitioner from her position of employment because of Petitioner's race, to wit: Black.

In support of her position, Petitioner testified on her own behalf and presented the testimony of Leslie Clark, Claude Hunter, Charles Brown and Dan Gibbs. Petitioner's Composite Exhibit No. 2 was received into evidence.

Respondent presented the testimony of Stephen Beard, Geri Knowles and Clarence V. Stottler. Respondent's Composite Exhibit No. 1 was received into evidence.

The parties submitted post-hearing Proposed Findings of Fact and Conclusions of Law. A ruling on each proposed finding of fact has been made, as reflected in the Appendix to this Recommended Order.

ATTACHMENT 0053

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-002482

DATE ENTERED: 2/16/1988

RACE: black

LINK: doah.state.fl.us/ROS/1987/87002482.PDF

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ALBERT H. ROBINSON,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 87-2482
	)	
CITY OF ALTAMONTE SPRINGS,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Final hearing in this matter was held on October 9, and November 2, 1987 in Orlando, Florida, before Mary Clark, Hearing Officer of the Division of Administrative Hearings.

The parties were represented as follows:

For Petitioner: Tobe Lev, Esquire
Egan, Lev & Siwica, P.A.
Post Office Box 2231
Orlando, Florida 32802

For Respondent: David V. Kornreich, Esquire
Muller, Mintz, Kornreich,
Caldwell, Casey, Crossland & Bramnick, P.A.
Suite 1525, Firstate Tower
255 South Orange Avenue
Orlando, Florida 32801

BACKGROUND AND PROCEDURAL MATTERS

On or about July 1, 1986, Albert Robinson filed his charge of discrimination with the Florida Commission on Human Relations, alleging that his employer, the City of Altamonte Springs, discriminated against him based on his race, Black, and his national origin, Jamaican. The complaint alleged harassment in several instances and the denial of a promotion.

After an investigation, a recommended determination of "No Cause" was provided in a notice filed on March 27, 1987, by the FCHR Executive Director.

Mr. Robinson filed his Petition for Relief and the matter was referred to the Division of Administrative Hearings for formal proceeding.

Respondent's motion to dismiss that Petition was denied in an Order dated August 5, 1987, but Petitioner was also required to file an amended petition. The amended petition, filed on August 12, 1987, alleges various acts of discrimination because of Petitioner's race and national origin, and alleges retaliation because he assisted a black co-employee at a disciplinary hearing before the city's personnel board.

ATTACHMENT 0054

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-002549

DATE ENTERED: 9/3/1987

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1987/87002549.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

STEPHEN J. SEFSICK,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 87-2549
	)	
FLORIDA DEPARTMENT OF CORRECTIONS,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, K. N. Ayers, held a public hearing in the above-styled case on June 29, 1987, at Dade City, Florida.

APPEARANCES

For the Petitioner: Stephen J. Sefsick, pro se
68 East Suncoast Boulevard
Wesley Chapel, Florida 34249

For the Respondent: Ernest L. Reddick, Esquire
1311 Winewood Boulevard
Tallahassee, Florida 32301

By Petition for Relief dated June 8, 1987, Stephen J. Sefsick, Petitioner, contends he was discriminated in employment by reason of his race (Caucasian), and his sex (male), when two other corrections officers were promoted to Corrections Officer II, a position for which he was qualified and applied for.

At the beginning of the hearing Respondent stipulated to Findings 1-3 below. Thereafter, Petitioner called six witnesses, Respondent called one witness and eleven exhibits were admitted into evidence.

Proposed findings submitted by Respondent which are not included herein were unnecessary to the conclusions reached. All other proposed findings are accepted.

FINDINGS OF FACT

1. Stephen J. Sefsick was employed as Corrections Officer I at Zephr Hills Corrections Institute (ZCI) in November 1980.

2. Sefsick met the minimum qualifications for promotion to Correctional Officer II.

3. Sefsick is a white male and was not promoted to the position of Corrections Officer II.

ATTACHMENT 0055

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-003048

DATE ENTERED: 12/4/1987

RACE: black

LINK: doah.state.fl.us/ROS/1987/87003048.PDF

PAGE(S): 3

Secretary/Dispatcher position as vacant and continued to seek to fill the position with individuals with qualifications similar to or less than the qualifications of the Petitioner.

5. The Petitioner is a black female. She is a person within the meaning of Sections 760.02(5) and 760.10(1), Florida Statutes.

6. The Respondent is an employer within the meaning of Section 760.02(6), Florida Statutes.

7. The dismissal of the Petitioner from her position of employment with the Respondent was motivated by the president and the managing director ascertaining the Petitioner's race. The dismissal of the Petitioner was motivated solely by her race.

8. The Petitioner's starting salary at the Respondent company was $4.50 per hour for a 40-hour work week. After her termination, the Petitioner sought employment elsewhere and obtained another job in January of 1986, where she worked until November of 1986. In November of 1986 the Petitioner voluntarily left her job in order to finish school. When she began work in January of 1986 the Petitioner was making $3.80 per hour. When she quit in November of 1986 she was making $4.00 per hour.

CONCLUSIONS OF LAW

9. The Division of Administrative Hearings has jurisdiction over the parties to and the subject matter of this case. Sec. 120.57(1), Fla. Stat.

10. Section 760.10(1)(a), Florida Statutes, states that the following is an "unlawful employment practice":

> To discharge or to fail or refuse to hire any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, national origin, age, handicap, or marital status.

11. Section 760.10(13), Florida Statutes, reads as follows, in pertinent part:

> In the event that the commission, in the case of a complaint under subsection (10),...finds that an unlawful employment practice has occurred, it shall issue an order prohibiting the practice and providing affirmative relief from the effects of the practice, including reasonable attorney's fees.

12. It is clear from the facts in this case that the Respondent engaged in an unlawful employment practice when it terminated the Petitioner because of her race. Therefore, the Petitioner is entitled to affirmative relief from the effects of that unlawful employment practice.

ATTACHMENT 0056

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-003088

DATE ENTERED: 7/7/1988

RACE: black

LINK: doah.state.fl.us/ROS/1987/87003088.PDF

PAGE(S): 3

FINDINGS OF FACT

1. Margarette Dublin, a black female, was born on October 24, 1932. She has a 12th grade education and a high school diploma, but no other formal education. Her work experience has been solely in retail sales.

2. In 1965, she was working as a salesperson at McCrory's in the Big Apple Shopping Center in Titusville, Florida. George Browne, the store manager at Belk Lindsey in Titusville, personally recruited and hired her to work as a sales clerk in the women's ready-to-wear department at his store.

3. In 1972, Dublin was promoted to buyer for women's ready-to-wear when her supervisor, Donna Smith, a white female in her mid-thirties, was terminated for poor performance (failing to stay within her buying limits and declining sales) and alcoholism.

4. In addition to purchasing stock for her department, as buyer, Dublin was responsible for supervising the sales clerks, keeping the department organized and presentable, taking markdowns on the merchandise, and assisting with sales.

5. Over the years, Margarette Dublin built excellent relations with certain customers. She had a pleasing and helpful personality and went out of her way to select items she knew they would like. Some of these women depended on her to establish their wardrobe. They would call her before a trip or special occasion, and she would have a selection ready when they came in. Their husbands would shop in Dublin's department for their gifts, and some would spend several hundred dollars on the clothes and accessories she picked out for them. George Browne was proud of her sales work and would call her when he saw her special customers on the floor. She received Belks' sales club certificates in 1976, 1977, 1980, 1981, 1983, 1984 and 1985, for "outstanding customer service and sales achievement."

6. Margarette Dublin was terminated on February 22, 1986, without notice. She was given 13 weeks severance pay and approximately $23,000.00 as her share in the Belk profit-sharing program.

7. Belk Lindsey Company of Orlando, Inc., owns department stores located primarily throughout the central Florida area. There are Belk stores throughout the southeast, but they are separate corporations. All are served by another separate corporation, Belk Stores Services, Inc., in Charlotte, North Carolina.

8. The Belk stores operate under a merchandising system known as the "retail system," used in various forms by major retail companies in the United States. The purpose of a retail merchant is to buy and sell merchandise at a profit.

Under the retail system, appropriate inventory levels are planned. Based on anticipated sales for a period, an open-to-buy account is established to allow the buyer to know how much money is available for additional purchases. By maintaining appropriate inventory levels in relationship to sales, a retailer is able to achieve a turnover in inventory which maximizes his return on the investment in the inventory. As sales are made, the sales dollars are added to the open-to-buy account in order to replace merchandise sold. The retail system uses the phrase, "You buy back your sales."

ATTACHMENT 0057

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-003185

DATE ENTERED: 3/18/1988

RACE: black

LINK: doah.state.fl.us/ROS/1987/87003185.PDF

PAGE(S): 2

At the conclusion of the proceedings, the parties elected to order a transcript and to avail themselves of the right to file proposed findings of fact and conclusions of law. Those pleadings were timely filed and were considered in the rendition of this recommended order. The proposed findings of fact contained therein are addressed once again in the appendix attached hereto and incorporated by reference herein.

The issue to be resolved in this proceeding concerns whether the Petitioner has been the victim of an unlawful employment practice on account of her race and, if so, what, if any, relief should be granted.

FINDINGS OF FACT

1. The Petitioner is a black female who has been continuously employed by the Respondent, at the Gretchen Everhart School since approximately February of 1975. Prior to that time she worked for approximately seven years as a licensed practical nurse. The Respondent is a public employer within the meaning of Section 760.02(6), Florida Statutes. The Petitioner initially interviewed for an employment position with the Respondent in February, 1975. She was hired as a "pupil personal services worker," a combination social worker and guidance counselor. She was paid out of the Respondent's "social worker budget" and was not hired specifically as a nurse.

2. The Petitioner maintains that upon her hiring she requested that her beginning salary be adjusted to reflect her prior work experience as a licensed practical nurse and that request was denied. However, the record reflects that she did not make any formal request for prior work experience pay credit at that time. Her formal complaint was not actually filed with the Florida Commission on Human Relations until October 28, 1985, well in excess of the 180 day requirement for filing such an action imposed under Section 760.10(10), Florida Statutes. Thus, even if she had made a formal request for such pay credit in 1975, its denial then would not now be actionable. Moreover, the Petitioner did not establish that any salary schedule, implementing regulation or collective bargaining agreement existed which provided for a salary adjustment of this type in 1975.

3. On October 9, 1984, the Petitioner filed a written supplemental salary request with Dr. Paul Onkle, then the director of employee relations for the Respondent. She requested that she be given experience pay credit for seven years of prior experience as a licensed practical nurse at Sunland Hospital in Tallahassee, Florida. That request was denied.

4. There is no evidence which would establish the date on which an initial, collective bargaining agreement between the Respondent and the Leon Classroom Teachers Association (LCTA), was first ratified. The Petitioner has been employed in a position included in that bargaining unit represented by the LCTA ever since the date of the first collective bargaining agreement, however. Accordingly, the terms and conditions of Petitioner's employment have been fixed by the terms of the collective bargaining agreement, ever since ratification of the initial agreement.

5. On April 8, 1985, the Petitioner again wrote to Dr. Paul Onkle requesting his review of certain experience pay credit granted to Carolyn Peterson and Joanne Cox Arnette, in conjunction with which she requested his reconsideration of her request for experience pay credit. Ms. Peterson and Ms. Arnette are white female employees of the Respondent. Dr. Onkle instructed her

ATTACHMENT 0058

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-003609

DATE ENTERED: 1/26/1988

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1987/87003609.PDF

PAGE(S): 1,4

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

DEBORAH K. NASH,	)	
	)	
Petitioner,	)	
	)	
vs.	)	DOAH CASE NO. 87-3609
	)	
DUVAL COUNTY SCHOOL BOARD,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Following notice, a formal hearing was held in this case on November 23, 1987. The location of the hearing was Jacksonville, Florida. The authority for the conduct of the hearing was Section 120.57(1), Florida Statutes. Charles C. Adams served as the Hearing Officer. This recommended order is being entered following the receipt and review of proposed recommended orders offered by counsel for the parties and Respondent's written argument. The suggested fact proposals found within the proposed recommended orders have been utilized in some instances. Otherwise, the fact proposals have been modified or rejected for reasons described in an appendix to the recommended order.

APPEARANCES

For Petitioner: Lewis J. Alfonso, Esquire
37 Camino Gardens Boulevard, Suite 323
Boca Raton, Florida 33432

For Respondent: Suzanne S. Howard, Esquire
Assistant Counsel
City of Jacksonville
1300 City Hall
Jacksonville, Florida 32202

ISSUES

The issues presented here concern the Petitioner's claim that the Respondent had discriminated against the Petitioner related to terms, conditions or privileges of employment based upon the Petitioner's race, marital status and handicap. See Section 760.10(1)(a), Florida Statutes. Respondent did not concede these allegations and following the consideration of these matters by the Florida Commission on Human Relations, the case was referred to the Division of Administrative Hearings for a formal hearing in accordance with Section 120.57(1), Florida Statutes.

FINDINGS OF FACT

1. Petitioner, Deborah Nash, is a white female who was formerly married to a black male. The issue of that marriage is a biracial son. In 1981 the marriage ended in divorce.

chest pains, she had shortness of breath and, as she describes it, felt drained of energy. Dr. Ortega referred the Petitioner to Dr. David A. Orea, a practicing psychiatrist, who undertook the treatment of the Petitioner for the period March 5, 1985 through August 19, 1985. In view of her illness, Petitioner applied for an extended leave of absence which Respondent granted. The extended leave request was for March 4, 1985 through the end of the year. While the Petitioner was on extended leave of absence, she was not paid.

17. On March 8, 1985, in the company of Luann Bennett, president of the Duval Teachers United, which represents the interests of teachers on contract with the Duval County School Board, Petitioner met with Dr. Larry Paulk. Dr. Paulk at that time was the assistant superintendent for personnel. Their entreaties to Dr. Paulk concerned the classroom situation that the Petitioner was experiencing, especially in describing Ms. Brewington's shortcomings. Dr. Paulk was presented with a letter on that same date which offered written expression to the Petitioner's concerns. A copy of that letter may be found as Petitioner's exhibit 4 admitted into evidence. The summarizing position which the Petitioner stated in the correspondence was that she wished to be transferred elsewhere or be given some immediate assistance in her class which would manage the fights which were going on, as reported in the correspondence, averaging about three per day in recent times. The impression which the Petitioner and Ms. Bennett were left with was to the effect that Dr. Paulk would allow the Petitioner to transfer from her assignment if Dr. Orea felt that was necessary to address the Petitioner's medical condition. Succinctly put in writing by Ms. Bennett on the face of the Petitioner's exhibit 4, the March 8, 1985 letter, is the expression that Dr. Paulk said it was "...also possible, if doctor requests, probably can get transfer."

18. Dr. Paulk, in his recollection of the conversation of March 8, 1987, saw it as being a discussion of the problems experienced by the Petitioner in dealing with her principal, Ms. Brewington, and the associated problem of the Petitioner's health. The conference was concluded with what Dr. Paulk saw as a proposal by Ms. Bennett that hypothetically if the Petitioner's doctor recommended the transfer would the school board allow for that transfer. Dr. Paulk told the Petitioner and Ms. Bennett that he needed a statement from Dr. Orea which would release the Petitioner from her extended absence or leave, because at the time of the interview the Petitioner was on extended leave and it would be necessary for the doctor to establish what conditions would be acceptable to allow the Petitioner to return to work. In that setting, Dr. Paulk recalls telling Ms. Bennett that he would consider a transfer assuming clarification by the treating physician, Dr. Orea. Dr. Paulk recalls that Petitioner and Ms. Bennett said that they would get the letter from Dr. Orea.

19. Dr. Paulk in his experience is unacquainted with medical transfers such as requested by the Petitioner. This case to his knowledge was a matter of first impression. He is acquainted with medical transfers from one floor of a school to another to accommodate the needs of the teacher.

20. Dr. Paulk was provided with a note or correspondence from Dr. Orea on March 14, 1985, indicating that it would be acceptable for the Petitioner to return to work on March 18, 1985, if she were granted a transfer from her present position. Dr. Paulk was uncertain what was meant by this correspondence in terms of exactly where the Petitioner should be placed if removed from her present classroom setting. Dr. Paulk discussed this what he considered to be the vague recommendation by Dr. Orea in a conversation with Ms. Bennett.

ATTACHMENT 0059

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-003612

DATE ENTERED: 2/26/1988

RACE: black

LINK: doah.state.fl.us/ROS/1987/87003612.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

GEORGE V. SMITH,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 87-3612
	)	
SYCOMM SYSTEMS CORPORATION,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, final hearing in the above-styled case was held on December 17, 1987, in Orlando, Florida, before Robert E. Meale, Hearing Officer of the Division of Administrative Hearings.

The representatives of the parties were as follows:

For Petitioner: George Smith, pro se
713 Calabria Drive
Altamonte Springs, Florida 32714

For Respondent: Jack L. Goodsitt, Esquire
Office of General Counsel
Cap Gemini America
Lincoln Center III, Suite 200
10150 West National Avenue
Milwaukee, Wisconsin 53227

By Petition for Relief dated August 11, 1987, Petitioner alleged that he had been employed by Respondent and had suffered discrimination by reason of race during the course of this employment. Petitioner filed his Petition for Relief after the Florida Commission on Human Relations, on May 22, 1987, entered a Notice of Determination: No Cause.

At the commencement of the hearing, Petitioner filed a Motion to Vacate an earlier order entered December 8, 1987, that granted Respondent's Motion to Extend Time in Which to Answer. Respondent moved, ore tenus, to renew its earlier motion to dismiss, which was contained in its Answer. As grounds, Respondent asserted that Petitioner had not complied with a portion of the December 8 order requiring him to provide a more definite statement of the specific relief that he sought. Petitioner also moved, ore tenus, for a continuance on the grounds that he was unaware, until he received the December 8 order, that the final hearing previously scheduled would in fact take place.

After considerable argument, the Motion to Vacate and motion for a continuance were denied. The undersigned reserved ruling on the renewed motion to dismiss for failure to comply with the December 8 order and gave Petitioner another opportunity to file a more definite statement. Following the hearing, Petitioner filed a supplemental statement requesting an order prohibiting the

ATTACHMENT 0060

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-003625

DATE ENTERED: 5/11/1988

RACE: black

LINK: doah.state.fl.us/ROS/1987/87003625.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MS. REBECCA RILEY,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 87-3625
	)	
NASSAU GENERAL HOSPITAL,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, a formal hearing was conducted in this case on November 16 and 17, 1987, at Fernandina Beach, Florida, before Michael M. Parrish, a duly designated Hearing Officer of the Division of Administrative Hearings. The parties were represented as follows at the final hearing:

For Petitioner: Calvin Moore, Esquire
610 South 10th Street
Fernandina Beach, Florida 32034
and
Mr. Johnell Preliou, President
National Association for
Advancement of Colored People
Nassau County Branch
Post Office Box 403
Fernandina Beach, Florida 32034-0403

For Respondent: Patrick D. Coleman, Esquire
James M. Craig, Esquire
Coffman, Coleman, Andrews & Grogan
Post Office Box 40089
Jacksonville, Florida 32203

ISSUES AND INTRODUCTION

The basic issue in this case is whether the Respondent discriminated against the Petitioner on the basis of her race and thereby engaged in an unfair employment practice within the meaning of Section 760.10, Florida Statutes. The Petitioner asserts that she was discriminated against by the employer's failure to promote her. The Respondent denies any discrimination.

At the hearing, both parties presented the testimony of witnesses and offered documentary exhibits. Subsequent to the hearing a transcript of the proceedings was prepared and filed. Pursuant to agreement of the parties, their proposed recommended orders were originally due by no later than February 1, 1988. At the request of the Petitioner, for good cause shown, the filing date was twice extended. On March 21, 1988, both parties filed timely proposed recommended orders containing proposed findings of fact and conclusions of law. The Respondent also filed a supporting brief. The post-hearing submissions of

ATTACHMENT 0061

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-004132

DATE ENTERED: 5/6/1988

RACE: black

LINK: doah.state.fl.us/ROS/1987/87004132.PDF

PAGE(S): 2

2. Shirley Melton is a middle-aged black woman who had been employed at Russell Corporation's, Marianna, Florida plant for 4 years as a sewing machine operator. She was one of the plant's best workers and until this incident, her supervisors had never had any trouble with her.

3. On September 30, 1985, Ms. Melton filed a discrimination complaint against Russell Corporation, alleging that Respondent had discriminated against her on the basis of her race. The charge was based on the fact that Ms. Melton did not receive a sewing job she was interested in. The sewing position she sought was a temporary job. Ms. Melton did not know the job was temporary. While the job was originally discussed with Ms. Melton, the decision was made to place Clarice Moats, a white woman in the temporary job. Ms. Moats was chosen because (1) her original job had been eliminated; (2) she had more seniority; (3) little training was required because her prior job was similar; and (4) Ms. Melton was currently in a permanent job. The Human Relations Commission found no probable cause in Ms. Melton's complaint and took no further action regarding the complaint.

4. After that date, but before July 16, 1986, Ms. Melton had gotten in a personal dispute with Carolina Myrick. The dispute was outside of work and did not relate in any way to work. Carolina Myrick was a quality control inspector for Russell Corporation and was related to Ms. Melton.

5. On July 16, 1986, Ms. Melton and Ms. Myrick had worked most of the day without incident. However, beginning about 3:55 p.m., Ms. Melton learned that Ms. Myrick had "red tagged" a bundle of items she had sewn. A red tagged bundle is a bundle of sewn items which have not passed the quality control inspection Ms. Myrick performs on the bundle. Ms. Myrick then returns the rejected bundle to the appropriate employee's supervisor. A red tagged bundle can subject an employee to disciplinary action if the employee receives too many red tags. In this instance, Carol Hall was the floor supervisor over Ms. Melton. Ms. Melton went to see Carol Hall about the bundle "all the women on the line were talking about." While walking to Ms. Hall's desk, she passed Ms. Myrick and stated that she was going to whip Ms. Myrick's tail if she got another red tagged bundle. Upon arriving at Ms. Hall's desk, Ms. Hall informed Ms. Melton that it was her bundle that had been tagged. Ms. Melton left Ms. Hall's desk and began to walk out of the building since the quitting bell had rung. Ms. Melton was quite upset about the red tagged bundle. She believed Ms. Myrick was picking on her because of their earlier personal disagreement. Ms. Melton was in front of Ms. Myrick on the way out when she turned and said that she was an old witch and that "the Lord took the wrong one, it should have been you," referring to Ms. Myrick's sister Christine McGriff, who had suddenly and unexpectedly died of encephalitis a few weeks earlier.

6. Ms. Myrick became upset over Ms. Melton's words and complained to the supervisor, Carol Hall. Carol Hall then took Ms. Myrick in to speak with Doris Durden, the floor supervisor. Ms. Durden then went to talk to Claude Nall, the plant manager. All three people believed that Ms. Melton's action was unusually cruel and it was their policy not to allow such behavior in the plant, particularly where a quality control person was involved. All three individuals testified that they had never had such extreme language used in the plant. The next day, Ms. Melton was suspended, pending an investigation. After a full investigation, during which Ms. Melton admitted making the above statements, it was decided to terminate Ms. Melton for gross insubordination towards a fellow employee and willful verbal abuse by making degrading remarks about the employee's job performance and about her family. It was the willful aspect of this misconduct which formed the basis for the discharge. At the time the

ATTACHMENT 0062

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-004236

DATE ENTERED: 6/30/1988

RACE: black

LINK: doah.state.fl.us/ROS/1987/87004236.PDF

PAGE(S): 2

ISSUE

Whether the Respondent committed an unlawful employment practice?

FINDINGS OF FACT

1. At all times relevant, Petitioner, Mr. Simmons, was an employee of Respondent. Mr. Simmons was employed as a "ramp serviceman" in Tallahassee, Florida. His responsibilities included loading and unloading passenger baggage from airplanes.

2. Mr. Simmons is black.

3. On the evening of June 17, 1986, Mr. Simmons was working a shift which began at 5:00 p.m. and ended at 1:00 a.m. on June 18, 1986.

4. While unloading passenger baggage from a plane in the early evening of June 17, 1986, Mr. Simmons and a coworker, Mr. Curtis, found a blue jacket.

5. Mr. Wilkowsky, another coworker, took the jacket to Respondent's office in the terminal building and hung it up.

6. Respondent has a policy for dealing with found property which requires that the person finding property complete an "Article Lost Found Report." If the person finding the property cannot complete the Report, the shift manager or another supervisor will complete the Report. In this case, a Report was not completed regarding the blue jacket. Who had responsibility for completing the report cannot be determined from the evidence presented at the hearing.

7. Later that evening, Mr. Gibbons, an operations manager with Respondent, heard Mr. Simmons and Mr. Wilkowsky taking in an adjacent room about how something fit each of them. When Mr. Gibbons looked in the room, Mr. Simmons was wearing a dark blue, double-breasted jacket which seemed to fit.

8. Around midnight on the night of June 17-18, 1986, Mr. Simmons went looking for his supervisor, Mr. Stillwell, the shift manager. Mr. Simmons was going to tell Mr. Stillwell that he was going to take the blue jacket to get it cleaned. Mr. Simmons did not find Mr. Stillwell.

9. Mr. Simmons, without informing any of Respondent's employees, took the jacket with him when he left work.

10. The next morning, Mr. Simmons took the jacket to the cleaners and returned the jacket to Respondent at approximately 1:30 p.m. on June 18, 1986.

11. Respondent has a policy prohibiting the unauthorized removal of Respondent's property or a customer's property from Respondent's premises. Prior to removing a customer's property from the premises, an employee must receive written authorization from a member of management. In June 1986, and for a number of years prior to 1986, employees removing property from Respondent's premises without authorization were subject to immediate dismissal, regardless of seniority, prior record, or position within the company.

12. Respondent's policy concerning unauthorized removal of property from Respondent's premises had been extensively disseminated to all employees. The dissemination consisted of a statement contained in the Employee Handbook which

ATTACHMENT 0063

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 87-005570

DATE ENTERED: 7/7/1988

RACE: black

LINK: doah.state.fl.us/ROS/1987/87005570.PDF

PAGE(S): 2

ISSUE

Whether Respondent committed an unlawful employment practice?

FINDINGS OF FACT

1. Petitioner, Mr. Young, is a black male. From May 8, 1980 until September 20, 1985, Petitioner was employed by PCR, Inc., in Gainesville, Florida.

2. PCR, Inc., is a chemical manufacturing company which mixes and manufactures some of the most toxic chemicals that exist at its Gainesville plant. In September, 1985, PCR, Inc. was owned by SCM Organic Chemicals.

3. Petitioner was first employed by PCR, Inc., in May, 1980 as a maintenance helper and was subsequently promoted to maintenance mechanic. The maintenance department at the plant had seven employees, including Petitioner, who was the only black.

4. Respondent followed a practice of documenting meetings between supervisors and employees concerning disciplinary matters and employee reprimands by memorandums written by the supervisors. Also, employees were counselled by supervisors in an informal manner where no memorandums were written.

5. Prior to December, 1984, Petitioner had only been counselled or reprimanded regarding his work performance one time. The reprimand was for a one-day unexcused absence from work following four days of vacation.

6. Sometime in October, 1984, Mr. Singletary became the supervisor of the maintenance department at PCR's plant in Gainesville. As such he was Petitioner's immediate supervisor. Mr. Singletary had worked for Respondent for over 20 years in Respondent's Jacksonville plant, where he had moved up through the ranks to become second in command in the maintenance department. In Jacksonville, Mr. Singletary had a reputation of being a tough, but fair supervisor who was concerned with "getting the job done," and who treated his coworkers and those he supervised equally, regardless of their race.

7. One of Mr. Singletary's first duties upon becoming maintenance supervisor in the Gainesville plant was to review the personnel files and attendance records of the maintenance department employees. From this review, it appeared to Mr. Singletary that Petitioner had been abusing the sick leave privilege.

8. After consulting with Mr. Pitrolo, the plant superintendent at the time, Mr. Singletary and Mr. Pitrolo met with Mr. Young on December 4, 1985. At the meeting, Mr. Singletary showed Mr. Young his attendance record and decided to extend the time for the yearly review of Mr. Young's performance. The substance of the meeting was memorialized in a memorandum dated December 4, 1988, written by Mr. Singletary, as follows:

> This is to document our meeting and
> its conclusion we had December 4, 1984.
> I went over your work record and you
> have thoroughly abused the time off with
> pay segment of our working agreement.
> You are hereby not awarded a yearly

ATTACHMENT 0064

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 88-003167

DATE ENTERED: 11/10/1988

RACE: black

LINK: doah.state.fl.us/ROS/1988/88003167.PDF

PAGE(S): 15

38. The Department denied Petitioner's grievance pursuant to Chapter 22A-9.002(2), Florida Administrative Code, which states that employees shall not be expected to meet performance standards which have not been defined and identified to them as being part of the requirements of their positions.

39. A performance appraisal which had been completed on Mr. Holton, even though standards had not been previously written and discussed with him, was ordered sealed and marked invalid by Richard Dugger, Secretary of the Department.

40. While Petitioner was working at New River, the Region II office received a new Personnel Technician III position. David Gordon was promoted to that position. Gertrude Bishop applied for and was promoted to the Personnel Technician II position that had been filed by Gordon. Petitioner met the qualifications for the Personnel Technician II position, but did not apply for it. The opening was advertised statewide and at all DOC facilities.

41. During the time that Petitioner had been at New River Correctional Institution, the Gainesville personnel office had been reorganized in response to a Department audit.

42. The duties of all the personnel technicians in the Gainesville personnel office were changed and redistributed as a result of the audit.

43. Petitioner was placed in the lobby area upon her reassignment to the regional office because there was inadequate space to provide her with her own office.

44. Prior to Petitioner's reassignment to New River Correctional Institution there were 4 persons in the Gainesville personnel office. Petitioner was the only PTI.

45. There are currently 8 persons in the Gainesville personnel office, which number includes 3 PTI's.

46. The duties currently performed by Petitioner are at the professional level and come within the career service class specifications for a PTI.

47. Of the 8 employees in the Gainesville personnel office, 3 of them are black. They are David Gordon, Gertrude Bishop and Petitioner.

48. With the exclusion of Mr. Dinkins, blacks are the highest ranking employees in the Region II personnel office.

CONCLUSIONS OF LAW

49. The Division of Administrative Hearings has jurisdiction of the parties to and the subject matter of this proceeding. Section 120.57(1), Florida Statutes.

50. Petitioner contends that her reassignment to New River Correctional Institution in July, 1987, was based on the fact that she is black and was also an attempt to retaliate against her for her participation in the Linda Lundy case. The Department asserts that its reassignment of Petitioner was a managerial prerogative and that Petitioner was reassigned because it was believed that her skills, experience and qualifications best suited her for the

ATTACHMENT 0065

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 88-003865

DATE ENTERED: 12/21/1988

RACE: black

LINK: doah.state.fl.us/ROS/1988/88003865.PDF

PAGE(S): 2

No transcript was filed. Both parties filed proposed recommended orders which were considered in the preparation of this Recommended Order. The proposed findings of fact are ruled upon in the Appendix which is attached and hereby made a part of this Recommended Order.

The issues presented for consideration are whether the Respondent discriminated against the Petitioner based upon her race or in retaliation for her filing of the complain with the Human Relations Commission.

FINDINGS OF FACT

1. In December, 1984, Petitioner, a black female, began employment with the Respondent. The Petitioner was hired for two positions. In one position, the Petitioner was employed as a (40 percent FTE) Cook, working 40 percent of a full time 40 hour work week, or 16 hours weekly. In the other position, the Petitioner was employed as an "on-call" Mental Health Technician I. The Mental Health Technician employment was an OPS (other personnel services) position with no regularly scheduled working hours. Her place of employment was the geriatric residential treatment system (GRTS) center at Bristol, Florida.

2. On July 11, 1986, the Petitioner was transferred from the OPS Mental Health Technician position to a (50 percent FTE) Mental Health Technician position. In the new position, which entailed completion of a six month probationary period, the Petitioner worked 50 percent of a full time 40 hour work week, or 20 hours weekly. Combined with the job as Cook, Petitioner was employed for 36 hours weekly.

3. At some point prior to the end of 1986, the Petitioner wrote to Ronald Kirkland, executive director for the Respondent. The Petitioner apparently felt that she was the subject of discrimination. The Petitioner demanded that Mr. Kirkland meet with her. She was advised to proceed in accordance with the Apalachee Center's personnel grievance procedure. Assistance in filing a grievance was offered to her, but she refused and continued to demand that Mr. Kirkland personally meet with her. The demand was rejected.

4. In January, 1987, the Petitioner was informed that her job performance in the Mental Health Technician position was not satisfactory. At a meeting, held January 20, 1987, the Petitioner was given a memorandum (dated January 12, 1987) detailing a number of issues which were the basis for her unsatisfactory evaluation. (R-1) Such issues generally included disagreements over working hours, noncooperation with coworkers and abusiveness towards the Program Supervisor. The Petitioner acknowledged the memorandum, and stated that she believed it to be "unreasonable."

5. Due to the unsatisfactory nature of her performance, the probationary period was extended for three months. At the end of the three month extension, in April, 1987, she was again evaluated. She received an above satisfactory evaluation in all categories except attitude, which was satisfactory.

6. By March, 1987, the Respondent had determined that problems existed with the day treatment program at the Bristol GRTS facility and began planning to fully evaluate the operation. The Petitioner was working in the day treatment program. Laura Harris, Day Treatment Coordinator for the Respondent, was assigned to perform the review by Dr. William Perry, Respondent's Director of Geriatric Services. The process began in April, 1987. The staff of the Bristol GRTS facility was notified that the review was being performed and that

ATTACHMENT 0066

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 88-003866

DATE ENTERED: 12/21/1988

RACE: black

LINK: doah.state.fl.us/ROS/1988/88003865.PDF

PAGE(S): 2

No transcript was filed. Both parties filed proposed recommended orders which were considered in the preparation of this Recommended Order. The proposed findings of fact are ruled upon in the Appendix which is attached and hereby made a part of this Recommended Order.

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FINDINGS OF FACT

1. In December, 1984, Petitioner, a black female, began employment with the Respondent. The Petitioner was hired for two positions. In one position, the Petitioner was employed as a (40 percent FTE) Cook, working 40 percent of a full time 40 hour work week, or 16 hours weekly. In the other position, the Petitioner was employed as an "on-call" Mental Health Technician I. The Mental Health Technician employment was an OPS (other personnel services) position with no regularly scheduled working hours. Her place of employment was the geriatric residential treatment system (GRTS) center at Bristol, Florida.

2. On July 11, 1986, the Petitioner was transferred from the OPS Mental Health Technician position to a (50 percent FTE) Mental Health Technician position. In the new position, which entailed completion of a six month probationary period, the Petitioner worked 50 percent of a full time 40 hour work week, or 20 hours weekly. Combined with the job as Cook, Petitioner was employed for 36 hours weekly.

3. At some point prior to the end of 1986, the Petitioner wrote to Ronald Kirkland, executive director for the Respondent. The Petitioner apparently felt that she was the subject of discrimination. The Petitioner demanded that Mr. Kirkland meet with her. She was advised to proceed in accordance with the Apalachee Center's personnel grievance procedure. Assistance in filing a grievance was offered to her, but she refused and continued to demand that Mr. Kirkland personally meet with her. The demand was rejected.

4. In January, 1987, the Petitioner was informed that her job performance in the Mental Health Technician position was not satisfactory. At a meeting, held January 20, 1987, the Petitioner was given a memorandum (dated January 12, 1987) detailing a number of issues which were the basis for her unsatisfactory evaluation. (R-1) Such issues generally included disagreements over working hours, noncooperation with coworkers and abusiveness towards the Program Supervisor. The Petitioner acknowledged the memorandum, and stated that she believed it to be "unreasonable."

5. Due to the unsatisfactory nature of her performance, the probationary period was extended for three months. At the end of the three month extension, in April, 1987, she was again evaluated. She received an above satisfactory evaluation in all categories except attitude, which was satisfactory.

6. By March, 1987, the Respondent had determined that problems existed with the day treatment program at the Bristol GRTS facility and began planning to fully evaluate the operation. The Petitioner was working in the day treatment program. Laura Harris, Day Treatment Coordinator for the Respondent, was assigned to perform the review by Dr. William Perry, Respondent's Director of Geriatric Services. The process began in April, 1987. The staff of the Bristol GRTS facility was notified that the review was being performed and that

ATTACHMENT 0067

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 88-004063

DATE ENTERED: 1/17/1989

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1988/88004063.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

LINDA MAE KRUEGER,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 88-4063
	)	
ONE STOP OIL COMPANY,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, Diane Cleavinger, held a public hearing in the above-styled case on December 15, 1988, at Jacksonville, Florida.

APPEARANCES

For Petitioner: Linda Mae Krueger
Post Office Box 1201
Riverview, Florida 32569

For Respondent: William H. Andrews, Esquire
K. Lee Robinson, Esquire
Post Office Box 40089
Jacksonville, Florida 32203

The issue in this case is whether Petitioner was discriminated against in employment on the basis of her sex. A Proposed recommended order has been submitted by Respondent and rulings on the proposed findings of fact are made in the appendix to this recommended order.

FINDINGS OF FACT

1. Petitioner Linda Mae Krueger, a white female, became a manager at One Stop Oil's Riverview, Florida, store on April 1, 1986.

2. Petitioner's first immediate supervisor was Mr. Tom McBeth, area supervisor for six stores. Mr. McBeth was replaced by Mr. John Richardson on January 26, 1987.

3. Upon becoming area supervisor, Mr. Richardson implemented certain changes in the manner in which all store managers under his supervision were to perform their duties. Petitioner disagreed with Mr. Richardson's changes and failed to follow some of Mr. Richardson's instructions regarding these changes. Petitioner developed a great deal of hostility towards Mr. Richardson and refused to accept the fact that the changes in operation were within Mr. Richardson's managerial capacity. The basis of Petitioner's claim of discrimination was Mr. Richardson's attempt to implement operational changes

ATTACHMENT 0068

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 88-004202

DATE ENTERED: 12/22/1988

RACE: black

LINK: doah.state.fl.us/ROS/1988/88004202.PDF

PAGE(S): 2

FINDINGS OF FACT

1. Petitioner is a black female. She has been continuously employed by Respondent since February 14, 1972.

2. Respondent has at all material times employed 15 or more employees for each working day in each of 20 or more calendar weeks.

3. For several years, Petitioner was classified as a Public Assistance Specialist I and worked as a certification worker in the food stamp program administered by Respondent.

4. In December 1984, Petitioner agreed with her supervisor, Dewey DeLoach, to serve as a second party reviewer for six months. The position required someone with superior experience and knowledge of food stamp eligibility criteria. In addition to selecting Petitioner on these grounds, Mr. DeLoach sought to make the assignment in order to remove Petitioner from client contact. On a number of occasions, she had been abrasive and rude to her clients.

5. The second party reviewer is responsible for monitoring the work of all other food stamp certification workers in the office. Although somewhat prestigious, the job was stressful due to the monitoring duties. Employees generally did not want to be assigned to the job for more than six months, especially because, at the time, the pay was the same as that for a food stamp certification worker.

6. Although Petitioner was competent as a food stamp certification worker, she had recurring problems with client relations. In one case, she asked a client seeking public assistance whether she was Jewish and, learning that she was, told her that Petitioner had never met a Jew who needed help. Petitioner then advised the client to get help from "her own" people.

7. In July 1985, Petitioner returned to her certification duties, but four months later Mr. DeLoach reassigned her to the position of second party reviewer due to her continued difficulties in dealing with the public.

8. In the same month, Petitioner was evaluated for a pay raise under the then new merit pay program. She was eligible for the raise as a result of the evaluations and recommendations from her immediate supervisor, her supervisor's supervisor (Mr. DeLoach), and the department head.

9. Complicated administrative rules governed the merit pay program in 1985. Notwithstanding the favorable evaluations and recommendations, Petitioner's eligibility for a merit pay raise did not guarantee her a pay hike due to limited funds. As was the case with all other similarly situated employees, Petitioner was next placed on a prioritized list with other employees eligible for a merit pay raise. Each month, priorities on the list changed as a result of the addition of new persons, who, under uniformly applied rules, might receive a higher priority than persons already on the list. Each month, Respondent awarded the available merit pay to eligible employees based on their priority on the list.

10. Pursuant to the merit pay rules, Petitioner was duly awarded a merit pay increase about one year after she had applied. As with other employees receiving merit pay hikes, Petitioner's raise was retroactive only one or two months prior to the award and not to the date of the application.

ATTACHMENT 0069

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 88-004433

DATE ENTERED: 4/19/1989

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1988/88004433.PDF

PAGE(S): 1,3

FINDINGS OF FACT

1. Petitioner is a black female. She has been continuously employed by Respondent since February 14, 1972.

2. Respondent has at all material times employed 15 or more employees for each working day in each of 20 or more calendar weeks.

3. For several years, Petitioner was classified as a Public Assistance Specialist I and worked as a certification worker in the food stamp program administered by Respondent.

4. In December 1984, Petitioner agreed with her supervisor, Dewey DeLoach, to serve as a second party reviewer for six months. The position required someone with superior experience and knowledge of food stamp eligibility criteria. In addition to selecting Petitioner on these grounds, Mr. DeLoach sought to make the assignment in order to remove Petitioner from client contact. On a number of occasions, she had been abrasive and rude to her clients.

5. The second party reviewer is responsible for monitoring the work of all other food stamp certification workers in the office. Although somewhat prestigious, the job was stressful due to the monitoring duties. Employees generally did not want to be assigned to the job for more than six months, especially because, at the time, the pay was the same as that for a food stamp certification worker.

6. Although Petitioner was competent as a food stamp certification worker, she had recurring problems with client relations. In one case, she asked a client seeking public assistance whether she was Jewish and, learning that she was, told her that Petitioner had never met a Jew who needed help. Petitioner then advised the client to get help from "her own" people.

7. In July 1985, Petitioner returned to her certification duties, but four months later Mr. DeLoach reassigned her to the position of second party reviewer due to her continued difficulties in dealing with the public.

8. In the same month, Petitioner was evaluated for a pay raise under the then new merit pay program. She was eligible for the raise as a result of the evaluations and recommendations from her immediate supervisor, her supervisor's supervisor (Mr. DeLoach), and the department head.

9. Complicated administrative rules governed the merit pay program in 1985. Notwithstanding the favorable evaluations and recommendations, Petitioner's eligibility for a merit pay raise did not guarantee her a pay hike due to limited funds. As was the case with all other similarly situated employees, Petitioner was next placed on a prioritized list with other employees eligible for a merit pay raise. Each month, priorities on the list changed as a result of the addition of new persons, who, under uniformly applied rules, might receive a higher priority than persons already on the list. Each month, Respondent awarded the available merit pay to eligible employees based on their priority on the list.

10. Pursuant to the merit pay rules, Petitioner was duly awarded a merit pay increase about one year after she had applied. As with other employees receiving merit pay hikes, Petitioner's raise was retroactive only one or two months prior to the award and not to the date of the application.

ATTACHMENT 0070

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 88-004660

DATE ENTERED: 11/9/1989

RACE: black

LINK: doah.state.fl.us/ROS/1988/88004660.PDF

PAGE(S): 2

1st DCA 1985), which the FCHR transmitted to the Division of Administrative Hearings, in accordance with section 120.57(1)(b)3., Florida Statutes (1987).

FINDINGS OF FACT

1. At all pertinent times, the Department of Community Affairs, an executive agency of state government, employed more than 15 persons.

2. During fiscal year 1985-86, 398 black persons and 994 white persons applied for employment with the Department of Community Affairs. Of these, 26 black persons and 101 white persons were hired. Of the white applicants, 10.16% were hired while only 6.53% of the black applicants were hired. Petitioner's Exhibit No. 1. The evidence does not reveal the qualifications of any of these applicants.

3. Differential hiring rates for black and white applicant pools persisted in subsequent years, when looked at on a Department-wide basis, even though respondent has formally adopted affirmative action plans and has consistently met hiring goals for black candidates.

Lay Off

4. A black woman, petitioner Michelle Bryant worked for the Department of Community Affairs from January 5, 1983, until her lay off, effective at the close of business September 30, 1987. She and four others, including Leonard Case, a white man, lost their jobs in the course of a reorganization that transferred "the Section 8 Housing Programs" in which they worked to another department of state government.

5. By letter dated September 10, 1987, Ms. Bryant was informed of the possibility that she had certain "bumping rights":

> As a permanent career service employee, you are afforded the right to request a demotion or reassignment in lieu of this lay off ... A demotion or reassignment request will be accomplished if there are other employees in appropriate classes who have a lesser amount of retention points than you.

Petitioner's Exhibit No. 5. Responding with a memorandum to Bud Parmer dated September 22, 1987, Ms. Bryant asked to be considered for another position within the Department of Community Affairs.

6. Unlike Ms. Bryant, Mr. Case, who began work with respondent on August 11, 1987, had not attained permanent status in the career service as of September 30, 1987.

New Jobs Sought

7. When told of the lay off, affected employees were advised to seek other employment. Taking this advice to heart, Ms. Bryant visited the personnel office in the Department of Community Affairs twice weekly, during the fall of 1987.

8. She also went to the Department of Administration, in an effort to be listed as eligible for any job in state government for which she was qualified.

ATTACHMENT 0071

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 88-004661

DATE ENTERED: 2/20/1989

RACE: black

LINK: doah.state.fl.us/ROS/1988/88004661.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

SHARON JACKSON,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 88-4661
	)	
BUILDERS SQUARE, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

This matter came on for hearing in Pensacola, Florida, before Robert T. Benton II, Hearing Officer of the Division of Administrative Hearings, on December 13, 1988. The Division of Administrative Hearings received the hearing transcript on December 29, 1988. The attached appendix addresses respondent's findings of fact, filed January 26, 1989.

Petitioner appeared on her own behalf. Respondent appeared through counsel:

Shavan M. Giffen
3100 West Big Beaver Road
Troy, Michigan 48084

In response to petitioner's complaint that respondent discriminated against her on account of her race in terminating her employment, the Florida Commission on Human Relations (FCHR) conducted an investigation, which eventuated in a "DETERMINATION: CAUSE" dated May 19, 1988.

These proceedings arise on the form petition for relief from an unlawful employment practice petitioner filed, pursuant to Rule 22T-9.008(1), Florida Administrative Code. In accordance with Section 120.57(1)(b)3., Florida Statutes (1987), the FCHR transmitted the petition to the Division of Administrative Hearings, which received it on September 20, 1988.

ISSUE

Whether respondent discriminated against petitioner on account of her race in terminating her employment?

FINDINGS OF FACT

1. On May 2, 1985, even before Builders Square, Inc., opened Store No. 1423 at 1412 West Fairfield Drive in Pensacola, Sharon Jackson, an African American woman, started work, putting price tags on merchandise. When the doors opened, on May 22, 1985, she began as a "ticket checker." Stationed by an exit, she punched customers' invoices, once she determined the invoice accurately reflected the merchandise the customer proposed to leave the store with. She continued in this capacity until her employment ended.

ATTACHMENT 0072

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-000712

DATE ENTERED: 11/3/1989

RACE: black

LINK: doah.state.fl.us/ROS/1989/89000712.PDF

PAGE(S): 2

FINDINGS OF FACT

1. Petitioner is a 35-year-old Black male.

2. Prior to December 1986, Petitioner was employed by Respondent in an OPS position in "Central Files". His work performance in Central Files was both superior and exemplary, and he was offered a State Career Service position as a Senior Clerk within Respondent's "Complaint Section". Upon accepting the Career Service position, Petitioner entered into a mandatory six months' probationary period.

3. In the Senior Clerk position, Petitioner's primary duties were to answer the phone a specific 4-hour daily shift; to assist or act as backup for phone answering during Senior Clerk Terri Jones' (Black female) 4-hour daily phone shift; to prepare and distribute Class II complaint cases to Respondent's "Legal Section"; and to distribute mail and other materials as assigned by his immediate supervisor, Louise Bull (white female).

4. On January 5, 1987, Petitioner took 4 hours unauthorized leave without pay for which he received a written reprimand on January 6, 1987. He had previously been orally reprimanded for the same practice.

5. It was established by competent substantial evidence that Petitioner's immediate supervisor, Louise Bull, had had a number of absences without leave, some of which occurred before Petitioner's termination and some of which occurred after his termination, and that she also received at least one written reprimand for these absences. For some of her absences, Ms. Bull was required to reimburse money to the State, however it was not clear whether the reimbursement was because she was absent when she falsely claimed to be present or was standard reimbursement procedure when the leave actually taken is not covered by accrued leave time. Either way, Ms. Bull was not in a probationary status at any material time and, clearly, as Petitioner's supervisor, hers was not a substantially similar position to that of Petitioner.

6. Petitioner and Cindy Dexter testified that many permanent employees in addition to Ms. Bull were playing fast and loose with tardiness and absenteeism, but their evidence is very indefinite and the race and gender of the employees accused was not established. Ms. Dexter's testimony was vague and not credible on this point. Their testimony on this subject was not confirmed by other credible witnesses nor was it ever established that any of the permanent employees accused by Petitioner held positions substantially similar to his.

7. From almost the beginning of his probationary period, Petitioner had difficulty adjusting to his new position. He evidenced difficulty accepting supervision from Ms. Bull. This disrupted standard office practice. Over the probationary term, Ms. Bull orally counselled Petitioner approximately seven times concerning his lack of acceptance of her supervision as well as excessive tardiness and excessive personal phone usage. Diane Orcutt, the regular Complaint Office Supervisor and Ms. Bull's superior, described Petitioner as avoiding Louise Bull and coming directly to her about problems he perceived in the office operation. Petitioner and Terri Jones, his female job counterpart who is also Black, had an early but undefined job- related dispute, after which he sent her flowers to "make-up".

8. On one occasion, after a loud and disruptive argument arose between Petitioner and Ms. Bull in the general office area, Evelyn McNeely, who was acting supervisor to them both during Ms. Orcutt's vacation, required Ms. Bull

ATTACHMENT 0073

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-000875

DATE ENTERED: 6/26/1989

RACE: black

LINK: doah.state.fl.us/ROS/1989/89000875.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ARTHUR DENNIS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 89-0875
	)	
MEDI-DYN, INC.	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, final hearing in the above-styled case was held on May 4, 1989, in Palm Bay, Florida, before Robert E. Meale, Hearing Officer of the Division of Administrative Hearings.

APPEARANCES

The parties were represented as follows:

For Petitioner: Arthur Dennis, pro se
792 Cecilia Street
Palm Bay, Florida 32909

For Respondent: Lynn Dunning
Vice President, Operations
Medi-Dyn, Inc.
8400 East Prentice Avenue, Suite 800
Englewood, Colorado 80111

STATEMENT OF THE ISSUES

The issue is whether Respondent is guilty of discrimination in employment on the basis of race.

PRELIMINARY STATEMENT

On July 12, 1988, Petitioner executed Charge of Discrimination against Respondent. Petitioner alleged that Respondent fired him on May 13, 1988, due to discrimination based on race.

On January 10, 1989, the Florida Commission on Human Relations entered a Notice of Determination: No Cause. On February 10, 1989, Petitioner filed a Petition for Relief. He alleged that Respondent had fired him because he was black.

At the hearing, Petitioner called four witnesses, including himself, and offered into evidence four exhibits. Respondent called two witnesses and offered into evidence 17 exhibits. All exhibits were admitted into evidence, except Petitioner's Exhibits 1, 3, and 4.

ATTACHMENT 0074

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-001662

DATE ENTERED: 7/12/1989

RACE: black

LINK: doah.state.fl.us/ROS/1989/89001662.PDF

PAGE(S): 3

9. Petitioner asserts that he was treated differently from other employees. He complains that he was required to wear a tie, but it was established that office policy required employees to either wear a tie with a dress shirt, or a sport shirt that did not require a tie. This was explained to Petitioner by Ron Matson, and was applied to all employees uniformly. He also complains that Matson was unfriendly and aggressive toward him, but the evidence establishes that Matson did not treat Petitioner unfairly. He did find it necessary to be assertive with Petitioner because of his demonstrated inability to either understand or follow directions. However, Matson's actions were appropriate and justified.

10. Petitioner also asserts that he was not allowed to work a flex schedule, but the evidence establishes that employees in probationary status are always required to work 8:00 A.M. to 4:30 P.M. in order to maximize training opportunities during regular business hours. Finally, he claims he was not allowed to take coffee breaks, but his co-workers refuted this claim. Petitioner was invited to take breaks with his co-workers, but instead he chose to stay at his desk and read.

11. On January 5, 1988, Petitioner filed a complaint of discrimination against Respondent alleging that he had been terminated due to his race. Petitioner is black, and no other employees in the office in which he worked are black. After investigation, the Executive Director of the Commission made a determination of "no cause" concerning Petitioner's complaint, and Petitioner timely filed a Petition for Relief, resulting in this hearing.

CONCLUSIONS OF LAW

12. The Division of Administrative Hearings has jurisdiction over the parties, and the subject matter in this cause. Section 120.57(1), Florida Statutes. This case is governed by the provisions of the Florida Human Rights Act of 1977. Sections 760.01 through 760.10, Florida Statutes.

13. The Petitioner bears the initial burden of establishing a prima facie case of discrimination. McDonnell Douglas Cord. v. Green, 411 U.S. 792 (1973); Teamsters v. United States, 431 U.S. 324 (1977). If the Petitioner sustains his initial burden, the Respondent would then have to establish some legitimate, non-discriminatory reason for the action taken in order to rebut the inference of discrimination. Texas Department of Community Affairs v. Burdine, 450 U.S. 248 (1981). Thereafter, if Petitioner can show that Respondent's actions were simply a pretext for discrimination, Petitioner may still prevail. McDonnell Douglas, at 804-805; Burdine, at 256. See also Anderson v. Lykes Pasco Packing Co., 503 So.2d 1269 (Fla. 2nd DCA -1986).

14. There is no evidence in the record to support Petitioner's allegation of discrimination based upon race. Respondent treated Petitioner the same as other employees in the position of Veterans' Affairs Officer I, and provided ample and sufficient training and counseling opportunities. He was evaluated on two occasions while on probationary status, and on each occasion his performance was rated "Below Standards". His unsatisfactory performance resulted in delay in filing veterans' benefit claims, and required him to correct repeated errors and omissions. His attitude was uncooperative, and he demonstrated little knowledge about his duties, or ability to retain instruction to which he was exposed.

15. Petitioner was provided with a specific listing of duties which he had to perform in a satisfactory manner, and he failed to reach a level of

ATTACHMENT 0075

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-003194

DATE ENTERED: 4/10/1990

RACE: black

LINK: doah.state.fl.us/ROS/1989/89003194.PDF

PAGE(S): 2

At the hearing, Petitioner presented the testimony of three witnesses, including herself, and four evidentiary exhibits, one of which was rejected. Respondent presented the testimony of one witness and one evidentiary exhibit.

No transcript of the hearing was provided by the parties. Proposed findings of fact submitted by the parties are addressed in the appendix to this recommended order.

FINDINGS OF FACT

1. Petitioner is Valerie Miller-Moskowitz. She was employed by Respondent from August 4, 1987 until termination of her employment on September 9, 1987.

2. Respondent is the Tom James Company, an interstate mail order clothing business based in Brentwood, Tennessee with an area sales office in Tampa, Florida. Respondent sells garments through its salespersons as opposed to operation of a retail store. These salespersons, including the office manager, are generally in the office only in the late afternoon in order to make telephonecalls and arrange appointments with customers for the following day. The manager of Respondent's Tampa office, with authority to fire, hire and impose disciplinary actions upon employees at all times pertinent to these proceedings, was Mark Dunphy.

3. Through a process of interviews, Petitioner became a finalist for Respondent's vacant position of "operations manager" in the Tampa office. In the final interview, Petitioner went to Dunphy's home where he and his wife observed Petitioner's operation of a personal computer.

4. Skill in the usage of the personal computer was important to Dunphy since he expected the new operations manager to prepare letters for mass mailing to potential customers through the use of a software program on the computer. The letters, extolling the company's products, would be mailed to potential customers after preparation by the operations manager.

5. Following completion of all interviews, including a psychological evaluation of Petitioner conducted over the telephone with Petitioner by an individual hired by Respondent for that purpose, Dunphy formally hired Petitioner. This occurred sometime around the first of August of 1987.

6. Petitioner's duties as operations manager consisted of being a "jack of all trades" with responsibility for typing, telephone answering and meeting with customers in the absence of salespersons in the office. She was also expected to operate the computer, now moved to the office from Dunphy's home, and to prepare mass mailings.

7. Petitioner initially reported for work on August 4, 1987. At the conclusion of Petitioner's first day on the job, Dunphy went by Petitioner's home at her request. Petitioner was upset as the result of a telephone call from her husband and talked with Dunphy regarding her martial problems. After some discussion, Dunphy, who was growing hungry, asked Petitioner to have a drink and dinner at a local Mexican restaurant. Petitioner consented. The two went to the restaurant, had dinner and continued to discuss their personal backgrounds and experiences. Petitioner, who is black, related her disappointment with her present separation from her husband, who is white. Dunphy is also white. At the conclusion of the dinner, both left for their respective homes in their separate automobiles.

ATTACHMENT 0076

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-004318

DATE ENTERED: 5/11/1990

RACE: black

LINK: doah.state.fl.us/ROS/1989/89004318.PDF

PAGE(S): 3

Respondent's proposed findings of fact and conclusions of law were filed April 2, 1990. This was untimely under the March 20, 1990 order extending the time for filing same to March 30, 1990, and Respondent's proposals are hereby struck.

FINDINGS OF FACT

1. Petitioner is a Black adult male. At all times material he was employed by Respondent General Cinema Beverages of North Florida, Inc.

2. Petitioner was hired by Respondent on July 30, 1981. His good overall performance earned him promotions from checker/loader, to sales department employee, to night warehouse supervisor, and he was considered an excellent employee over approximately six years, until midway in 1987. His promotion to the position of night warehouse supervisor had been recommended by Richard Van Wormer, who was Petitioner's immediate "boss" from the date of that promotion until Petitioner's termination on July 8, 1988.

3. Upon assuming the position of night warehouse supervisor, Petitioner was the only Black employed in middle management in Respondent's Palatka branch office. Effective with his promotion to this position, Petitioner was in an "exempt or salaried position" pursuant to the federal Fair Labor Standards Act, Wage and Hour Laws and regulations, and therefore Petitioner was not paid at an hourly rate. Nonetheless, the employer, through Mr. Van Wormer, required that Petitioner still punch in upon arrival and punch out upon departure, using the same time clock as was used by "nonexempt or hourly wage employees" who were paid by the hour.

4. This requirement that Petitioner clock in and out as if he were a wage-earner was not imposed upon the White day warehouse supervisor. The initial explanation given the Petitioner for this disparate treatment was that Petitioner's time card was used for "productivity purposes." Later, when Petitioner responded to Mr. Van Wormer's assessment against him of repetitive tardiness by complaining about the disparate treatment with regard to time cards of himself and the remaining "exempt, salaried" personnel, all of whom were White, Mr. Van Wormer explained further that he, Van Wormer, could be present during the daylight shift to personally monitor the managerial employees on the day shift, but he had to have some other impartial way to monitor Petitioner, who was in full charge of the warehouse premises during the night shift. It is unrefuted that Mr. Van Wormer usually had already left the premises by 3:00 p.m., which was the time the Petitioner was required to arrive on the job.

5. At formal hearing, Mr. Van Wormer testified credibly that on the night shift, even the supervisor (Petitioner) was sometimes required to help load trucks, and that situation required uniform monitoring by time card of Petitioner and all other night shift personnel because such a method permitted Van Wormer to assess warehouse productivity, that is, to determine how many hours it took all the night shift personnel together to load "X" number of cases.

ATTACHMENT 0077

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-004387

DATE ENTERED: 1/31/1990

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1989/89004387.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ROYCE A. PAULEY,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 89-4387
	)	
CITY OF TAMPA,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

The final hearing in this case was held on November 15, 1989, in Tampa, Florida, before Donald D. Conn, Hearing Officer, Division of Administrative Hearings.

APPEARANCES

For Petitioner: Gardner W. Beckett, Jr., Esquire
123 Eighth Street North
St. Petersburg, FL 33701

For Respondent: Thomas M. Gonzalez, Esquire
James M. Craig, Esquire
P. O. Box 639
Tampa, FL 33601

STATEMENT OF THE ISSUE

The issue in this case is whether the City of Tampa (Respondent) unlawfully discriminated against Royce A. Pauley (Petitioner), based upon race, by failing to promote him to the position of "electrical inspector I" in November, 1987.

PRELIMINARY STATEMENT

At the hearing, the Petitioner testified on his own behalf, and introduced fourteen exhibits. The Respondent called Richard Coane, Personnel Director, Nick D'Andrea, Jr., Manager of Inspectional Services, and Chris E. "Gene" Scaglione, Chief Electrical Inspector. The Respondent introduced three exhibits.

The transcript of the hearing was filed on November 29, 1989, and the parties requested, and were granted, an extension until January 5, 1990, to file their proposed recommended orders. The Appendix to this Recommended Order contains a ruling on each timely filed proposed finding of fact.

FINDINGS OF FACT

1. Petitioner, a white male, began employment with Respondent as a "maintenance repairer II" on March 3, 1987.

ATTACHMENT 0078

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-005252

DATE ENTERED: 7/20/1990

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1989/89005252.PDF

PAGE(S): 2

At the hearing, Petitioner testified in her own behalf and presented the testimony of Ralph S. Archibald, III, Virginia Smith, Jack D. Copeland, Treomedia Jones, Gaye Crawford, Juanita P. Cunningham, Charles McAulay, Jr. and Mary Pickrell. Petitioner's exhibits 1 through 4 were received into evidence. Respondent presented the testimony of James Scaggs. Respondent's exhibits 1 through 4 were received into evidence.

A transcript of this proceeding was filed with the Division of Administrative Hearings on March 1, 1990. The Petitioner, by letter to the Hearing Officer dated March 2, 1990, expressed concern that portions of the transcript might be in error. By order dated March 15, 1990 the Petitioner was given until March 30, 1990 to review the transcript and advise the Hearing Officer of those portions believed to be in error, with the time for filing Proposed Findings of Fact and Conclusions of Law extended until appropriate action was taken on Petitioner's objections to the transcript. On March 23, 1990 Petitioner filed a "motion" to alter or disregard the transcript, which was opposed by the Board. The transcript of the hearing as filed with the Division of Administrative Hearings on March 1, 1990 was held by order dated April 20, 1999 to be the official transcript of the hearing with the filing of the parties' Proposed Findings of Fact and Conclusions of Law extended until May 9, 1990. Having agreed to extend the time for filing the Proposed Findings of Fact and Conclusions of Law in accordance with Rile 221-6.031(2), Florida Administrative Code, the provision of Rule 28-5.402, Florida Administrative Code, requiring the filing of the Recommended Order within 30 days from receipt of the transcript has been waived by the parties. The parties timely submitted their respective Proposed Findings of Fact and Conclusions of Law within the extended deadline. A ruling on each proposed finding of fact has been made as reflected in an Appendix to the Recommended Order.

FINDINGS OF FACT

Upon consideration of the oral and documentary evidence adduced at the hearing, the following relevant facts are found:

1. The Petitioner is a white female who was employed by Respondent as a substitute custodian on January 27, 1987.

2. Petitioner was hired as a four-hour custodian at Howard Academy Community Center (Howard) on February 10, 1987.

3. During Petitioner's employment the Board offered her, on more than one occasion, an eight-hour night-time custodial position but Petitioner declined any night-time position because she needed to be at home at night.

4. During Petitioner's employment with the Board she continued to request assignment to an eight-hour day-time custodial position.

5. At no time during Petitioner's employment with the Board did any supervisor complain of the quality of her work.

6. On May 9, 1988, Juanita P. Cunningham, Program Manager for Howard Academy Community Center, who is black, wrote a letter to Petitioner criticizing her punctuality and reliability. There was insufficient evidence to show that Ms. Cunningham's criticism of Petitioner was unjustified.

ATTACHMENT 0079

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-005572

DATE ENTERED: 11/21/1990

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1989/89005572.PDF

PAGE(S): 2

further alleged that Petitioner's employment was terminated for legitimate, non-discriminatory reasons.

At the hearing, Petitioner presented the testimony of one witness, herself, and three evidentiary exhibits. Respondent presented the testimony of three witnesses and 18 evidentiary exhibits.

No transcript of the final hearing was provided by the parties. Proposed findings of fact submitted by the parties are addressed in the appendix to this recommended order.

FINDINGS OF FACT

1. Petitioner is Lutye T. Willis. She is white and over 40 years of age. She was employed by Respondent from July 21, 1987, until December 30, 1988.

2. Respondent in this matter is Crystal Brands, Inc., successor-in-interest to Hunter Haig, Inc., a subsidiary of Palm Beach Incorporated.

3. Respondent operated a number of retail clothing outlets throughout the country at all times pertinent to these proceedings. Respondent opened a new Evan Picone Factory Outlet store in the vicinity of Lake City, Florida, in July of 1988.

4. In conjunction with opening the new store, Herman Davis, Jack Williams and Steve Anderson, representatives of Respondent and acting as a group, conducted interviews of applicants for the position of store manager. Petitioner was hired as the manager of the new store, effective July 21, 1988.

5. Petitioner had approximately four years of experience in retail sales, although she had little experience in management or supervision. She was hired in the store manager position at a salary rate of $8.71 per hour for a 40 hour week.

6. Four days later, following conduct of other interviews with prospective applicants, a process in which Petitioner participated along with Davis, Williams and Anderson, an assistant manager for the new store was hired. Williams suggested that Petitioner might want to hire a male to assist in the sale of menswear.

7. Petitioner was happy with the choice of Trevor Hickman for the position. She knew the 22 year old white male and, many years earlier, had been his cub scout teacher. Her testimony to the effect that she was forced to hire a male assistant manageris not credited.

8. In the first few days following their hiring, Hickman and Petitioner were trained jointly by Jack Williams in the store's operations. Williams was not confident that Petitioner possessed adequate abilities and skills with regard to bookkeeping and cash register operation when he left the store three weeks later. He apprised home office personnel that Petitioner might require further assistance in these areas of the store's operation.

9. Subsequent to Williams' departure from the store, Petitioner received additional training and assistance from Tabitha Smith, the female manager of another store owned by Respondent.

ATTACHMENT 0080

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-005595

DATE ENTERED: 3/16/1990

RACE: black

LINK: doah.state.fl.us/ROS/1989/89005595.PDF

PAGE(S): 2

undersigned and indicated that she would not be ordering a transcript or filing a proposed recommended order.

FINDINGS OF FACT

1. Respondent hired Petitioner, who is black, as an inspectress on April 11, 1988. An inspectress supervises the work of maids, who are responsible for cleaning the hotel rooms.

2. On July 3, 1988, the housekeeper, Mr. Douglas Knight, who supervised Petitioner, informed her that, due to an excess of personnel, she was no longer needed as an inspectress. He offered her a position as a maid. The record does not reveal whether the change in duties would have resulted in less pay.

3. Petitioner apparently declined the position. When she did so, Respondent terminated her.

4. Although Respondent had received no warnings concerning unsatisfactory job performance, the work of the maids had clearly been unsatisfactory up to the time of her offered reassignment.

5. The white woman who allegedly replaced Petitioner as an inspectress was Mrs. Triplett, who was married to the head maintenance manager of the hotel. Shortly after losing her job elsewhere, she was hired by Respondent around June 9, 1988, to replace the assistant housekeeper, who was on maternity leave until July 6, 1988. Mrs. Triplett was reassigned to the position of inspectress around June 18, 1988, and later promoted to housekeeper about two weeks after Petitioner's departure.

6. Mr. Knight, who hired Mrs. Triplett, was friends with Mr. Triplett and later terminated for inefficiency in performing his work.

CONCLUSIONS OF LAW

7. The Division of Administrative Hearings has jurisdiction over the parties and the subject matter. Section 120.57(1), Florida Statutes.

8. It is an unlawful employment practice for an employer to discharge or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, because of such person's race. Section 760.10(1)(a), Florida Statutes.

9. The Florida Commission on Human Relations is vested with jurisdiction to enforce the law prohibiting employment practices involving unlawful discrimination. Section 760.06(5), Florida Statutes.

10. The provisions of Chapter 760 are analogous to those of Title VII of the Civil Rights Act of 1964, 42 U.S.C. Sections 2000e et seq. Cases interpreting Title VII are therefore applicable to Chapter 760. School Board of Leon County v. Hargis, 400 So. 2d 103 (Fla. 1st DCA 1981).

11. Petitioner has the burden of proving a prima facie case of discrimination. If she does so, an inference of discrimination arises, which the employer may rebut by showing that its actions were for legitimate nondiscriminatory reasons. If the employer does so, Petitioner must prove that the offered reasons are pretextual. Texas Department of Community Affairs v. Burdine, 450 U.S. 792, 101 S. Ct. 1089, 67 L. Ed. 2d 207 (1981).

ATTACHMENT 0081

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-006141

DATE ENTERED: 4/2/1990

RACE: black

LINK: doah.state.fl.us/ROS/1989/89006141.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

PAMELA R. JAMES,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 89-6141
	)	
COCA-COLA FOODS, a division of the COCA-COLA COMPANY	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, the above-styled matter was heard before the Division of Administrative Hearings by its duly designated Hearing Officer, Daniel M. Kilbride, on March 29, 1990 in Apopka, Florida. The following appearances were entered:

APPEARANCES

For Petitioner: No appearance

For Respondent: Gavin S. Appleby, Esquire
Steven T. Breaux, Esquire
Paul, Hastings, Janofsky
and Walker
4200 Georgia-Pacific Center
133 Peachtree Street, N.E.
Atlanta, Georgia

STATEMENT OF THE ISSUES

Whether Petitioner, a member of a protected class, was terminated from her position as an Operator B in the Packaging Department with the Respondent on January 23, 1989 on the basis of her race (Black), in violation of Section 760.10(1)(a), Florida Statutes.

PRELIMINARY STATEMENT

By Petition for Relief, dated January 25, 1989, Petitioner charged Respondent with an unlawful employment practice. Respondent denied the allegations. This matter was referred to the Division of Administrative Hearings for a formal hearing under Section 120.57(1), Florida Statutes and Rule 22T- 8.016, Florida Administrative Code. A formal hearing was scheduled for March 29, 1990, in Apopka, Florida.

The Initial Order was mailed to the Petitioner on November 17, 1989 at the address she provided to the Commission. Respondent filed a formal response to the order, however, Petitioner did not file a response. The formal hearing was thereafter scheduled by Notice of Hearing and Initial Prehearing Order, dated

ATTACHMENT 0082

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-006459

DATE ENTERED: 11/28/1990

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1989/89006459.PDF

PAGE(S): 2

Whether the Department unlawfully retaliated against Petitioner by placing a critical exit review in his personnel file.

PRELIMINARY STATEMENT

The Petitioner presented his own testimony and that of Gary Granoff, Dale H. Hazlett, and Edward Brian Staub. Petitioner's Exhibits 1, 2a-h, 3, 4, 6-8, 10-12, 13a-g, 14a-p, 15-24, 27, 28, 31, 32b, and 34-39 were admitted in evidence.

The Department presented the testimony of Jack E. Nicholson, Rene Ash, and Herbert Yohner, and had Respondent's Exhibits 1-8 admitted in evidence. Additionally, Joint Exhibits 1 and 2 were admitted in evidence.

The transcript of the proceedings was filed on October 18, 1990. The parties timely filed their proposed findings of fact and conclusions of law on November 7, 1990. Petitioner improperly attached various exhibits to the proposed order and proposed facts based on these documents which were not admitted as exhibits at the hearing and were not proffered. These documents and the facts offered based on them are not considered. All other proposed findings of fact and conclusions of law have been considered. A specific ruling on each proposed finding of fact is made in the Appendix attached hereto and made a part of this Recommended Order.

FINDINGS OF FACT

1. From April 20, 1981, through April 4, 1988, the Petitioner was employed as a life and health actuary for the Florida Department of Insurance.

2. Petitioner is a member of the Asian race, his national origin is India, and he is a United States citizen.

3. Gary Granoff was Division Director of the Division of Rating for the Florida Department of Insurance from early 1981 until mid-1983, during the time Petitioner was recruited and hired by the Department. Mr. Granoff has been a property/ casualty actuary for fourteen years.

4. Jack Nicholson was Bureau Chief of Rates in the Division of Rating of the Florida Department of Insurance from May 1986 until March 26, 1989, and supervised Petitioner from May 1986 until Petitioner left the Department.

5. Dale H. Hazlett was Division Director of the Division of Rating, Florida Department of Insurance, from May 1986 until 1988. Prior to that time, he had been Bureau Chief of the Bureau of Rates for approximately one year. As Bureau Chief he was Petitioner's direct supervisor. As Division Director he supervised Petitioner's direct supervisor.

6. Actuaries are highly trained and highly qualified individuals who do uniquely specialized work as is evidenced by their salary levels which, as a group, are the highest in the Department of Insurance. Few people in management have statistical or mathematical backgrounds and they have to rely heavily on the judgment of actuaries. The Department necessarily expects sound, reliable advice on a variety of issues from their actuaries and regular reporting on sensitive pending matters in order to keep management informed.

ATTACHMENT 0083

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-006615

DATE ENTERED: 7/5/1990

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1989/89006615.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

NIMALI SONDEL,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 89-6615
	)	
BARNETT BANK OF TALLAHASSEE INC.,	)	
	)	
Respondent.	)	

RECOMMENDED ORDER

Pursuant to notice, this cause came on for hearing before P. Michael Ruff, duly-designated Hearing Officer, on March 28, 1990, in Tallahassee, Florida. The appearances were as follows:

APPEARANCES

For Petitioner: Paul Sondel, Qualified Representative
P.O. Box 210, CJC
Marianna, Florida 32446

For Respondent: Rebecca S. Conlan, Esquire
Washington Square Building
227 South Calhoun Street
P.O. Box 391
Tallahassee, Florida 32302

STATEMENT OF THE ISSUES

The issues in this cause concern whether the Respondent intentionally discriminated against the Petitioner on the basis of her national origin or race and whether the Respondent's teller training and the testing procedures, at the conclusion of that training, adversely impacted her as a Sri Lankan national or Asian.

PRELIMINARY STATEMENT

On November 29, 1989, the Petitioner filed a Petition For Relief from an alleged unlawful employment practice in accordance with Chapter 760, Florida Statutes, and Chapter 22T-9, Florida Administrative Code. The Petition was transmitted and filed with the Division of Administrative Hearings in due course. In essence, it raised the issues in dispute delineated above.

The cause came on for formal hearing as noticed. Paul Sondel was accepted without objection as a qualified representative on behalf of his wife, the Petitioner, Nimali Sondel. The Petitioner testified on her own behalf. Paul Sondel, her husband and qualified representative, also testified on behalf of the Petitioner. The Petitioner introduced two exhibits into evidence.

ATTACHMENT 0084

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 89-006996

DATE ENTERED: 9/18/1990

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1989/89006996.PDF

PAGE(S): 2

Orsi. He also offered petitioner's exhibits 1 - 5. All exhibits were received in evidence. Respondent presented the testimony of Barry McNamara, Charles J. Cummings, Harold Sowders and Kenneth Barbour. It also offered respondent's exhibits 1 - 15 and 17 - 24. All exhibits were received in evidence.

The transcript of hearing was filed on May 18, 1990. By agreement of the parties, the time for filing proposed findings of fact and conclusion of law was extended to June 18, 1990, and the same were filed by petitioner and respondent on June 15 and 18, 1990, respectively. A ruling on each proposed finding has been made in the Appendix attached to this Recommended Order.

On June 28, 1990, the undersigned received an ex parte written communication from a witness in this case. The communication was placed on the record on June 29, 1990, and the parties were given ten days from that date in which to rebut the communication pursuant to Subsection 120.66(2), Florida Statutes (1989). In response thereto, petitioner moved to reopen the case to determine the veracity of the allegations in the communication. The record was reopened by order of the undersigned dated July 27, 1990, and a continued hearing on the limited issue of the ex parte communication was held on September 12, 1990, in Tampa, Florida. The transcript of the continued hearing was filed on September 14, 1990.

FINDINGS OF FACT

Based upon all of the evidence, the following findings of fact are determined:

1. Petitioner, Ralph Cosio, Jr., is a white male born on April 1, 1939. On November 1, 1965, he began employment with respondent, Metropolitan Life Insurance Company (MLIC), a large insurance company that offers various personal and group insurance lines throughout the United States. The parties have stipulated that MLIC is an employer within the meaning of the Florida Human Rights Act.

2. Cosio was assigned to MLIC's Tampa, Florida office where he spent his entire tenure with the company. He initially sold personal life insurance, but some fifteen months later Cosio was promoted to the position of sales manager of the Tampa office, a position he held until January 1978. During this period, Cosio's performance was exemplary.

3. In January 1978, and at his own request, Cosio was transferred to group sales, and specifically to the "Met 50 Plus" plan, a new MLIC marketing concept which targeted employers with fifty to one hundred and ninety-nine employees. In his new position as a group sales representative, Cosio dealt with MLIC agents and independent brokers who requested quotations for group rates for businesses which qualified under the Met 50 Plus plan.

4. Cosio continued in the area of group sales for the next ten years. He was highly successful during the years 1978 through 1982 when he was rated among the top ten to twelve salespersons nationwide in the Met 50 Plus plan and named to the Leaders Conference, a MLIC award level for top producers.

5. When he began in group sales, Cosio was a sales representative. In early 1983 Cosio was named senior group representative and in January 1984 was promoted to territorial sales director (TSD) for the southeastern region of the United States. In the latter position, of which there were only six nationwide, he supervised Met 50 Plus group sales in some seven or eight states. He held

ATTACHMENT 0085

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-001222

DATE ENTERED: 6/19/1995

RACE: black

LINK: doah.state.fl.us/ROS/1990/90001222.PDF

PAGE(S): 3

FINDINGS OF FACT

The parties' Stipulated Statement of Undisputed Material Facts constitute the following findings of fact:

1. The Petitioner, Floyd Peacock, Jr., a black male, was hired by the Respondent, Air Products and Chemicals, Inc., on August 22, 1980.

2. The Petitioner was initially hired and employed by the Respondent as a maintenance mechanic at the hire (entry) level.

3. On August 22, 1980, James Coleman, a white male, was hired by the Respondent as a maintenance mechanic.

4. On August 25, 1980, Elvin Higgins, a white male, was hired by the Respondent as a maintenance mechanic at the second year step level.

5. The Respondent has had two means of filling the vacancies that arose in the plant. First, whenever someone left the Respondent's employ due to retirement, a voluntary discharge, or involuntary termination, that vacancy would be posted on a job board on the Respondent's premises. Employees wishing to transfer to the department where the vacancy arose were then allowed to apply, or bid, for the posted vacancy.

6. Bids are awarded based upon job skills and seniority. For positions within the operations department, seniority is determined by the amount of time the employee had with the company. For maintenance positions, seniority is determined by the amount of time the employee had with the maintenance department.

7. The second method used by the Respondent to fill vacancies was a "back-fill" procedure. When an employee's bid was awarded and that employee then transferred to another department, the vacancy created in the transferring employee's department was "back-filled" with a new hire from outside of the company. Additionally, a position that was opened for bids but not bid upon was also back-filled with new hires from outside of the company.

8. In 1982, the Petitioner, whose pay level as a mechanic with the Respondent was at the "second step/year level," became interested in a three-year position in the ammonia methanol area and inquired about bidding for the job. He was told by the personnel manager, Laura Finn, that since he was at the two-year level, he did not qualify for the three-year position. The Petitioner did not bid for the job. Two white males, Roy Mony and Clayton Perry, who were previously employed as mechanics with Carroll Construction, as had the Petitioner, were hired at the "third step/year level" and placed in the two "third step/year level" mechanics jobs.

9. The Petitioner filed no charge or complaint with the Florida Commission on Human Relations or the Equal Employment Opportunities Commission concerning his not bidding for the "three step/year level" mechanics position or the hiring and assigning of the two white males "three-step" mechanics to those positions in 1982.

ATTACHMENT 0086

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-001724

DATE ENTERED: 2/26/1991

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1990/90001724.PDF

PAGE(S): 2

FINDINGS OF FACT

1. Sarah Vining s a white female between 50-55 years of age who suffers from some paralysis of the leg(s) as a result of polio suffered in her youth.

2. Ms. Vining was employed as a nursing aide by the Respondent. Some of her duties included moving disabled patients in and out of beds, wheelchairs, and baths; turning patients; taking care of or assisting the patients in taking care of their daily activities of living bathing, dental/oral care, dressing, eating, and toileting) and hanging and cleaning bed linens.

3. These duties are hard, physical labor.

4. The Respondent hires all employees with a 90-day probationary period during which time the employee can be terminated without notice and without progressive discipline. The Respondent provided Petitioner with five days of initial orientation, with two additional days of orientation during her third week of employment.

5. During Ms. Vining's employment, the Respondent had a program in effect, which was reviewed and outlined during orientation, for the resolution of employee problems.

6. Ms. Vining did not utilize the problem resolution program during her employment.

7. Because of her physical handicap, Ms. Vining had difficulties performing the very strenuous activities of an aide. Her difficulties resulted in several near accidents to include nearly dropping elderly patients.

8. Her duties were altered to provide her with easier duties such as taking the patients to the dining room in wheelchairs. However, Ms. Vining could still not keep up with her other assigned duties.

9. After several performance counselings, Ms. Vining was terminated after approximately seven weeks of work.

CONCLUSIONS OF LAW

10. The Division of Administrative Hearings has jurisdiction over the subject matter and the parties pursuant to Section 120.57(1), Florida Statutes.

11. The Petitioner has the burden of showing that she is a member of a protected class, and that some adverse action was taken against her by her employer. If she proves this, the employer has the opportunity to show that it had a nondiscriminatory reason for taking the action. Finally, if the employer can show it had a nondiscriminatory reason for acting, the Petitioner has the opportunity to show that this reason is pretextual.

12. Factually, Ms. Vining is handicapped, and she was discharged by the employer. She met her initial burden. However, the employer presented credible evidence that Ms. Vining had difficulties performing adequately the strenuous duties regularly assigned to all aides. The problem was not one of Ms. Vining's knowledge base to do the job, but was limited to her physical inability to handle the rigors of the position. The Respondent showed it had nondiscriminatory grounds for its action.

ATTACHMENT 0087

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-002054

DATE ENTERED: 8/16/1990

RACE: black

LINK: doah.state.fl.us/ROS/1990/90002054.PDF

PAGE(S): 2

The parties filed proposed recommended orders on July 20, 1990 and July 13, 1990, respectively. Petitioner's and Respondent proposed findings of fact have been utilized in the preparation of this Recommended Order except where the parties' proposals were irrelevant, immaterial, cumulative or subordinate. Specific rulings on the parties' proposals are included in the Appendix to this Recommended Order.

FINDINGS OF FACT

1. The Petitioner, Cindy Dexter is a 32 year old black female. She was employed by Respondent in March, 1987, through July 19, 1989. Petitioner was terminated by Respondent for excessive absenteeism and insubordination.

2. Initially, Respondent was employed as a data entry operator. Later, Petitioner was moved to the position of clerk typist specialist. The new position did not involve an increase in pay. However, the new position presented more opportunities for promotion. The data entry position did not have such opportunities for promotion. Respondent offered Petitioner the new position in order to give her better opportunities for promotion.

3. Petitioner's main duty was to process the files generated by the complaint analysts in her section. Some data entry and typing was involved in the processing of these files. Complaint files which would remain open after being reviewed by a complaint analyst entailed more work than complaint files which would be closed after review by a complaint analyst. The clerical staff was divided into work groups consisting of two typists processing open files and one typist processing closed files and the overflow from the open files. Each member of the group was expected to cover the work of an employee who was absent to the extent such coverage was possible.

4. Petitioner initially processed complaint files which were to remain open.

5. In the beginning of her employment, Petitioner was considered to be at least an average employee who performed her duties well. However, at some point in time, Petitioner's absences from work increased until she was absent about 40% of the time. During the last six months, Petitioner was absent approximately 12 weeks and was not at work at all for approximately the last month of her employment. The only days she was present during the last month were two days during which she was present for only about an hour on each occasion. Most, if not all of her absences were supported by a doctor's excuse. However these excuses were not specific as to the infirmity or infirmities which precluded Ms. Dexter from attending her employment. Towards the end of her employment Ms. Dexter refused to give her supervisor any details regarding the nature of her illness and told her supervisor, "it was none of her business." At the hearing Ms. Dexter testified her absences were due to fatigue associated with some unspecified infirmity which she declined to disclose.

6. Ms. Dexter's increased absenteeism placed a great deal of pressure on the work group she was in due to the fact that her work had to be covered by the other typists as well as some of the complaint analysts. Tolerance of this increased work load differed among the specific individuals involved depending on each individual's expectations of the quality and quantity of his or her work and that individual's knowledge of the mysterious details causing Petitioner's absences. Put simply, to some of the individuals Petitioner worked with, her absenteeism and the concomitant decrease in the quality and quantity of

ATTACHMENT 0088

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-003260

DATE ENTERED: 8/23/1999

RACE: black

LINK: https://www.doah.state.fl.us/DocDoc/1990/003260/90003260%20Opinion.pdf

PAGE(S): 2

business and had worked for Champion since 1976. Eight other people also applied for the positions.

Upon completion of the interviews, Champion announced that the positions would be filled by Charles Bradford, a white male, and Katherine Dyess, a white female. Wideman filed a charge of employment discrimination which was eventually referred to an administrative law judge. Champion received a notice of the formal hearing but did not appear. Based on Wideman's unrefuted testimony, the administrative law judge found that Champion had discriminated against him because of his race. The Commission adopted the judge's recommended order and, in 1992, entered an order directing Champion to offer Wideman the next available process engineer position or its substantial equivalent. The Commission reserved jurisdiction over the amount of back pay, benefits, attorney's fees, and other monetary relief.

Wideman filed another employment discrimination charge in 1995, alleging that Champion had not promoted him to a process engineer or a similar position as required by the Commission's order. While this charge was pending, Champion offered Wideman a process engineer position at Grade Level 12 with a starting salary of $47,200 and with benefits commensurate with the position. This offer was communicated to Wideman in a letter dated February 27, 1996, which stated that the offer was being made "unconditionally." In the letter, Champion also indicated that the offer was made to "finally resolve [the] matter." Wideman rejected the offer.

The case was referred to an administrative law judge who conducted a formal hearing on the renewed employment discrimination charge. On February 28, 1997, the judge entered an order in which she recommended (1) that Wideman be offered a position as a process engineer at Grade Level 14; (2) that he be awarded back pay; (3) that his back pay not be offset by the overtime wages he had earned as an hourly employee during the back pay period; (4) that he be awarded the pension benefits which he would have had if he had been promoted to the position in 1988; (5) that he be awarded his attorneys' fees and costs; and (6) that he be awarded interest before and after the judgment. The Commission adopted this recommended order on May 8, 1998, modifying only the rate of interest.

Champion argues that back pay should have been terminated at the point when it unconditionally offered Wideman a process engineer position. We agree. In Ford Motor Co. v. EEOC, 458 U.S. 219, 102 S. Ct. 3057, 73 L. Ed. 2d 721 (1982), the Supreme Court held that an employer charged with discrimination in hiring under Title VII of the Civil Rights Act can toll the continuing accrual

ATTACHMENT 0089

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-004270

DATE ENTERED: 1/7/1991

RACE: black

LINK: doah.state.fl.us/ROS/1990/90004270.PDF

PAGE(S): 2

Subsequently, the matter was transferred to the Division of Administrative Hearings to conduct a formal hearing pursuant to Section 120.57(1), Florida Statutes.

By answer dated July 25, 1990, Respondent denied all allegations of the Petition For Relief.

At the final hearing, Petitioner presented the testimony of one witness, herself, and nine evidentiary exhibits. Respondent presented the testimony of two witnesses and one evidentiary exhibit. Upon request of Respondent, official recognition is taken of the Final Order entered in Public Employees Relations Commission (PERC) Case No. CS-89-238, involving the parties to this action.

The transcript of the final hearing was filed with the Division Of Administrative Hearings on December 5, 1990. Proposed findings of fact submitted by Respondent are addressed in the appendix of this recommended order. No proposed findings were timely filed by Petitioner and none had been received on her behalf at the time of the preparation of this recommended order.

FINDINGS OF FACT

1. Petitioner is Leatharine Leon. She has been employed by Respondent, the Florida Department of Law Enforcement, for more than 13 years.

2. In the fall of 1988, Petitioner was employed in the position of Criminal Justice Administrator. Petitioner supervised a section within the Crime Information Bureau.

3. In October, 1988, Martha Wright, a white female, became the Bureau Chief of the Crime Information Bureau. After evaluating the needs and personnel of the Bureau, Wright consulted with other Respondent management personnel and began the implementation of organizational changes within the Bureau.

4. On or about November 22, 1988, Wright notified Petitioner that she was to be reassigned to duties as an Administrative Assistant II. The position was specifically created to provide administrative support to the Bureau. Wright wanted Petitioner to accept the transfer voluntarily. After thinking overnight about the matter, Petitioner refused and the reassignment was made on an involuntary basis.

5. Upon the expiration of a required 14 day notice period to Petitioner, Respondent effectuated the reassignment of Petitioner in the early part of December, 1988, to the administrative assistant position. Petitioner continued to enjoy her same salary and pay grade.

6. As established by the Final Order of the PERC Commission in Case No. CS-89-238, Respondent's transfer to the Administrative Assistant II position was warranted, comported with procedural requirements and served a legitimate governmental interest.

7. At the time of Wright's action transferring Petitioner, Wright had already determined to make other organizational changes to the Bureau.

8. Subsequently, implementation of those changes resulted in the merger of two sections of the Bureau; the criminal history input section formerly headed by Petitioner, a black female, and the criminal history bureau section headed by a white female.

ATTACHMENT 0090

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-005137

DATE ENTERED: 6/20/1991

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1990/90005137.PDF

PAGE(S): 1,2

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

KAREN J. AUSTIN,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 90-5137
	)	
FLORIDA POWER CORPORATION,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Upon due notice, this cause came on for formal hearing on February 14, 1991 in Crystal River, Florida, before Ella Jane P. Davis, a duly assigned Hearing Officer of the Division of Administrative Hearings.

APPEARANCES

FOR PETITIONER: Karen J. Austin, pro se
108 Mount Hope Drive
Albany, New York 12202-1010 1/

FOR RESPONDENT: J. Lewis Sapp, Esquire
and
Sharon P. Morgan, Esquire
Elarbee, Thompson & Trapnell
800 Peachtree-Cain Tower
229 Peachtree Street, N.W.
Atlanta, Georgia 30303

STATEMENT OF THE ISSUE

Whether or not Respondent employer has committed an unlawful employment practice in violation of the Human Rights Act of 1977, as amended, by termination of Petitioner's employment on the basis of her sex (female) or by retaliatory discharge for Petitioner's participation in another female employee's Equal Employment Opportunity Claim.

PRELIMINARY STATEMENT

At the commencement of formal hearing, Petitioner's Motion to Dismiss was treated as a motion to strike and was granted. (TR 8-9)

Respondent's Motion to Dismiss was treated as a motion in limine and was granted to exclude the presentation by Petitioner of any evidence of discrimination on the basis of pregnancy, race, marital status, or handicap, because Petitioner had raised none of these charges timely under the applicable statute and rules governing charge, petition, and amended petition before the Florida Commission on Human Relations. Consequently, the Respondent had no opportunity to investigate and defend against those new charges at the

Commission level and the Commission had no opportunity to investigate and review those new charges before referring this matter to the Division of Administrative Hearings. (TR 19-34) See, Section 760.10 F.S. and Rules 22T-8.009, 22T-8.017, 22T-9.001(2), (7)(c) F.A.C.

Petitioner made and withdrew an oral motion to recuse the undersigned. (TR 5-7)

The parties stipulated to a number of facts. (TR 9-11) The stipulated facts which were relevant, appropriate, and necessary have been incorporated in this Recommended Order.

Petitioner presented the oral testimony of Edna Jones, John Price, J. D. Stephens, Lynne Graves-Donaldson, Dorothy Wertz, Ed Carnahan, and Talesa Lloyd.

Petitioner had admitted in evidence Exhibits P-1 and 3A. Petitioner's Exhibits P-2, 3 (other than A), 4, 5, 6, 7, and 8 were not admitted. (TR 141-146, 288) Petitioner's Exhibit 3A was to be substituted for P-3. It was not substituted, but it is clear on the record (TR 58-59, 144) which portion of Exhibit P-3 could properly be considered, and the undersigned has considered that portion.

Respondent presented no oral testimony beyond its cross examination of Petitioner's witnesses. Respondent's Exhibits RX-1, 2, 3, 4A-T, 5, and 6 were admitted. (TR 20, 188-190, 288)

Respondent provided a transcript, filed March 29, 1991. After several agreed and ratified extensions of time, Respondent filed its proposed recommended order on April 26, 1991, the proposed findings of fact of which have been ruled on in the appendix to this Recommended Order, pursuant to Section 120.59(2) F.S. Despite an order of instructions in how to do so, Petitioner filed no post-hearing proposals.

FINDINGS OF FACT

1. Respondent Florida Power Corporation (FPC) is an electrical utility engaged in the generation, transmission, and distribution of electricity. At all times material, it qualified as an "employer" under the relevant statutes.

2. Petitioner Karen Austin, a white female, was initially employed by FPC in May 1985 at its Crystal River, Florida, production site.

3. The Crystal River production site consists of five generating units--one nuclear unit and four coal-fired units. The coal-fired units are Units 1 and 2 located on the south side and Units 4 and 5 located on the north side.

4. FPC maintains a five-shift rotation in coal handling with a shift supervisor responsible for each shift of employees. The five shift supervisors report directly to John Price, Site Operations Superintendent, who is responsible for all coal handling operations at the Crystal River site. Mr. Price reports to Ed Carnahan, Crystal River Coal Plant Site Support Manager, and Mr. Carnahan reports to R.C. Bonner, Site Director, Fossil Operations. Danny Douglas, Assistant Site Support Manager, is also a supervisor of Mr. Price.

ATTACHMENT 0091

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-005856

DATE ENTERED: 5/13/1991

RACE: black

LINK: doah.state.fl.us/ROS/1990/90005856.PDF

PAGE(S): 2

The transcript of the proceedings was filed with the Division of Administrative Hearings on April 3, 1991. Specific rulings on the proposed findings of fact submitted by the parties are included in the attached appendix.

FINDINGS OF FACT

Based upon the testimony of the witnesses and the documentary evidence received at the hearing, the following findings of fact are made:

1. The Petitioner is a black male who was employed by the Respondent, City Gas Company of Florida, from June, 1966 until October 31, 1988.

2. At all times material to this case, the Respondent had an after hours policy which prohibited its employees from working for other gas companies, contractors, self employment, or any gas related field without prior permission from the Respondent's executive office. Failure to abide by that policy would subject an employee to immediate termination.

3. The Respondent's policy for services performed while on duty required the employee to work only on behalf of the company.

4. Monies for services rendered by Respondent's employees while on company time were to be remitted to the Respondent's office with the appropriate paperwork within a timely manner. Normal business practice would be for a repairman to remit monies and paperwork either the afternoon of the job or the next business day if a same day return to the office would be impractical.

5. In April, 1988, the Petitioner was given a work assignment at the home of a customer named Mrs. Rhodes. Petitioner was to turn on Mrs. Rhodes' furnace. After inspecting the unit, Petitioner advised Mrs. Rhodes that the furnace should be cleaned. Subsequently, she authorized that work and the Petitioner dismantled and cleaned the furnace while on company time. Upon completing the task, Petitioner asked for and received from Mrs. Rhodes two checks: one payable to Respondent to cover the turn on and deposit; one made payable to Petitioner personally for the cleaning of the unit. The Petitioner cashed the second check, in the amount of $25.00, and remitted the other check to the company.

6. Sometime later, the Respondent received a complaint from Mrs. Rhodes concerning the furnace. Mr. Hixon, vice president and general manager for the company, confronted the Petitioner regarding the matter. During that conference Mr. Hixon asked Petitioner for an explanation regarding the second check which Mrs. Rhodes had reportedly paid to him. Petitioner did not admit that he had performed additional work on company time (beyond the routine turn on). Also, Petitioner did not admit that he had received monies payable to himself, and that he had cashed that second check.

7. Bill Joynt is a white male employed by Respondent. In September, 1988, Mr. Joynt was assigned to make a service call for a customer named Mr. Cox. After installing a valve on Mr. Cox's furnace, Mr. Joynt received $80.00 cash from the customer. Later Mr. Cox contacted the Respondent to complain that the furnace was still not operating correctly. Mr. Cox advised the company that he had paid $80.00 for the repair but that he was unsatisfied with the work.

ATTACHMENT 0092

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-006168

DATE ENTERED: 5/15/1991

RACE: black

LINK: doah.state.fl.us/ROS/1990/90006168.PDF

PAGE(S): 3

8. Paul Worthington had become the superintendent at SCI in July 1987, approximately a year before the survey in question. As superintendent, he was the highest ranking officer at the institution. The Assistant Superintendent for Programs at SCI was John Townsend. The Regional Health Services Director for Region III was Dr. Trumbo. SCI is one of six institutions in that region. Prior to the survey team's inspection of SCI, Dr. Trumbo told Mr. Worthington that SCI was in good shape and challenged the survey team to inspect SCI.

9. In 1988, the Petitioner, a black male, had been employed by the Florida Department of Corrections at SCI for approximately 10 years.

10. Initially, the Petitioner had been hired as a Medical Technician. Approximately five and one-half years later, he was promoted to Medical Unit Specialist. He supervised two clerical employees and assisted the chief health officer in the administration of health services at SCI. The Petitioner supervised the maintenance of medical records.

11. The Petitioner wrote numerous memos to his supervisors explaining the problems in his department. He pointed out repeatedly that there was a lack of adequate staffing which caused the department to constantly have problems and not perform properly. On two occasions, one additional person was provided for 30 days to help out.

12. Soon after the findings of the survey team were reported, Mr. Worthington was called to a meeting to discuss the report with the Secretary of the Department of Corrections, the Assistant Secretary for Health Services of that agency, the Regional Director, and the Regional Health Services Director. Superintendent Worthington was instructed to correct the deficiencies immediately, or else.

13. For several weeks following the survey, additional personnel were assigned to work around the clock on correcting problems identified by the survey. Mr. Jimmy Brogden was one of the individuals appointed to inspect, correct, and recommend to the Superintendent internal changes in medical services.

14. At the direction of the Secretary of the Department of Corrections, many personnel changes were made. Dr. Trumbo was demoted from Regional Health Services Director to Chief Health Officer at SCI. Dr. Garnsey was demoted from Chief Health Officer at SCI to a physician position at that institution. John Townsend, the Assistant Superintendent for Programs, was involuntarily transferred to Glades Correctional Institution in Belle Glade, Florida. A Medical Records Specialist, Ms. Jones, was reassigned to a clerical position in the education department. Ms. Roselle was moved out of the medical department to a clerical position, one grade lower in the education department. The facility's pharmacist, Mr. Prestige, resigned after the report was made. All of the people mentioned above are white males or white females.

15. The Petitioner was approached by Mr. Jimmy Brogden and asked to change from this position to Medical Records Specialist. Although the latter position was in the same pay grade of his currently-held position, it had no supervisory responsibilities. The Petitioner refused Mr. Brogden because he knew his position was being upgraded to a PG 20, and he had been advised that he was under consideration for the appointment. Subsequently, the Petitioner was approached by Mr. Brogden and questioned again about whether he would take the lateral transfer. He again informed Mr. Brogden that he would not.

ATTACHMENT 0093

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-006595

DATE ENTERED: 11/30/1992

RACE: black

LINK: doah.state.fl.us/ROS/1990/90006595.PDF

PAGE(S): 4

11. On July 1, 1957, when petitioner David Faison, who is black, began work for one of respondent's predecessors in interest as a glass bottom boat captain (or driver), each captain was required to compose a talk to deliver to glass bottom boat passengers. As a new recruit, Mr. Faison read the book "Eternal Springs" and rode with other captains, before leading his own boat tours, pointing out flora and fauna and sharing information about the springs.

An Easter Outing

12. Jim Schorr, then FLAC's new chief executive officer, took his family for their first ride on a glass bottom boat at Silver Springs on Easter Day 1989. They "went down on the glass bottom boat dock, and they took the first boat that was available and that happened to be Riley Williams' boat." T.526.

13. Afterwards Thomas Cavanaugh summoned Riley Williams, a black boat captain with more than 30 years' experience, and Michael Jacobs, respondent's director of operations, to his office. "Riley, what happened? What happened with your trip, Riley?" he asked. "We just talked to Jim Schorr. He said it was a terrible trip." T.526.

14. Surprised and visibly shaken, Mr. Williams reported that "Mr. Schorr even told me my trip was good," (T.527) but allowed that he had been nervous. Mr. Cavanaugh told him to take the afternoon off and said, "Riley, we're going to go ahead - we're going to help all the drivers. We're going to hire a drama coach, and it will help everybody out." Id.

Standardization

15. David London, the new drama coach, prepared the first version of a script the boat captains were asked to commit to memory, or at least to follow closely as a guide when giving tours. As requested, petitioner, along with other boat captains, made suggestions for improving the script. T.251, 521.

16. At a meeting on or after May 2, 1989, a revised script was distributed to assembled boat captains, and Mr. Schorr announced "that he wanted them to learn the script, and if they chose not to learn the script, that they could find work elsewhere." T.484. No deadline was given. T.44, 429. Whether petitioner Faison was in attendance is unclear. T.294.

17. Riley Williams now works on the grounds at Silver Springs, landscaping and gardening. His pay is no less than if he had remained a boat captain. He asked for a transfer because he felt he "really wasn't coming up to par of what they wanted . . . [from boat captains] and the time was closing in . . . ." T. 581.

Dockmaster

18. A black man, Willie Barr began as a glass bottom boat captain at Silver Springs in 1974. Except for a hiatus that began in 1980 and ended in 1981, he continued in respondent's employ (or that of a predecessor in interest) until November 18, 1989, when he retired as dockmaster, a salaried position he first assumed in 1982.

19. As dockmaster, Mr. Barr reported directly to Mike Jacobs, the white man who worked as respondent's director of operations. Mr. Barr had overall responsibility for both jungle cruise and glass bottom boats; and particular

ATTACHMENT 0094

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-006596

DATE ENTERED: 8/7/1991

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1990/90006596.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

DONNA J. BROWN,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 90-6596
	)	
LEHIGH PORTLAND CEMENT COMPANY/ FURNITURE DIVISION,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, this cause came on for hearing before P. Michael Ruff, duly-designated Hearing Officer of the Division of Administrative Hearings, in Marianna, Florida.

APPEARANCES

For Petitioner: Ben R. Patterson, Esq.
PATTERSON & TRAYNHAM
1215 Thomasville Road
P.O. Box 4289
Tallahassee, Florida 32315-4289

George J. Little, Esq.
134A Constitution Lane
P.O. Box 1612
Marianna, Florida 32446

For Respondent: John D.C. Newton, III, Esq.
AURELL, RADEY, ET AL.
Suite 1000, Monroe-Park Tower
101 North Monroe Street
P.O. Drawer 11307
Tallahassee, Florida 32302

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding concern whether the Respondent, Lehigh Portland Cement Company/Furniture Division ("Lehigh"), discriminated against the Petitioner on account of her race (white) by discharging her from employment following a verbal altercation with a black co-employee in which the Petitioner allegedly uttered racial slurs directed at or concerning that black co-employee and whether the Petitioner was discriminated against on account of her sex (female) and because of a perceived interracial, personal relationship with another co-employee, who is black.

ATTACHMENT 0095

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-006599

DATE ENTERED: 5/23/1991

RACE: black

LINK: doah.state.fl.us/ROS/1990/90006599.PDF

PAGE(S): 2

After determinations of "no cause" were entered by the FCHR, Ms. Winston filed petitions for relief, reiterating her allegations. The cases were referred to the Division of Administrative Hearings (DOAH) for formal hearing, and were consolidated in an order dated December 4, 1990.

At the commencement of hearing, upon Petitioner's request and in accordance with Rule 22I-6.008, F.A.C., Anthony Gomes was approved as a qualified representative. He has a law degree, is admitted to the Indiana bar, and has experience in administrative law in Florida as an elected member of the City of Jacksonville Civil Service Board.

Petitioner testified in her own behalf and presented the testimony of fourteen witnesses. Twenty-seven exhibits were offered. These were received at the hearing with the exception of exhibit #26, a memo, which was rejected for lack of relevance and authentication; and exhibit #22, handwritten notes, objected to as privileged notes taken by the attorney for Respondent. The objection to Petitioner's exhibit #22 has been withdrawn in Respondent's proposed recommended order, and this exhibit is now admitted into evidence.

Respondent presented testimony from five witnesses, and exhibits #1-46. Exhibit #15 was withdrawn; the remaining exhibits were received.

A transcript was filed, and the parties submitted proposed recommended orders on March 20 and April 2, 1991. The parties' proposed findings of fact are addressed in the attached appendix.

On March 29, 1991, a brief hearing was conducted, by telephone, on Respondent's motion to strike a letter of settlement offer dated March 14, 1991, a copy of which was filed at DOAH by the author of the letter, Alcee L. Hastings, Esquire on behalf of Ms. Winston. The motion was granted without objection by Mr. Hastings.

FINDINGS OF FACT

1. Carolyn A. Winston, a black female, commenced her employment with the Florida Department of Lottery, a newly-created agency, on November 2, 1987.

An active participant in Republican and minority organizations, Mrs. Winston was recruited by the agency after she submitted her resume for employment with the Martinez administration to Jeannie Austin, Chairperson of the Florida Republican Party.

2. At the time that she was recruited, Ms. Winston was employed by AT&T and had approximately 9 1/2 years experience with AT&T as a manager/systems analyst. She had a BA degree in business administration/marketing from Rollins College in Winter Park, Florida.

3. After an interview in Tallahassee, Carolyn Winston was hired by Michele Hayes, Director of Sales and Marketing, to be the Regional Manager for the Orlando Regional Office of the Lottery. Her salary, $41,300.00, was the maximum for the class.

4. During the summer and fall of 1987, the Lottery was in the process of hiring approximately 700 employees. January 12, 1988 was targeted as the first date of sale of tickets and all sales staff were to be hired by November 16, 1987.

ATTACHMENT 0096

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-007093

DATE ENTERED: 3/20/1991

RACE: black

LINK: doah.state.fl.us/ROS/1990/90007093.PDF

PAGE(S): 2

At the formal hearing Mr. Johnson and the Respondent presented the testimony of Harry LaNoue, Andrew Thompson, Scott Douglas Paul and Ann Beeman. Mr. Johnson also testified on his own behalf. The Respondent offered three exhibits which were accepted into evidence without objection.

On February 25, 1991, the Respondent filed Defendant's Motion for Extension of Time to File Proposed Recommended Order. Although no opposition was filed by Mr. Johnson, the undersigned was informed by telephone that Mr. Johnson was opposed to the Motion. The Respondent was informed that the Motion was granted. The Respondent filed a proposed recommended order containing proposed findings of fact. A ruling on each proposed finding of fact has been made either directly or indirectly in this Recommended Order or the proposed finding of fact has been accepted or rejected in the Appendix which is attached hereto. Mr. Johnson did not file a proposed recommended order.

FINDINGS OF FACT

1. The Respondent, General Parcel Service of Florida, Inc., is in the business of shipping, receiving and delivering goods, primarily small packages. The Respondent's headquarters are located in Jacksonville, Florida, and it has a branch operation in Tallahassee, Florida.

2. The Petitioner, Robert L. Johnson, was hired by the Respondent as a driver in late February or early March, 1989. Mr. Johnson worked out of the Tallahassee branch operation. Mr. Johnson was employed by the Respondent until October 24, 1989.

3. Mr. Johnson is a black male.

4. Between February, 1989, and June, 1989, Mr. Johnson's work was satisfactory.

5. In July, 1989, Mr. Johnson injured his back. As a result of this back injury, Mr. Johnson was absent from work until approximately July 10, 1989.

6. Mr. Johnson worked for approximately three weeks after returning to work in July, 1989, but was absent because of his back injury from the end of July, 1989, until approximately September 7, 1989.

7. When Mr. Johnson returned to work in July and in September, 1989, his physician had ordered that he not lift anything which weighed more than 25 pounds. The weight limitation was the only limitation placed by Mr. Johnson's physician on the duties Mr. Johnson could perform. There was no medical restriction placed on Mr. Johnson's duty to report to work or to report on time.

8. Beginning in June, 1989, the Tallahassee terminal manager, and Mr. Johnson's supervisor, was Harry LaNoue.

9. The first day after Mr. Johnson returned to work in July, 1989, Mr. LaNoue had Mr. Johnson answering the telephone and doing paperwork. The second day Mr. LaNoue had Mr. Johnson washing trucks, cleaning around the premises and picking up trucks. On the third day after returning to work, in addition to the duties Mr. Johnson began performing on the second day, Mr. Johnson also began delivering packages.

ATTACHMENT 0097

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-007095

DATE ENTERED: 8/26/1991

RACE: black

LINK: doah.state.fl.us/ROS/1990/90007095.PDF

PAGE(S): 1,2

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

DELORES C. BOSTIC, Petitioner, vs. HILLSBOROUGH COUNTY HOSPITAL AUTHORITY, d/b/a/ TAMPA GENERAL HOSPITAL, Respondent.	)	CASE NO. 90-7095

RECOMMENDED ORDER

On June 13, 1991, a formal administrative hearing was held in this case in Tampa, Florida, before J. Lawrence Johnston, Hearing Officer, Division of Administrative Hearings.

APPEARANCES

For Petitioner: Kaydell Wright-Douglas, Esquire
The Wright Building
110 North Armenia Avenue
Suite A
Tampa, Florida 33609

For Respondent: E. John Dinkel, III, Esquire
MacFarlane Ferguson Allison
& Kelly, P.A.
Post Office Box 1531
Tampa, Florida 33601

STATEMENT OF THE ISSUE

The issue in this case is whether the Florida Commission on Human Relations (FCHR) should grant the Petition for Relief, charging the Respondent with discrimination based on race (black), age (42), and handicap (back and neck injury), in violation of Section 760.10, Fla. Stat. (1989).

PRELIMINARY STATEMENT

The record in this case reveals that, on or about January 25, 1990, the Petitioner, Delores C. Bostic, filed with the FCHR an Amended Charge of Discrimination against the Respondent, the Hillsborough County Hospital Authority, d/b/a Tampa General Hospital. The Charge of Discrimination alleged discrimination based on race (black), age (42), and handicap (back and neck injury), in violation of Section 760.10, Fla. Stat. (1989). It was assigned FCHR No. 90-1002.

The Charge of Discrimination was investigated, and on or about September 25, 1990, the FCHR issued a Notice of Determination: No Cause, i.e., a determination was made that there was no reasonable cause to believe that unlawful discrimination had occurred.

The Petitioner then filed with the FCHR a Petition for Relief again alleging discrimination based on race (black), age (42), and handicap (back and neck injury), in violation of Section 760.10, Fla. Stat. (1989). On or about November 6, 1990, the FCHR forwarded the Petition for Relief to the Division of Administrative Hearings for formal administrative proceedings under Section 120.57(1), Fla. Stat. (1989). Final hearing initially was scheduled for April 2, 1991, but the Petitioner's Motion for Continuance was granted, and final hearing was rescheduled for June 13, 1991.

At the final hearing, the Petitioner, who was represented by counsel, testified in her own behalf and called four other witnesses in her behalf, two of whom were adverse party witnesses. The Petitioner also had Bostic Exhibits 1 through 10 admitted in evidence. Before the Petitioner rested, the parties stipulated to the admission of Bostic Exhibit 11, the transcript of a deposition to be taken by the parties after the close of the proceedings on June 13, as an additional, late-filed exhibit.

The Respondent, also represented by counsel, presented part of its case through cross-examination of the Petitioner's adverse party witnesses. The Respondent also called four other witnesses and had Respondent's Exhibits 1 through 8 admitted in evidence. The parties also had Joint Exhibit 1 admitted in evidence.

At the conclusion of the hearing, the Respondent ordered the preparation of a transcript of the final hearing. Proposed recommended orders were required to be filed within ten days after the later of the filing of the transcript of the final hearing or the filing of the transcript of the late deposition, Bostic Exhibit 11. The transcript of the final hearing and Bostic Exhibit 11 both were filed on July 1, 1991, making proposed recommended orders due by July 11, 1991. But the parties filed a Joint Motion for Extension of Time, which was granted, extending the time for filing proposed recommended orders to July 25, 1991. Later, the Petitioner requested an unopposed further extension, which was granted, to July 31, 1991.

Explicit rulings on the proposed findings of fact contained in the parties' proposed recommended orders may be found in the attached Appendix to Recommended Order, Case No. 90-7095.

FINDINGS OF FACT

1. The Petitioner, Delores C. Bostic, is a black female, born January 16, 1946, who is a radiology technician by education, training, and experience.

2. The Respondent, the Hillsborough County Hospital Authority, does business as Tampa General Hospital. In the past, the Respondent also operated County Hospital. Tampa General's patient population generally is older and sicker than the County Hospital's patient population. Much of the Tampa General patient population is not ambulatory, while most of the County Hospital's patient population was ambulatory.

ATTACHMENT 0098

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-007297

DATE ENTERED: 7/24/1992

RACE: black

LINK: doah.state.fl.us/ROS/1990/90007297.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

HATTIE R. MATTHEWS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 90-7297
	)	
ALACHUA COUNTY BOARD OF COUNTY COMMISSIONERS/DEPARTMENT OF CORRECTIONS,	)	
	)	
Respondents.	)	
	)	

RECOMMENDED ORDER

Upon due notice, this cause came on for formal hearing on February 4, 1992 in Gainesville, Florida, before Ella Jane P. Davis, a duly assigned Hearing Officer of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: Bruce M. Smith, Esquire
Post Office Box 450
Gainesville, Florida 32602

For Respondent: Mary Marshall, Esquire
and
Robert C. Ott, Esquire
Post Office Box 2877
Gainesville, Florida 32602-2877

STATEMENT OF THE ISSUES

By agreement of the parties, the issues to be resolved herein are as follows:

(1) Whether or not Alachua County denied Petitioner promotion to the position of Drug Counselor II because of her race (black) over her white counterpart.

(2) Whether Alachua County denied Petitioner promotion to the position of Victim Advocate Director and revised the position qualifications to preclude Petitioner because of her race (black).

If either of these issues were resolved in Petitioner's favor, Alachua County would be guilty of an unfair employment practice pursuant to the Florida Human Rights Act of 1977, as amended [Section 760.10 et seq. F.S.].

ATTACHMENT 0099

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-007298

DATE ENTERED: 7/24/1992

RACE: black

LINK: doah.state.fl.us/ROS/1990/90007298.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

HATTIE R. MATTHEWS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 90-7297
	)	
ALACHUA COUNTY BOARD OF COUNTY COMMISSIONERS/DEPARTMENT OF CORRECTIONS,	)	
	)	
Respondents.	)	
	)	

RECOMMENDED ORDER

Upon due notice, this cause came on for formal hearing on February 4, 1992 in Gainesville, Florida, before Ella Jane P. Davis, a duly assigned Hearing Officer of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: Bruce M. Smith, Esquire
Post Office Box 450
Gainesville, Florida 32602

For Respondent: Mary Marshall, Esquire
and
Robert C. Ott, Esquire
Post Office Box 2877
Gainesville, Florida 32602-2877

STATEMENT OF THE ISSUES

By agreement of the parties, the issues to be resolved herein are as follows:

(1) Whether or not Alachua County denied Petitioner promotion to the position of Drug Counselor II because of her race (black) over her white counterpart.

(2) Whether Alachua County denied Petitioner promotion to the position of Victim Advocate Director and revised the position qualifications to preclude Petitioner because of her race (black).

If either of these issues were resolved in Petitioner's favor, Alachua County would be guilty of an unfair employment practice pursuant to the Florida Human Rights Act of 1977, as amended [Section 760.10 et seq. F.S.].

ATTACHMENT 0100

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-007661

DATE ENTERED: 3/13/1991

RACE: black

LINK: doah.state.fl.us/ROS/1990/90007661.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

WILLIE RAY WRIGHT,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 90-7661
	)	
H. C. CONNELL, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Upon due notice, this cause came on for formal hearing on March 4, 1991 in Tavares, Florida, before Ella Jane P. Davis, a duly assigned Hearing Officer of the Division of Administrative Hearings.

APPEARANCES

FOR PETITIONER: No Appearance

FOR RESPONDENT: J. Robert Duggan, Esquire
Post Office Box 490208
Leesburg, Florida 34749-0208

STATEMENT OF THE ISSUE

Whether or not an unlawful employment practice pursuant to the Human Rights Act of 1977, Section 760.10 F.S. (1989) has occurred.

PRELIMINARY STATEMENT

Petitioner, a black male, originally filed a charge of discrimination against his employer on January 1, 1989, charging that on December 9, 1988 he had been terminated by Respondent employer due to racial discrimination.

By an October 19, 1990 "Determination," the Florida Commission on Human Relations determined that no reasonable cause existed to believe that an unlawful employment practice had occurred. The Commission determined that Petitioner had established a prima facie case of discrimination but that Respondent had articulated and substantiated nondiscriminatory reasons for the acts complained-of and Petitioner had not shown Respondent's reasons to be pretextual. Petitioner was simultaneously advised by a "Notice of Determination: No Cause" that he had 20 days in which to request reconsideration/redetermination and if redetermination was not requested, the Petitioner might file a Request for Hearing/Petition for Relief within 30 days of the Notice of Determination. Petitioner filed no Request for Redetermination on or before the 20th day but filed his Request for Hearing/Petition for Relief with the Commission on November 8, 1990.

ATTACHMENT 0101

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 90-007797

DATE ENTERED: 3/8/1991

RACE: black

LINK: doah.state.fl.us/ROS/1990/90007797.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

DEMETRIO A. WALTERS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 90-7797
	)	
GREAT SOUTHWEST CORPORATION,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings by its duly designated Hearing Officer, William R. Cave, held a formal hearing in the above-captioned case on February 5, 1991 in Tampa, Florida.

APPEARANCES

For Petitioner: Demetrio A. Walters, Pro se

For Respondent: Charles R. Nixon, Esquire
Vice-President/General Counsel
Rooney Enterprises, Inc.
3333 Lee Parkway
P.O. Box 19000
Dallas, Texas 75219

STATEMENT OF THE ISSUES

Whether Respondent, Great Southwest Corporation, discriminated against the Petitioner, Demetrio A. Walters, when Respondent terminated Petitioner's employment.

PRELIMINARY STATEMENT

This cause had its inception when the Petitioner, Demetrio A. Walters was discharged by his immediate supervisor, Gene Raulerson, who was acting for the Respondent, Great Southwest Corporation, for insubordination and failure to follow instructions necessary to carry out his daily activities. Thereafter, the Petitioner filed a charge of discrimination, wherein he alleged that he was discharged because of his race (black) and his national origin (hispanic).

At the hearing, the Petitioner testified on his own behalf. Petitioner's exhibits 1 and 2 were received into evidence. Respondent presented the testimony of James Clemmensen, Mayda Dallman and Thomas Canzano. Respondent's exhibits 1, 2 and 3 were received into evidence.

ATTACHMENT 0102

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-000080

DATE ENTERED: 3/12/1991

RACE: black

LINK: doah.state.fl.us/ROS/1991/91000080.PDF

PAGE(S): 3

5. As Respondent's business increased, the demands on Petitioner also increased. Petitioner possesses substantial skills with respect to furniture finishing. However, Petitioner takes considerable time to perform his work. While retail activity had remained modest, Respondent tolerated Petitioner's slow pace. But as sales increased, Respondent pressured Petitioner to increase the pace of his work.

6. On August 16, 1988, a supervisor gave Petitioner a performance and potential summary in connection with a periodic performance review. The summary states that Petitioner's performance rating is below average. The summary identifies Petitioner's major weakness as "complain[ing] about everything and everybody." The summary notes Petitioner's slow pace, poor work habits, refusal to use new finishing aids, and refusal to give up his "old ways." The summary also states that his results were generally reasonable, but his overall results "leave something to be desired."

7. On December 8, 1988, a supervisor gave Petitioner a disciplinary action form. The form states that, in the four months since the August 8 performance summary, Petitioner has shown no significant improvement. The form concludes that, "If there is no improvement there will be no more chances."

8. Petitioner refused to sign the December 8 disciplinary action form. Petitioner became angry at the meeting at which the form was produced. Respondent fired Petitioner on December 28, 1988.

9. Petitioner is a black person. However, he presented no evidence that his race was a factor in the termination.

CONCLUSIONS OF LAW

10. The Division of Administrative Hearings has jurisdiction over the parties and the subject matter. Section 120.57(1), Florida Statutes.

11. It is an unlawful employment practice for an employer to discharge or otherwise discriminate against any individual with respect to employment because of such individual's race. Section 760.10(1)(a), Florida Statutes. It is an unlawful employment practice for an employer to limit, segregate, or classify employees in any way that would deprive any individual of employment opportunities or adversely affect his status as an

ATTACHMENT 0103

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-000081

DATE ENTERED: 5/30/1991

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1991/91000081.PDF

PAGE(S): 4

FINDINGS OF FACT

1. Petitioner is a white female. At all times material she was employed by Respondent, she was pregnant, and her pregnancy was known to her Respondent employer.

2. Respondent, whose business involves custom injection molders of machine parts, is an employer covered by the 1977 Human Relations Act, as amended.

3. On April l, 1989, Petitioner was notified she would be transferred to the position of Senior Press Operator. The same day as her notification, her current position of Quality Control Supervisor was filled by one of her white male subordinates, a Quality Control Inspector named Lewis Surratt.

4. Petitioner and the remaining Quality Control Inspector, Jim Gray, viewed Petitioner's transfer as a demotion but their explanation for their views was somewhat vague. Apparently, Petitioner's perception of the job of Senior Press Operator resulted because she had been an ordinary Press Operator before being promoted, first to Quality Control Inspector and then to Quality Control Supervisor.

5. In point of fact, the Petitioner's transfer from Quality Control Supervisor to Senior Press Operator was a lateral one with Petitioner admittedly drawing the same pay, working the same shift, and working the same hours as she had as a Quality Control Supervisor. Petitioner even continued to have the same immediate supervisor, Mike Ramos. As a Senior Press Operator, Petitioner would supervise ordinary Press Operators.

6. Petitioner pointed out, however, that Mr. Ramos was relatively new to his own position, having replaced Denise Duplinsky, and, while Petitioner was employed, ordinary Press Operators were only supervised by Senior Press Operators on two shifts. On one shift, they supervised themselves.

7. As of the date of hearing, the Respondent was employing three Senior Press Operators and planning to hire a fourth.

8. Jim Gray and Petitioner described the position of Senior Press Operator as "more strenuous" than that of Quality Control Supervisor. However, Mr. Gray, who at all times material was working as a Quality Control Inspector, was only "somewhat" familiar with the duties of a Senior Press Operator.

ATTACHMENT 0104

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-000477

DATE ENTERED: 10/7/1991

RACE: black

LINK: doah.state.fl.us/ROS/1991/91000477.PDF

PAGE(S): 2

By answer dated April 17, 1991, Respondent denied all allegations of the Amended Petition For Relief.

At the final hearing, Petitioner presented the testimony of five witnesses, including himself, and two evidentiary exhibits. Respondent presented the testimony of one witnesses and seven evidentiary exhibits.

No transcript of the final hearing was filed with the Division Of Administrative Hearings, however, in accordance with Rule 22I-6.031, Florida Administrative Code, the parties requested an extension of time for the filing of proposed findings of fact until September 18, 1991, thereby waiving the provisions of Rule 28-5.402, Florida Administrative Code.

Proposed findings of fact submitted by the parties are addressed in the appendix of this recommended order.

FINDINGS OF FACT

1. Petitioner is Julius McKinnon. He was employed by Respondent for more than 13 years. At the time of his dismissal from employment with Respondent's airport police department, Petitioner held the rank of lieutenant and supervised the five man force. Petitioner is black.

2. On December 5, 1989, Petitioner was called to the office of Coy Thomason, Respondent's airport manager. Petitioner was informed of his rights and questioned regarding allegations of a white female employee of a restaurant at the airport that Petitioner had made sexual overtures to her, inclusive of nonconsenual touching of her body.

3. The alleged battery by Petitioner was reported by the restaurant employee, Ruby Darlene Howard, to other airport law enforcement officials of the airport as having occurred late in the evening after the close of business on November 25, 1989.

4. Following the conference with Thomason, Petitioner was placed, effective December 9, 1989, on an indefinite suspension with pay, subject to later possible termination of employment.

5. Petitioner's employment was terminated on March 9, 1990, pursuant to a March 5, 1990 letter of termination to Petitioner signed by Thomason.

6. The primary basis for termination of Petitioner's employment, as established by Thomason's testimony at the final hearing, was the airport manager's belief that Petitioner had engaged in inappropriate sexual conduct with regard to the female coffee shop employee and had assaulted the employee.

7. Thomason's testimony further establishes that Petitioner had been previously counselled or disciplined on various occasions for work related matters, including a three day suspension for failure to report to work and a reprimand for inappropriate comments to a female police officer. Thomason's testimony was credible, candid and direct. That testimony establishes that Thomason did not terminate Petitioner's employment on the basis of the employee's race.

8. Two white male police officers presently employed by Respondent's airport authority also have disciplinary histories. Arthur Badger resigned in

ATTACHMENT 0105

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-001317

DATE ENTERED: 7/25/1991

RACE: black

LINK: doah.state.fl.us/ROS/1991/91001317.PDF

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ALL PARTIES HAVE THE RIGHT TO SUBMIT TO THE FLORIDA COMMISSION ON HUMAN RELATIONS WRITTEN EXCEPTIONS TO THIS RECOMMENDED ORDER. ALL AGENCIES ALLOW EACH PARTY AT LEAST TEN DAYS IN WHICH TO SUBMIT WRITTEN EXCEPTIONS. SOME AGENCIES ALLOW A LARGER PERIOD WITHIN WHICH TO SUBMIT WRITTEN EXCEPTIONS. YOU SHOULD CONSULT WITH THE FLORIDA COMMISSION ON HUMAN RELATIONS CONCERNING ITS RULES ON THE DEADLINE FOR FILING EXCEPTIONS TO THIS RECOMMENDED ORDER.

==========

AGENCY FINAL ORDER

==========

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

WILLIE A. GLOVER,

Petitioner,

vs.

MARIOTT CORPORATION,

Respondent.
_____/

EEOC Case No. l5D09
FCHR Case No. 90-4616
DOAH Case No. 91-1317
FCHR Order No. 91-038

FINAL ORDER DISMISSING PETITION FOR RELIEF FROM AN UNLAWFUL EMPLOYMENT PRACTICE

Preliminary Matters

Petitioner Willie A. Glover filed a complaint of discrimination with the Commission pursuant to the Human Rights Act of 1977, as amended. Sections 760.01-760.10, Fla. Stat. (1989). Petitioner alleged Respondent Mariott Corporation unlawfully discriminated against him on the bases of race (black) and age (61).

The allegations of discrimination set forth in the complaint were investigated. On October 30, 1990, the Executive Director found no reasonable cause to believe an unlawful employment practice occurred. A Redetermination: No Cause was issued January 14, 1991.

Thereafter, Petitioner filed a Petition for Relief from an Unlawful Employment Practice, requesting that a formal proceeding be conducted on the claim. The petition was referred to the Division of Administrative Hearings (DOAH). Fla. Admin. Code Rule 22T-8.016(1) on July 25, 1991, DOAH Hearing Officer J. Lawrence Johnston entered a Recommended Order of dismissal

Public deliberations were held on November 8, 1991, in Tampa, Florida before this panel of commissioners.

ATTACHMENT 0106

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-002760

DATE ENTERED: 7/9/1992

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1991/91002760.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ROBERT COX,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 91-2760
	)	
FLORIDA PUBLIC EMPLOYEES COUNCIL 79, AFSCME,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, William R. Cave, held a formal hearing in the above-captioned case on April 30, 1992 in Tampa, Florida.

APPEARANCES

For Petitioner: Robert Cox, Pro se
8514- #3 Daffodil Drive
Hudson, Florida 34667

For Respondent: Ben R. Patterson, Esquire
Patterson and Traynham
Post Office Box 4289
Tallahassee, Florida 32315-4289

STATEMENT OF THE ISSUES

The issue presented, is whether the Respondent, Florida Public Employees Council 79, AFSCME terminated Petitioner, Robert Cox's employment because of his race (white) or his handicap (alcoholism) in violation of Section 760.10, Florida Statutes.

PRELIMINARY STATEMENT

In this proceeding, Cox is challenging his termination of employment by the Respondent, Florida Public Employees Council 79, AFSCME (Council 79), and alleges that his employment was terminated because of his race and handicap, to wit: white and alcoholism.

Cox filed a Charge of Discrimination with the Florida Commission on Human Relations (Commission) dated January 3, 1989. On November 9, 1990, the Commission issued a Notice of Determination: No Cause. Cox then filed a Request For Redetermination. On March 25, 1991, the Commission issued a Notice of Redetermination: Cause. Efforts to conciliate the complaint was unsuccessful, and on April 9, 1991 the Commission issued a Notice of Failure of Conciliation.

ATTACHMENT 0107

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-002763

DATE ENTERED: 10/18/1991

RACE: black

LINK: doah.state.fl.us/ROS/1991/91002763.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

KENNETH E. BROWN,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 91-2763
	)	
STONE CONTAINER CORPORATION,	)	
	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, this matter came on for hearing in Panama City, Florida, before the Division of Administrative Hearings by its duly designated Hearing Officer, Diane Cleavinger, on August 13, 1991.

APPEARANCES

For Petitioner: Mr. Kenneth E. Brown, pro se
1014 Mercedes Avenue
Panama City, Florida 32401

For Respondent: G. Thomas Harper, Esquire
HAYNSWORTH, BALDWIN, JOHNSON AND HARPER
Post Office Box 40593
Jacksonville, Florida 32203-0593

STATEMENT OF THE ISSUES

The issue addressed in this proceeding is whether Petitioner was the subject of an unlawful employment practice.

PRELIMINARY STATEMENT

On March 17, 1990, the Petitioner filed a charge of discrimination claiming that he was discharged because of his race (Black). On October 31, 1990, the Florida Commission on Human Relations issued a "Notice of Determination: No Cause" in this case. The Notice held that there was no reasonable cause to believe that an unlawful employment practice had occurred in Petitioner's case. On December 31, 1990, the Florida Commission on Human Relations issued a "Notice of Re-Determination: No Cause". This decision also held that there was no reasonable cause to believe that an unlawful employment practice occurred. Petitioner disagreed with the Commission's determinations and requested a formal administrative hearing. Petitioner's request for hearing was forwarded to the Division of Administrative Hearings.

ATTACHMENT 0108

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-003499

DATE ENTERED: 1/10/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91003499.PDF

PAGE(S): 2

transmitted to the Division of Administrative Hearings, in accordance with Section 120.57(1)(b)3., Florida Statutes (1991).

By his petition for relief, petitioner alleges: "I was not intoxicated, and if I was why Herschel [sic] Shepard this time did not suspend me or give me another chance. It was because like always he did not want to give me a 25 cent raise." The petition further alleged: "Also, Herschel has been bring people (mostly whites) in the assemble department and giving them more money than me." "Herschel . . . would bring a lot of white people down in our department and put them over us. And furthermore, he also brought a white guy in at the age of 19, who didn't have very much experience and made him manager."

FINDINGS OF FACT

1. According to respondent's stationery, Respondent's Exhibit No. 2, MacTavish Furniture Industries is one of six operating divisions of Aaron Rents, Inc., a (Georgia) corporation headquartered in Atlanta. Respondent regularly employs more than 15 people in Florida: The MacTavish Furniture Industries plant in Quincy has 60 to 100 employees each shift.

2. When petitioner Wayne Warren, who is black, began working for MacTavish Furniture Industries in Quincy, Florida, on April 10, 1981, his job was to place lumber on a conveyor belt. He was paid minimum wage. After four or five years he moved to the warehouse, also known as the "trim and pack" department.

3. Mr. Warren received a raise of $0.25 per hour when he went to work at the warehouse, where his chief responsibility was operating a Zimmerman suction lift. He used a boom to transfer furniture, inter alia, between a conveyor belt and the "finishing line." When the line was not operating, his duties sometimes included packing furniture and cleaning up.

4. If, as sometimes happened, petitioner reported for work intoxicated, singing loudly and getting in fights, he was sent home, and somebody else had to fill in. A drunken lift operator created unnecessary danger. Aside from the suction lift itself, saws, routers, and other equipment in the vicinity posed hazards for a person not fully in command of his faculties.

5. Clarence O'Neal, the black man who was Mr. Warren's immediate supervisor, "eased him out" on several occasions to his sister's house so he could sober up in safety. But on March 27, 1989, petitioner was unwilling to leave work. When Mr. O'Neal saw petitioner (after he heard "a commotion 1,000 feet away"), he ordered that the line be shut down, and directed petitioner to leave. Mr. Warren replied, "Kiss my ass," and Mr. O'Neal discharged him on the spot.

6. Despite this outburst and recurring bouts with alcohol, Mr. Warren was (and remains) popular with his supervisors and co-workers alike, black and white. Several people urged that he be rehired, including Johnny O'Neal, the black finishing foreman who has known petitioner all his life, and Viola Bell. In April of 1989, Hershel Shepard, the white plant superintendent who had hired petitioner originally, agreed to rehire him.

7. At least before his original termination, petitioner's pay and responsibility did not increase as rapidly as some co-workers, but the evidence did not show disparities on account of race. Mr. Warren returned to work at the same wage he had left. Before a plant-wide "blanket" raise of $0.20 per hour in May of 1990, he had already received a raise of $0.25 per hour.

ATTACHMENT 0109

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-003618

DATE ENTERED: 9/17/1991

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1991/91003618.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ALBERT A. WHITE,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE No. 91-3618
	)	FCHR CASE No. 90-2143
PACE MEMBERSHIP WAREHOUSE, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, a formal hearing was conducted in this case on August 22, 1991, in Tampa, Florida, before Veronica E. Donnelly, a duly designated Hearing Officer of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: Albert A. White, pro se
809 Granite Road
Brandon, Florida 33510

For Respondent: Donald C. Works III, Esquire
RUDEN BARNETT McCLOSKY SMITH
SCHUSTER & RUSSELL, P.A.
200 East Broward Boulevard
Post Office Box 1900
Ft. Lauderdale, Florida 33302

STATEMENT OF THE ISSUES

Whether Petitioner was unlawfully discriminated against on the basis of race by his employer when he was the temporary employee chosen for termination.

Whether Respondent articulated a legitimate, nondiscriminatory reason for Petitioner's discharge.

Whether Petitioner proved by a preponderance of the evidence that the articulated reasons were pretextual.

Whether Petitioner was otherwise discriminated against during the discharge process on the basis of race.

PRELIMINARY STATEMENT

On June 12, 1991, the Petition for Relief from an Unlawful Employment Practice filed by Petitioner, Albert A. White (White), was referred to the Division of Administrative Hearings to resolve the disputed issues of fact. The petition alleges Petitioner White was unlawfully discriminated against on the

ATTACHMENT 0110

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-003619

DATE ENTERED: 10/22/1991

RACE: black

LINK: doah.state.fl.us/ROS/1991/91003619.PDF

PAGE(S): 2

for the Respondent; and Runette Giles, a wiring assembler employed by the Respondent. The Respondent's exhibits numbered 1 through 3 were admitted into evidence.

After the hearing, the parties were granted ten days leave to file proposed recommended orders. The Petitioner elected to so file and her proposed order has been considered in the preparation of this order. Specific rulings on the proposed findings of fact are included in the attached appendix. A transcript of the proceedings has not been filed.

FINDINGS OF FACT

Based upon the testimony of the witnesses and the documentary evidence received at the hearing, the following findings of fact are made:

1. Petitioner is a black female who was employed by the Respondent on or about March 21, 1989.

2. Petitioner's job with the Respondent was to assemble and wire electrical devices in a designated configuration and to a specified standard.

3. Petitioner was the only black employee stationed in her job location, but the company employes other blacks in other areas of production. Petitioner's job was an entry level position which required minimum skills but aptitude for the work and attention to detail were necessary.

4. During her employment with the Respondent, Petitioner was supervised by Charlie Goodman. Mr. Goodman was known to be a demanding and sometimes brusk individual.

5. Petitioner perceived the corrections Mr. Goodman required to be personally directed toward her. Others besides Mr. Goodman observed Petitioner's work and deemed it inadequate to the requirements of the job. Both Mr. Gardner and Ms. Giles observed that Petitioner made errors or took too long to perform routine tasks.

6. Mr. Gardner confronted Petitioner on two occasions regarding her work performance. In both cases, Petitioner responded by claiming Mr. Goodman was "nit picking" her work and was demeaning to her personally.

7. Finally, on May 5, 1989, when Petitioner's work performance did not improve, Mr. Gardner advised Petitioner that she was terminated.

8. Respondent is an employer within the definition of Section 760.10, Florida Statutes.

9. Respondent did not terminate Petitioner on account of her race but because her work performance fell below company standards.

10. Subsequent to Petitioner's termination, Respondent's production demand decreased resulting in layoffs. Those positions, including Petitioner's, have not been filled.

CONCLUSIONS OF LAW

11. The Division of Administrative Hearings has jurisdiction over the parties to and the subject matter of these proceedings.

ATTACHMENT 0111

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-003620

DATE ENTERED: 11/27/1991

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1991/91003620.PDF

PAGE(S): 2

FINDINGS OF FACT

1. The Petitioner is a white female, aged 53. She is a registered nurse (R.N.), licensed in Florida.

2. In early 1981, the Petitioner sustained a severe back injury, a herniated disk.

3. The Petitioner had a laminectomy in 1982.

4. The Petitioner's back injury was aggravated in 1984.

5. In May of 1985, the Petitioner had a second back surgery consisting of a laminectomy. Subsequent to this operation, the Petitioner continued to experience severe pain and physical limitations.

6. In 1985, the Petitioner was awarded disability benefits by the Social Security Administration for a limited period of time.

7. During 1986 and 1987, the Petitioner prepared herself, through education, for maternity and newborn care, areas of nursing that she considered less physically demanding than acute care, full charge floor nursing. Petitioner and her first surgeon had concluded that full charge floor nursing was too strenuous for her, considering her residual back condition and the likelihood of re-injury. Petitioner took 24 CEUs in obstetrics and new born nursing and took a course at St. Luke's Hospital in critical care/cardiac catheterization for which she received a certificate of completion.

8. From 1983 until October 1988, the Petitioner held various positions at hospitals but was unable to fully perform her job duties due to her physical impairment. Immediately prior to her employment with Respondent, Petitioner had not been hired, or had left employment with other Jacksonville, Florida, hospitals because the employment they had available to her as a full charge nurse was not compatible with her physical limitations.

9. On October 25, 1988, the Petitioner answered an advertisement for nurses placed by Respondent Humana Hospital in a local newspaper. At that time, the Petitioner was interviewed by Violet Bumpers, Assistant Director of Nursing.

10. As part of the interview process, Petitioner provided certain materials and filled out various forms for Respondent. Mrs. Bumpers had access to these in the course of her interview. Petitioner's work history demonstrated that she had worked as a staff nurse for another facility immediately prior, and her work history indicated no limitations of her job responsibilities. Petitioner also failed to complete the employment application section which asked whether or not she would be unable to perform safely any of the duties of the position for which she applied. Petitioner completed the hospital's medical questionnaire without indicating any physical limitations, and in fact, failed to indicate that she had any restrictions from her prior surgeries. Her explanation for these omissions was that she left blank the boxes provided to fill in because she wanted Respondent's interviewer to ask her about her condition or about the blank boxes and wanted to explain her situation orally to the nurse recruiter.

11. During the interview with Mrs. Bumpers, Petitioner stated that she had undergone two surgeries but did not disclose any residual disability as a result thereof. Mrs. Bumpers had had a single laminectomy herself, had continuously

ATTACHMENT 0112

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-004323

DATE ENTERED: 4/2/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91004323.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ANNETTE M. MEYERS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 91-4323
	)	
NASSAU COUNTY SCHOOL BOARD,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Upon due notice, this cause came on for formal hearing on January 16, 1992 in Fernandina Beach, Florida, before Ella Jane P. Davis, a duly assigned Hearing Officer of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: Harry L. Lamb, Jr., Esquire
Perry & Lamb, P.A.
605 E. Robinson Street, Suite 630
Orlando, Florida 32801

For Respondent: Marshall E. Wood, Esquire
303 Centre Street, Suite 200
Post Office P
Fernandina Beach, Florida 32034

STATEMENT OF THE ISSUE

Petitioner has brought a claim, pursuant to the Florida Human Rights Act of 1977 as amended [Section 760.10 et.seq., F.S.], alleging that she was denied a promotion to the position of "Assistant Principal-Student Services" at the Fernandina Beach High School and that such action was racially discriminatory.

PRELIMINARY STATEMENT

Petitioner presented the oral testimony of Margaret McKee, Superintendent Craig Marsh, and Dr. William R. Fryar, and testified in her own behalf. Petitioner had 12 exhibits admitted in evidence. Respondent presented the oral testimony of Eugene Grant and had 10 exhibits admitted in evidence.

No transcript was provided but all timely-filed proposed findings of fact have been considered and ruled upon in the appendix to this recommended order.

FINDINGS OF FACT

1. Petitioner is an adult black female. At all times material, she was employed by Respondent, School Board of Nassau County, as a Guidance Counselor at Fernandina Beach High School.

ATTACHMENT 0113

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-004385

DATE ENTERED: 4/24/1992

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1991/91004385.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

NICASIO G. RAMOS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 91-4385
	)	
WALTON COUNTY BOARD OF COUNTY COMMISSIONERS,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

This matter came on for hearing in Defuniak Springs, Florida, before Robert T. Benton, II, Hearing Officer of the Division of Administrative Hearings, on January 30, 1992. The Division of Administrative Hearings received the hearing transcript on February 19, 1992, and the transcript of the deposition of W.F. Miles on February 25, 1992.

The parties filed proposed recommended orders on March 20 and 26, 1992, including proposed findings of fact. Appendix B addresses proposed findings of fact by number.

APPEARANCES

For Petitioner: Mary Koch Polson
P.O. Box 96
Fort Walton Beach, Florida 32549

For Respondent: George Ralph Miller
105 East Nelson Street
Defuniak Springs, Florida 32433

STATEMENT OF THE ISSUE

Whether respondent discharged petitioner on account of his national origin? Whether respondent refused to rehire petitioner on account of his national origin and/or because he filed a complaint alleging discrimination?

PRELIMINARY STATEMENT

On November 14, 1989, petitioner filed a complaint with the Florida Commission on Human Relations (FCHR). After the FCHR investigated petitioner's complaint of discrimination, it issued its "DETERMINATION: CAUSE" on March 21, 1991, concluding that there was "reasonable cause to believe that an unlawful employment practice has occurred." Petitioner's Exhibit No. 12.

The FCHR found a prima facie case of discrimination on account of national origin both in petitioner's termination and in his non-hire thereafter. The

ATTACHMENT 0114

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-004387

DATE ENTERED: 2/24/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91004387.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

LEROY BATTLES, JR.,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 91-4387
	)	
DEPARTMENT OF CORRECTIONS,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Upon due notice, this cause came on for formal hearing on October 23, 1991, and November 1, 1991, in Gainesville, Florida, before Ella Jane P. Davis, a duly-assigned hearing officer of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: Robert L. McLeod, Esquire
200 Reid Street
Palatka, Florida 32177

For Respondent: Lynne T. Winston, Esquire
Assistant General Counsel
2601 Blair Stone Road
Tallahassee, Florida 32399-2500

STATEMENT OF THE ISSUE

Whether or not Respondent has been guilty of an unlawful employment practice to wit: failure to promote and retaliation on the basis of race and for filing a grievance in violation of the Human Rights Act of 1977, pursuant to Section 760.10 F.S. [1989].

PRELIMINARY STATEMENT

At formal hearing, Petitioner presented the oral testimony of Jacqueline Johns and testified on his own behalf. He had 6 exhibits admitted in evidence. Respondent presented the oral testimony of Jacqueline Johns, Francis Olney Hawkins, Harold Gregory Drake, Mark S. Nelson, and Juanita D. Lester. Respondent had 16 (not consecutively numbered) exhibits admitted in evidence. Respondent withdrew two other exhibits.

A transcript was filed in due course. The findings of fact proposed by each party have been ruled on in the appendix to this Recommended Order pursuant to Section 120.59(2), F.S.

ATTACHMENT 0115

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-004388

DATE ENTERED: 11/7/1991

RACE: black

LINK: doah.state.fl.us/ROS/1991/91004388.PDF

PAGE(S): 2

The Florida Commission on Human Relations had previously issued Determinations of "No Cause" on December 28, 1990, in case FCHR No. 89-9314 on the first issue above.

The Petitioner presented no witnesses or other evidence other than his own testimony. The Respondent presented the testimony of Dennis Monroe, Edwin Krusemark, and William Threet, in addition to a number of exhibits, labeled A through O.

No transcript of the hearing was ordered.

The Respondent filed a Proposed Finding of Fact which was read and considered. Appendix A sets forth the findings which were adopted, and those which were rejected and why.

FINDINGS OF FACT

1. Petitioner is a black male approximately 35 years of age. Prior to returning to Florida, Nunn had worked all over the United States, to include Alaska, as a construction worker.

2. Respondent is an incorporated city in Florida.

3. The Petitioner was hired in 1988 as a temporary employee in the Respondent's Water and Sewer Department by Dennis Monroe, Director of Public Works. While he was a temporary employee, the Petitioner indicated to Mr. Monroe, that he wished to remain in the Respondent's employ. On October 1988 the Petitioner was hired in a full time position as a Laborer I, and began a 6 months probation period.

4. At the conclusion of the Petitioner's initial six-month probationary period (in April 1989), he received a above satisfactory score on an Employee Performance Evaluation completed by Mr. Monroe (Respondent's Exhibit A). Mr. Monroe at that time promoted the Petitioner to the position of Laborer II.

5. At about this time, the water department lost three of its senior employees, and Nunn was suddenly the most senior person in the water department. Nunn talked with Moore about a promotion, but Moore hired Mr. Edwin Krusemark, a while male, who had been a consultant on the city's system, to run the water and sewer department.

6. Sometime after the completion of his probationary period in April 1989, the Petitioner asked Edwin Krusemark, Public Works Superintendent, for an additional helper to complete his job duties. Mr. Krusemark turned down this request, although two persons had been performing the duties now performed by Nunn.

7. Mr. Krusemark stated it was his opinion that two men were not needed to do Nunn's job, although it had previously taken two men to do it. Nevertheless, both Monroe and Krusemark verbally complained to Nunn about his delays.

8. Neither manager formally reprimanded the Petitioner or placed any documentation of the Petitioner's faults in the Petitioner's personnel file prior to September 27, 1989. Neither supervisor indicated to Nunn that his work was substandard and unacceptable prior to September 27, 1989.

ATTACHMENT 0116

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-005057

DATE ENTERED: 2/10/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91005057.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MARY PARKER-ABERNATHY,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 91-5057
	)	
THE SCHOOL BOARD OF ESCAMBIA COUNTY/GEORGE STONE VOCATIONAL TECHNICAL CENTER,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, this matter came on for hearing in Pensacola, Florida, before the Division of Administrative Hearings by its duly designated Hearing Officer, Diane Cleavinger, on January 6, 1992.

APPEARANCES

For Petitioner: Mary Parker-Abernathy, pro se
1116 North Alcaniz Street
Pensacola, Florida 32503

For Respondent: Joseph L. Hammons, Esquire
Hammons & Whittaker, P.A.
17 West Cervantes Street
Pensacola, Florida 32501

STATEMENT OF THE ISSUES

The issue addressed in this proceeding is whether Petitioner was the subject of an unlawful employment practice.

PRELIMINARY STATEMENT

On October 10, 1989, the Petitioner filed a charge of discrimination claiming that she was discharged because of her race (Black). Sometime later, the Florida Commission on Human Relations issued a "Notice of Determination: No Cause" and a Notice of Redetermination No Cause". Both Notices held that there was no reasonable cause to believe that an unlawful employment practice had occurred in Petitioner's case. Petitioner disagreed with the Commission's determinations and requested a formal administrative hearing. Petitioner's request for hearing was forwarded to the Division of Administrative Hearings.

At the hearing, Petitioner testified in her own behalf, but did not present any exhibits. Respondent presented the testimony of one witness but did not offer any exhibits into evidence.

Neither Petitioner nor Respondent submitted a Proposed Recommended Order.

ATTACHMENT 0117

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-005202

DATE ENTERED: 4/20/1993

RACE: black

LINK: doah.state.fl.us/ROS/1991/91005202%20RO2.pdf

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ANITA I. PARKER,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 91-5202
	)	
CHILDREN'S CRISIS TEAM OF VOLUSIA AND FLAGLER COUNTIES, INC.,	)	
	)	
Respondent.	)	

RECOMMENDED ORDER

This matter came on for hearing in Daytona Beach, Florida, before Robert T. Benton, II, Hearing Officer of the Division of Administrative Hearings, on March 4, 1993. Nobody appeared for respondent.

APPEARANCE

For Petitioner: Anita I. Parker, pro se
7740 Southside Boulevard, No. 501
Jacksonville, Florida 32256

STATEMENT OF THE ISSUES

Whether petitioner is entitled to relief because of respondent's alleged, unlawful discrimination against her on account of her race?

PRELIMINARY STATEMENT

On December 6, 1989, petitioner filed a complaint setting forth her claim that she "was denied a promotion, denied a salary increase, threatened with a demotion and subsequently placed on indefinite medical leave because of [her] race, which is Black." At hearing, petitioner testified that she had filed a separate charge of retaliation on December 1, 1989. On June 19, 1991, the Florida Commission on Human Relations (FCHR) gave "NOTICE OF DETERMINATION: NO CAUSE."

Petitioner then filed a form petition for relief of which the FCHR gave respondent notice on August 16, 1991. In keeping with Section 120.57(1)(b)3., Florida Statutes (1991), and FCHR's Rule 22T-8.016 [now 60Y-4.016], Florida Administrative Code, the FCHR transmitted the petition to the Division of Administrative Hearings where it was docketed on August 2, 1991.

By notice of hearing dated October 16, 1991, a formal administrative hearing was set for January 14, 1992, at ten o'clock in the morning. On November 18, 1991, in response to the notice of hearing, Timothy M. Goan of Kinsey Vincent Pyle, P.A. wrote a letter advising that the respondent

"corporation was dissolved on November 9, 1990 and this firm has not represented the dissolved entity or any directors or officers . . . since."

On December 6, 1991, an order to show cause was entered reciting that it had been suggested that respondent had been dissolved and giving the parties until January 2, 1992, to show cause why an order recommending dismissal should not be entered. In response petitioner submitted, among other things, what purported to be a copy of a letter from respondent's medical director on respondent's stationery dated November 27, 1990, after the reported date of respondent's purported dissolution.

In an effort to preserve whatever rights petitioner had in the circumstances, no order recommending dismissal was entered and plans were made to convene a formal hearing so petitioner could present her case. As the time and place noticed for hearing, however, petitioner failed to appear and nobody appeared on her behalf.

A recommended order recommending denial of the petition for relief was entered accordingly, on January 22, 1992. The FCHR entered an order remanding petition for relief from an unlawful employment practice on May 26, 1992, however, finding that petitioner was justifiably confused about whether she should appear on January 14, 1992, and ordering that she be afforded a second opportunity for an evidentiary hearing.

When this matter came on for hearing on March 4, 1993, petitioner testified on her own behalf but called no other witnesses. Nobody appeared on respondent's behalf. All of petitioner's 33 exhibits came in, therefore, without objection.

FINDINGS OF FACT

1. Petitioner, Anita I. Parker, an African American woman, began working for respondent as a team coordinator on September 22, 1987, joining five other persons already in respondent's employ, none of whom was African American. In the fiscal year beginning July 1, 1988, the number of respondent's employees increased. On January 15, 1988, there were nine employees. By April of 1989, there were 16 employees, including two African American case workers petitioner had selected to be hired. Not until November 17, 1989, did the number of respondent's employees fall below fifteen, where it has apparently remained since.

2. Respondent, a nonprofit corporation largely funded by the Department of Health and Rehabilitative Services, constituted the child protection team for Volusia and Flagler Counties and, according to its letterhead, offered child crime prevention and sexual assault treatment programs. As a child protection team coordinator, Ms. Parker was responsible for managing "a multidisciplinary team established to provide services to abused and neglected children and their families." Petitioner's Exhibit No. 2.

3. She supervised case coordinators, a secretary and an administrative assistant. She trained caseworkers responsible for making "psycho-social assessments" and reviewed their work, including referrals to the medical director. As child protection team coordinator, she worked under the supervision of the medical director.

4. On June 7, 1988, Ms. Parker was given the additional, temporary assignment of interim team coordinator for the child crisis prevention program,

a position she filled until August 31, 1988, supervising in that capacity still another case worker. Petitioner's Exhibit No. 3. For about a month, soon after she began working for respondent, while respondent was without an executive medical director, Ms. Parker filled in by temporarily assuming some of those duties.

5. In the spring of 1989, Donna Osterman began as respondent's business manager. Petitioner's Exhibit No. 4. She answered to respondent's program coordinator, who fell directly under the executive medical director in respondent's hierarchy. Petitioner's Exhibit No. 5. On May 25, 1989, Dr. Michael Bell, the executive medical director, recommended that Ms. Parker become respondent's program coordinator for an unspecified "interval period." Petitioner's Exhibit No. 6. She also served as coordinator of the sexual assault treatment program.

6. Dr. Bell, petitioner, and a secretary had worked on contracts, and prepared proposed budgets for "funding sources," before Donna Osterman assumed those duties during her tenure with respondent. On October 7, 1989, Ms. Osterman tendered her resignation, effective December 7, 1989. Petitioner's Exhibit 8. At Ms. Osterman's departure, members of respondent's board of directors expressed concern "about management."

7. In October of 1989, Darwin K. Abrahamson, a volunteer who served as respondent's president, asked to look at respondent's expense and other accounting records. He asked petitioner questions about respondent's financial situation which petitioner could not answer to his satisfaction. At the board's October meeting, petitioner asserted that Dr. Bell was being paid too much. (At the hearing in the present case, she testified, "I shouldn't have said it at the board meeting.")

8. On November 3, 1989, Mr. Abrahamson wrote petitioner advising her that the board of directors had approved the appointment of Patricia Treloar as respondent's executive director. Petitioner's Exhibit No. 11. His letter stated:

> I am very excited about the creation of this position and the fact that we were able to find someone with Pat's business experience and interest in our programs.

Id. Enclosed with the letter was a new organization chart indicating that Ms. Treloar, who is not African American, and Dr. Bell were answerable to the board of directors and that Ms. Parker was to answer to Ms. Treloar. The day she received Mr. Abrahamson's letter, petitioner made a written request for an annual salary increase of $5,000.

9. On November 9, 1989, two days after she received Mr. Abrahamson's letter, petitioner wrote Dr. Bell a memorandum asserting a "need for clarification of how the board wants me to relate to Mrs. Treloar." Petitioner's Exhibit No. 12. In a letter dated the following day. Mr. Abrahamson asked her to vacate the office she had been using and take another so Ms. Treloar could move in, and advised her of a salary freeze. Petitioner's Exhibits Nos. 13 and 14.

10. On November 22, 1989, Ms. Treloar advised Ms. Parker that a registered nurse would be hired as team coordinator, supplanting her, but that she could continue in respondent's employ as a case worker, at an annual salary of

$18,000. At the time, petitioner made $25,600 a year as team coordinator. On November 22, 1989, she wrote Mr. Abrahamson, as follows:

> Per our conversation of November 22, 1989, we discussed the unethical and immoral act done by the Board of Directors of the Children's Crisis Team concerning how I have been treated in the last month. I stated that I felt it is because I am a black female that I have not been given the proper respect that is deserving any human being.
>
> With regard to my conversation with Pat Treloar at 3:00 p.m. on November 22, 1989, when I was informed that the Board is restructuring the agency and replacing me with an RN, I have been offered the position of case coordinator. It is just another form of how unethical and unprofessional I have been treated here. I feel this would not have been done if I was of another race.
>
> You have indicated to me in our conversation of this date that the business end of this program is in disarray and that is why there is a need for the total restructuring of the agency. I feel the action taken against me due to the "disar[r]ay of our business end" is not justified. However, you, as the board president, have the right to restructure the agency in whatever manner you wish. Please review the history of the Childrens Crisis Team minutes where it was stated that the $10,000 debt that was owed to HRS is no longer present due to annualization which was conducted under my administration - thus we are not in the debt we were in last year at this time.
>
> Id[o] plan to file a grievance due to the actions that have been done by the Board of Directors in this instance.

Petitioner's Exhibit No. 15. Mr. Abrahamson responded on November 27, 1989:

> Due to restructuring of the corporation, the Team Coordinator's position will be filled by an individual possessing a nursing degree. Furthermore, due to this restructuring, you were offered a position as a Case Coordinator befitting your education and experience. Per your letter dated November 22, 1989, you represented that the offer was unethical and unprofessional; thereby, indicating your nonacceptance of the position offered. Therefore, I will accept your letter of November 22, 1989, as your letter of resignation making your last day of employment with the Children's Crisis Team Friday, December 8, 1989.

Petitioner's Exhibit No. 17. Petitioner wrote back that her "letter . . . dated 11/22/89 is not and should not be construed as a letter of resignation." Petitioner's Exhibit No. 19. On November 27 or 28, 1989, petitioner began a two-week, paid medical leave.

11. When she returned to work, her salary remained what it had been before she left. On January 19, 1990, however, Dr. Bell, relieved her of supervisory responsibilities. On February 27, 1990, she resigned. She has been employed elsewhere ever since at an annual salary of $27,000.

CONCLUSIONS OF LAW

Since FCHR referred respondent's hearing request to the Division of Administrative Hearings, in accordance with Section 120.57(1)(b)3., Florida Statutes (1991), "the division has jurisdiction over the formal proceeding." Section 120.57(1)(b)3., Florida Statutes (1992 Supp.).

Florida law forbids any employer, defined as any corporation or other "person employing 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year," Section 760.02(6), Florida Statutes (1992 Supp.) to discriminate on the basis of race in promoting employees, or otherwise regarding the terms and conditions of employment. The Florida Civil Rights Act of 1992 and the Human Rights Act of 1977 both define employer in the same way.

Respondent Children's Crisis Team of Volusia and Flagler Counties, Inc., employed 15 or more employees for each working day in each of 20 or more calendar weeks in 1989, but not before or since, as far as the record shows. It is by no means clear, therefore, that respondent was an employer within the meaning of the statute, at or after the time the petition for relief was filed. See Regency Towers Owners Ass'n, Inc. v. Pettigrew, 436 So.2d 266 (Fla. 1st DCA 1986) rev. den. 444 So.2d 417 (Fla. 1984).

On the merits (assuming for purposes of decision that it is appropriate to reach the merits), petitioner Parker, like plaintiffs in Title VII actions, must "bear the burden of persuasion on the ultimate fact of discrimination." Walker v. Ford Motor Co., 685 F.2d 1355, 1359 (11th Cir. 1982). Ever since the decision in School Board of Leon County v. Hargis, 400 So.2d 103 (Fla. 1st DCA 1987), federal cases decided under Title VII have been looked to in order to flesh out (the now superseded) Human Rights Act of 1977. See Department of Corrections v. Chandler, 582 So.2d 1183 (Fla. 1st DCA 1986); Anderson v. Lykes Pasco Packing Co., 503 So.2d 1269 (Fla. 2nd DCA 1986).

Although petitioner has the benefit of certain presumptions in making out a prima facie case, see Texas Department of Community Affairs v. Burdine, 450 U.S. 248, 101 S. Ct. 1089, 67 L.Ed.2d 207 (1981); Furnco Construction Co. v. Waters, 438 U.S. 567 (1978); and McDonnell Douglas Corp. v. Green, 411 U.S. 792, 93 S.Ct. 1817, 36 L.Ed2d 668 (1973), again on the assumption that the merits should be reached, she did not prove that the legitimate, nondiscriminatory reasons for her nonpromotion and the other acts she complained of, which were articulated in the letters from the chairman of respondent's board of directors, were pretextual.

RECOMMENDATION

It is, accordingly,

RECOMMENDED:

That the FCHR deny the petition for relief from an unlawful employment practice.

DONE AND ENTERED this 20th day of April, 1993, in Tallahassee, Florida.

ROBERT T. BENTON, II
Hearing Officer
Division of Administrative Hearings
The DeSoto Building
1230 Apalachee Parkway
Tallahassee, Florida 32399-1550
(904) 488-9675

Filed with the Clerk of the
Division of Administrative Hearings
this 20th day of April, 1993.

COPIES FURNISHED:

Anita I. Parker
7740 Southside Boulevard, No. 501
Jacksonville, FL 32256

Margaret Jones, Clerk
Human Relations Commission
325 John Knox Road
Building F, Suite 240
Tallahassee, FL 32393-4149

Dana Baird
General Counsel
Human Relations Commission
325 John Knox Road
Building F, Suite 240
Tallahassee, FL 32393-4149

NOTICE OF RIGHT TO SUBMIT EXCEPTIONS

All parties have the right to submit to the agency written exceptions to this Recommended Order. All agencies allow each party at least ten days in which to submit written exceptions. Some agencies allow a larger period within which to submit written exceptions. You should consult with the agency concerning its rules on the deadline for filing exceptions to this Recommended Order.

ATTACHMENT 0118

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-005276

DATE ENTERED: 2/26/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91005276.PDF

PAGE(S): 2

After filing the complaint, the Petitioner was convicted for felony and sentenced to the Florida Department of Corrections. Because of his imprisonment, the hearing was continued until after his release. The hearing was held on February 4, 1992. The Respondent was given the opportunity to, and did, supplement the record by filing evidence of unemployment funds paid to the Petitioner after he left his temporary position in September of 1990. The Respondent filed a proposed order which was read and considered. Appendix A states which findings were accepted and which were rejected and why.

FINDINGS OF FACT

1. The Petitioner, a black male, was by Respondent hired in a temporary, part-time position from February 16, 1990, until September 30, 1990. The Petitioner worker 20 hours per week, and his duties were to enter data on library books into a computer utilizing cataloging software programs. In addition, he was required to maintain computer backup data, type or call in book orders, reshelve books, and perform general building maintenance as necessary.

2. The Petitioner's employment with the Jefferson County Public Library was funded through a State aid to libraries grant.

3. A new position, Technical Specialist, was created beginning in the new fiscal year which started in October of 1990. The Petitioner filed an application for this position. The Petitioner was advised of this new job position at a staff meeting and a notice of the opening of the new position was posted on the library bulletin boards.

4. The Petitioner alleges that Cheryl Turner, the Library Administrator, predetermined that she would hire a white female, Cynthia Anglin, for the position of Technical Specialist; that he was required to perform maintenance duties; and that he was not hired for the new position because he was a black male.

5. The Respondent called Cheryl Turner who testified regarding the Petitioner's job performance and the matters which she considered prior to hiring Cynthia Anglin. Concerning the Petitioner's job performance, Petitioner was late for work; came to work obviously "hung over;" did not input an adequate number of records into the computer; and was unable to perform general library duties assigned to him.

6. The new job position, Technical Specialist, involved original cataloging of books and performing other library oriented duties. These included shelving books, handling the circulation desk, answering reference questions, and filing cards.

7. Cynthia Anglin had previously been employed by the Jefferson County Library, and had shown excellent job skills and abilities while in that position. Subsequently, Cynthia Anglin was employed by the Leon County Library where she obtained additional skills and experience.

ATTACHMENT 0119

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-005279

DATE ENTERED: 2/19/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91005279.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CURTIS VICKERS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 91-5279
	)	
FLORIDA DEPARTMENT OF CORRECTIONS, MADISON CORRECTIONAL INSTITUTION,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, William R. Cave, the assigned Hearing Officer, from the Division of Administrative Hearings, held a formal hearing in the above-styled case on January 15, 1992 in Madison, Florida.

APPEARANCES

For Petitioner: Gary L. Asbell, Esquire
McMurry & Asbell
1357 East Lafayette Street
Suite C
Tallahassee, Florida 32301

For Respondent: Ernest L. Reddick, Esquire
Assistant General Counsel
Florida Department of Corrections
2601 Blairstone Road
Tallahassee, Florida 32399-2500

STATEMENT OF THE ISSUE

The issue presented, is whether the Respondent, Florida Department of Corrections/Madison Correctional Institution (Department), demoted Petitioner, Curtis Vickers, because of his race (black) and sex (male) while employed by the Department.

PRELIMINARY STATEMENT

In this proceeding, Vickers is challenging his demotion from Correctional Officer II (COII) to Correctional Officer I (COI) by the Department, and alleges that he was demoted because of his race and sex, to wit: black and male.

Vickers filed a Charge Of Discrimination with the Florida Commission on Human Relations (Commission) dated May 5, 1990. On January 24, 1991, the Commission issued a Notice of Determination: No Cause. Vickers then filed a Request For Redetermination with the Commission. On July 1, 1991, the Commission issued a Notice of Redetermination: No Cause.

ATTACHMENT 0120

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-005984

DATE ENTERED: 5/1/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91005984.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MARY ALICE DESSASAU a/k/a MARY ALICE MILLER, Petitioner, vs. WALTER C. HEINRICH, as Sheriff of Hillsborough County, Florida, Respondent.	)	CASE No. 91-6059
MARY ALICE DESSASAU a/k/a MARY ALICE MILLER, Petitioner, vs. ARA HEALTH SERVICES, INC. d/b/a CORRECTIONAL MEDICAL SYSTEMS, Respondent.	)	CASE No. 91-5984

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, James E. Bradwell, held a formal hearing in this case on January 9 and 10, 1992, in Tampa, Florida.

APPEARANCES

For Petitioner: Gardner W. Beckett, Jr., Esquire
NELSON BECKETT & NELSON
123 Eighth Street North
St. Petersburg, Florida 33701

For Respondent: Paul J. Marino, Esquire
2008 Eighth Avenue
Tampa, Florida 33601

and

James M. Craig, Esquire
THOMPSON SIZEMORE & GONZALEZ
Post Office Box 639
Tampa, Florida 33601

STATEMENT OF THE ISSUES

Whether or not the Respondents Walter C. Heinrich, as Sheriff of Hillsborough County, Florida and ARA Health Services, Inc. d/b/a Correctional Medical Systems, unlawfully discriminated against Petitioner, Mary Alice

ATTACHMENT 0121

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-006059

DATE ENTERED: 5/1/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91005984.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MARY ALICE DESSASAU a/k/a MARY ALICE MILLER, Petitioner, vs. WALTER C. HEINRICH, as Sheriff of Hillsborough County, Florida, Respondent.	)	CASE No. 91-6059
MARY ALICE DESSASAU a/k/a MARY ALICE MILLER, Petitioner, vs. ARA HEALTH SERVICES, INC. d/b/a CORRECTIONAL MEDICAL SYSTEMS, Respondent.	)	CASE No. 91-5984

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, James E. Bradwell, held a formal hearing in this case on January 9 and 10, 1992, in Tampa, Florida.

APPEARANCES

For Petitioner: Gardner W. Beckett, Jr., Esquire
NELSON BECKETT & NELSON
123 Eighth Street North
St. Petersburg, Florida 33701

For Respondent: Paul J. Marino, Esquire
2008 Eighth Avenue
Tampa, Florida 33601

and

James M. Craig, Esquire
THOMPSON SIZEMORE & GONZALEZ
Post Office Box 639
Tampa, Florida 33601

STATEMENT OF THE ISSUES

Whether or not the Respondents Walter C. Heinrich, as Sheriff of Hillsborough County, Florida and ARA Health Services, Inc. d/b/a Correctional Medical Systems, unlawfully discriminated against Petitioner, Mary Alice

ATTACHMENT 0122

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-006062

DATE ENTERED: 4/21/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91006062.PDF

PAGE(S): 2

December 20, 1991, but the Petitioner moved for a continuance, and final hearing was rescheduled for March 13, 1992.

At the final hearing, the Petitioner testified in his own behalf and called one adverse party witness. The Petitioner also had Petitioner's Exhibits 1 through 7 admitted in evidence. The Respondent called the Petitioner as an adverse party witness, as well as three other witnesses, and had Respondent's Exhibits 1 through 7 admitted in evidence.

At the conclusion of the hearing, the Respondent ordered the preparation of a transcript of the final hearing. Proposed recommended orders were required to be filed within ten days after the filing of the transcript. The transcript was filed on April 6, 1992, making proposed recommended orders due April 16, 1992.

The Petitioner did not file any proposed findings of fact. The Respondent's proposed findings of fact are accepted and incorporated in the Findings of Fact to the extent not subordinate or unnecessary.

FINDINGS OF FACT

1. At all relevant times, the Petitioner, Horace J. Peterson, was employed by Hillsborough County in the Road and Street Maintenance Department.

2. In December, 1987, the Petitioner was subpoenaed by a fellow employee, an Hispanic named Clemente Quintana, to give testimony in Quintana's civil service hearing on discipline being taken against Quintana for alleged racial slurs against black employees. The Petitioner, who is black, essentially testified that he personally never heard Quintana utter racial slurs. Although the Petitioner apparently subjectively feared that the County, particularly those responsible for the discipline being imposed against Quintana, would retaliate against him for giving his testimony, there was no objective basis for fearing that the County would retaliate against him for responding to a subpoena and testifying as he did.

3. The Petitioner also subjectively believes that, since the Quintana hearing, the County discriminated against him, and gave others preferential treatment, in retaliation against the Petitioner for his testimony at the Quintana hearing. 3/ But, objectively, the evidence does not substantiate the Petitioner's beliefs. Nor would the evidence support a contention that the alleged discrimination was race-based.

4. In July, 1989, the Petitioner became embroiled in an argument with a fellow employee. Although himself a crew leader at the time, the Petitioner was working on the crew of a fellow crew leader, a black female named Sawyer. The crew's task on the morning in question was to mow medians. Sawyer left the crew to return to the yard to replace a piece of equipment that was not working properly. When she returned shortly after the lunch break, she found the Petitioner sitting inside a truck. Sawyer asked what the Petitioner was doing inside the truck when he was supposed to be working. The Petitioner said he was "overheated" and was cooling himself off, as was allowed. Sawyer pointed out that lunch break had just ended and took the position that the Petitioner should not have been overheated again already. The Petitioner reacted and said things in anger that were not appropriate to say to a crew leader. According to the Petitioner, Sawyer accused him of doing something other than working, namely selling County asphalt for personal gain, and ordered him to get back to work. Sawyer felt that the Petitioner accused Sawyer of "selling ass" to get her job as crew leader. Sawyer then called a supervisor to the scene. The supervisor,

ATTACHMENT 0123

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-006392

DATE ENTERED: 8/10/1992

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1991/91006392.PDF

PAGE(S): 2

At the hearing, the Petitioner testified in her own behalf and presented the testimony of three additional witnesses. Petitioner also offered four exhibits into evidence.

After the Petitioner presented her evidence and rested her case, the Respondent moved to dismiss the action. The Respondent argued that the Petitioner failed to prove that she had been treated differently than other Directory Assistance operators in initial training because of her national origin. In addition, the Respondent argued that the Petitioner had not met her burden of proof in that she failed to demonstrate, through her evidence, a prima facie case of unlawful discrimination. Respondent's contention was well taken and the Hearing Officer indicated a Recommended Order of Dismissal would be entered.

Neither party submitted Proposed Recommended Orders containing Findings of Fact.

FINDINGS OF FACT

1. Petitioner, Sonia V. Fortin, is a white female whose national origin is Tunisian. She has a heavy French or Tunisian accent and at the hearing was very difficult to understand.

2. Ms. Fortin was a Southern Bell employee who had taken an extended leave of absence in 1988 in order to move from Miami to Panama City to care for her ill father. In the Fall of 1989, Ms. Fortin's extended leave of absence ended and she sought employment with Southern Bell in Panama City. Because no positions were available in Panama City, Ms. Fortin applied for and was accepted into a trainee position at the Directory Assistance (DA) operator office in Lake City.

3. Ms. Fortin reported to work for initial training on Monday, October 23, 1989. Assistant manager Patsy Foss only needed one new person in the group of employees she was responsible for overseeing and training. Ms. Fortin was assigned to train with Ms. Foss in Ms. Foss' group. Other new trainees were assigned to other groups at various times depending on what each work group needed.

4. During the three-day training period, the trainee listens to the manager and other experienced operators answer calls, is instructed on the proper method of "keying" in names into the directory computer in order to find the proper telephone numbers, and is given a final evaluation by a manager. In order to become a permanent employee a DA operator was expected to successfully complete a minimum of 90-92% of the calls that the operator handles. Respondent's policy is totally neutral.

5. Ms. Foss met the Petitioner on the first day, introduced herself, and, in an effort to be friendly and out of curiousity, asked the Petitioner about herself, including where she was from. Ms. Foss used the standard Southern Bell training guide for DA operators and taught Ms. Fortin the keying method used for finding customers' numbers, observed Ms. Fortin taking actual requests from customers for directory information, and allowed Ms. Fortin to listen to other operators take calls.

6. However, unlike other new trainees, Ms. Fortin was not able to master the keying method of locating customers and had trouble spelling customers' names even after the customer had spelled the name. In addition, Ms. Fortin was

ATTACHMENT 0124

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-006394

DATE ENTERED: 8/4/1993

RACE: black

LINK: doah.state.fl.us/ROS/1991/91006394.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

GLORIA J. EDWARDS, Petitioner, vs. SUNDANCE CARRIAGE CORP. d/b/a DOLLAR RENT A CAR, Respondent, and SCAMP AUTO RENTAL I, INC., Party of Interest.	)	CASE NO. 91-6394

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, James E. Bradwell, held a formal hearing in this case on April 23, 1993 in Tampa, Florida.

APPEARANCES

For Petitioner:	Gloria J. Edwards Post Office Box 291385 Tampa, Florida 33687-1385
For Respondent	No Appearance
For Scamp Auto Rental Inc.	Margaret D. Mathews, Esquire Stagg, Hardy, Ferguson, Murnaghan & Mathews, P.A. Post Office Box 959 Suite 3800, Barnett Plaza Tampa, Florida 33601-0959

STATEMENT OF THE ISSUES

Whether or not Petitioner, Gloria J. Edwards, was unlawfully discriminated against by Respondent, Dollar Rent A Car, based on her race (Black) in violation of Title VII of the Civil Rights Act of 1964, as amended.

PRELIMINARY STATEMENT

On October 3, 1991, the Florida Commission on Human Relations transmitted a Petition for relief from an unlawful employment practice filed by Petitioner, Gloria J. Edwards, to the Division of Administrative Hearings (DOAH) pursuant to Section 120.57(1), Florida Statutes, and Rule 22T-8.016(1), Florida Administrative Code.

ATTACHMENT 0125

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-006564

DATE ENTERED: 7/15/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91006564.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

LYNWOOD B. GRADDY,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 91-6564
	)	
TAMPA ELECTRIC COMPANY,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, K. N. Ayers, held a formal hearing in the above-styled case on May 28, 1992, at Tampa, Florida.

APPEARANCES

For Petitioner: Lynwood B. Graddy, pro se
1221 13th Avenue
Tampa, Florida 33605

For Respondent: Stacy Frank, Esquire
702 N. Franklin Street
Tampa, Florida 33601

STATEMENT OF THE ISSUES

Whether Petitioner was discriminated against in employment by reason of his race (black) and handicap.

PRELIMINARY STATEMENT

By Charge Of Discrimination dated May 29, 1990, Lynwood B. Graddy, Petitioner, alleges that he was denied rehiring by Tampa Electric Company (TECO), Respondent, because of his race (black) and handicap (cartilage and ligament damage in his knee). On August 9, 1991, the Florida Commission On Human Relations, after investigating the charge, entered a Notice Of Determination: No cause; and advised Petitioner of his right to request the Determination be reconsidered or request a formal hearing by filing a Petition For Relief. Thereafter Petitioner filed a Petition For Relief, and these proceedings followed.

At the hearing, Petitioner testified in his own behalf, Respondent called two witnesses, and four exhibits were admitted into evidence. Proposed findings were not timely submitted.

ATTACHMENT 0126

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-006590

DATE ENTERED: 9/10/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91006590.PDF

PAGE(S): 2

Petitioner did not file a Proposed Recommended Order, but filed a document titled "Summation." Petitioner's summation was filed on July 21, 1992. Petitioner's summation was considered in the preparation of this Recommended Order. However, the summation consisted of legal argument and did not contain findings of fact on which rulings could be made. Respondent filed a Proposed Recommended Order on August 4, 1992. Respondent's proposed findings of fact have been considered and utilized in the preparation of this Recommended Order except where such proposals were not supported by the weight of the evidence or were immaterial, cumulative, or subordinate. Specific rulings on Respondent's proposals are contained in the Appendix to this Recommended Order.

FINDINGS OF FACT

1. Petitioner, Howard B. Steele, a black male, has been employed with the City of Lynn Haven since October, 1981. At the time he sought employment, Petitioner applied for the position of meter reader "or any available position." A meter reader position was not available, so Petitioner accepted a position in the sanitation department, picking up garbage. Three months after his employment, Mr. Steele was transferred to the street department to work on the trash truck. The trash truck crew picks up yard trash. During the summer of 1984, Mr. Steele was selected to assist with the maintenance and upkeep of the parks during baseball season. Parks and recreation was a part of the street department, and at all relevant times, was a two-man unit. When baseball season was over, Mr. Steele and his coworker would work in the sanitation department. In 1986, Mr. Steele and another coworker were assigned to handle the parks and recreation responsibilities exclusively during the entire year. Mr. Steele was no longer required to work in the sanitation department.

2. The City of Lynn Haven is a municipality chartered pursuant to Laws of Florida, 1951, Ch. 27685, Sec. 5. At all relevant times, Lynn Haven employed approximately 98 persons. Of the 98 employees, fifteen are black and constitute approximately fifteen percent of the City's work force. The general population of non-whites in Lynn Haven and Bay County is approximately 13.8 percent and 14.3 percent, respectively. The general population of blacks in Lynn Haven is 10.1 percent. However, the City's qualified applicant pool is significantly less than ten percent. 1/ When the City's percentage of blacks in the work force is compared to the qualified applicant pool or even to the general population figures, it is apparent the City has no hiring practices or policies that disproportionately impact on blacks.

3. In 1979, Lynn Haven adopted a Position Classification and Pay Plan (the Plan). The Plan has been slightly modified over the past ten years. The Plan includes eight general job classifications, as follows: Administrative, Clerical, Labor, Public Safety, Equipment Operation, Refuse, Utilities, and Supervision. Each job classification has a corresponding pay range that can be adjusted in exceptional circumstances.

4. Salary increases are obtained primarily by two methods: cost-of-living raises and merit raises. 2/ Currently, both raises are given annually to all employees. However, prior to June 1989, merit raises were given biannually. A merit increase is not automatic but is given in conjunction with an annual evaluation on the employee's anniversary date of employment. Merit raises generally range from zero to five percent within the job's pay range. Consequently, while an employee is always eligible for a cost-of-living increase, it is possible for an individual to reach the maximum salary level for his or her position and no longer be eligible for a merit increase.

ATTACHMENT 0127

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 91-007256

DATE ENTERED: 9/29/1992

RACE: black

LINK: doah.state.fl.us/ROS/1991/91007256.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CLAUDE A. WHITE, Petitioner, vs. DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES, Respondent.	)	CASE NO. 91-7256

RECOMMENDED ORDER

Pursuant to notice, this cause came on for formal hearing before P. Michael Ruff, duly-designated Hearing Officer of the Division of Administrative Hearings, in Pensacola, Florida.

APPEARANCES

FOR PETITIONER: Gregory P. Farrar, Esquire
109 N. Palafox Street
Pensacola, Florida 32501

FOR RESPONDENT: Rodney M. Johnson, Esquire
District Legal Counsel
Department of HRS
P.O. Box 8420
Pensacola, Florida 32505-8420

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding concern whether the Petitioner has been the victim of an unlawful employment practice and, if so, what, if any, remedy is warranted.

PRELIMINARY STATEMENT

This cause arose upon the filing of a complaint of discrimination wherein the Petitioner alleges that the Respondent agency discriminated against him in violation of Chapter 760, Florida Statutes, by retaliating against him for filing an earlier claim of discrimination with the Florida Human Relations Commission and by "passing over" him for promotional positions because of his race (black). The Respondent is an employer within the meaning of Chapter 760, Florida Statutes, and the Petitioner, at times pertinent hereto, was an employee for purposes of that Chapter. After the Florida Human Relations Commission's determination of no cause on the subject complaint, the Petitioner filed a Petition for Relief which was timely responded to by the Respondent; and the cause was duly transmitted to the Division of Administrative Hearings and the undersigned Hearing Officer.

ATTACHMENT 0128

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-000214

DATE ENTERED: 8/20/1992

RACE: black

LINK: doah.state.fl.us/ROS/1992/92000214.PDF

PAGE(S): 2

practice had occurred, and raised various affirmative defenses. A Notice of Hearing was sent out on February 5, 1992, scheduling a hearing in Jacksonville, Florida, on May 13, 1992. Subsequent to the hearing, Respondent's Proposed Recommended Order was filed on July 27, 1992, which was read and considered, Petitioner submitted a letter which was read and considered. Appendix A states which of Respondent's findings were adopted and which were rejected and why.

FINDINGS OF FACT

1. The Petitioner, Aubray Grandison (hereinafter "the Petitioner" or Grandison"), is a black male, and began working as a casual local driver at the Pensacola, Florida terminal facility of the Respondent, Consolidated Freightways Corp. of Delaware (hereinafter "the Respondent" or "CF") in October, 1987. (Tr. 10, 71; R. Ex. 5 and 6) 1/

2. CF is an interstate trucking carrier, transporting general commodity freight to and from various locations throughout the United States, including its Pensacola terminal facility (Tr. 63-64). At CF's Pensacola terminal, it employs a terminal manager (who is generally responsible for the terminal operation), an account manager, a dock foreman, a part-time office clerk, and a number of local drivers, both casual and regular. At all times material herein, the Terminal Manager at the Pensacola facility was Ken Webb (Hereinafter "Webb"). (Tr. 63-64.

3. As of June 14, 1989, CF employed nine regular drivers at the Pensacola terminal, of whom seven were white, and two (or 22%), Robert Sparks and Aubray Grandison, were black. At this time, the Company also utilized four casual local drivers, of whom two were white and two (or 50%) were black (Tr. 65-66; R. Ex. 11). At all times material herein, Respondent had in effect a Company-wide EEO policy, insuring equal employment opportunity without regard to race, color, age, religion, sex, handicap or national origin. (Tr. 68; R. Ex. 3).

4. Local drivers at CF's Pensacola terminal were assigned various duties to include unloading incoming freight, properly loading and delivering freight to CF customers in the Pensacola area, picking up freight from customers to be delivered, and properly completing their paperwork for all their activities. The duties were the same for both casual and regular drivers (Tr. 69, 75). The difference between casual drivers and regular drivers was that regulars had seniority rights and were guaranteed 40 hours per week (unless on lay off), whereas casual drivers had no guarantee of hours or seniority rights, and were called on as needed for about 30 hours per week.

5. CF's drivers at the Pensacola terminal, including Petitioner, were covered by a collective bargaining agreement, the National Master Freight Agreement and Southern Conference Area Local Freight Forwarding Pick Up and Delivery Supplemental Agreement, and were represented by a labor union, Teamsters Local 991 based in Mobile, Alabama (Tr. 69; Burnthorn dep. 8-9). The Local 991 business agent representing CF's Pensacola drivers was Jerry Burnthorn, and the shop steward was Larry Douglas. (Tr. 70-71, Burnthorn dep. 7).

6. Grandison worked as a casual driver for approximately one year, and during this time, his job performance was very good, including his performance with respect to the delivery of freight and the proper completion of paperwork relating to his loads of freight. His performance was good enough that Terminal Manager Webb recommended that he be hired as a regular driver, notwithstanding

ATTACHMENT 0129

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-001023

DATE ENTERED: 4/29/1992

RACE: black

LINK: doah.state.fl.us/ROS/1992/92001023.PDF

PAGE(S): 2

The Petitioner then filed with the FCHR a Petition for Relief on December 9, 1991. The Petition for Relief also alleged race discrimination in connection with (1) the Respondent's alleged failure to process the Petitioner's disability benefits claim and (2), despite the facts discovered during the FCHR investigation, the Respondent's failure to transfer the Petitioner upon closure of its Tampa plant. On or about February 18, 1992, the FCHR forwarded the Petition for Relief to the Division of Administrative Hearings for formal administrative proceedings under Section 120.57(1), Fla. Stat. (1991).

At the final hearing, the Petitioner testified in his own behalf and called one adverse party witness and three of his own witnesses. The Respondent called one witness. No exhibits were introduced by either party during the hearing.

Neither party ordered the preparation of a transcript of the final hearing. 1/ Proposed recommended orders were required to be filed on or before April 27, 1992.

Instead of a proposed recommended order, the Petitioner submitted a written closing statement. The written closing statement included documentation that was not presented at the hearing and is not considered to be part of the evidence. One of the documents merely corroborrates undisputed testimony at final hearing (the Change of Status form); the other is purported to be evidence that the Petitioner raised additional charges of racial discrimination during the FCHR investigation. The additional purported charges were not contained in either the Charge of Discrimination or the Petition for Relief. In addition, they relate to alleged racial discrimination that would have occurred more than 180 days before the filing of the Charge of Discrimination. See Conclusion of Law 3, below.

FINDINGS OF FACT

1. The Petitioner, Vernon Thomas, who is black, began working at the Tampa plant of the Respondent, Davies Can Company, in 1971. By 1990, he was working as a mechanic in the production department.

2. In April, 1990, the Respondent's three-year labor union contract with the United Steelworkers of America covering its plant in Tampa, Florida, was due to expire. Knowing it was opening three new plants closer to its new sources of supply of raw material (tin plate), the Respondent was unsure how long it would continue to operate the Tampa plant and would only agree to extend the union contract for one year.

3. During quarterly profit-sharing meetings with the union and the Tampa plant employees, the Respondent kept the union and the employees apprised of the company's plans. All were aware of the distinct possibility that the Tampa plant would be closed at the expiration of the extended union contract in April, 1991.

4. Some employees at the Tampa plant, primarily supervisory and office personnel, were transferred to one of the new plants during the course of the year. When office personnel ceased employment, they were replaced by temporary employees. Other positions in the new plants were being filled by new employees who applied directly to the new plants.

5. At some point before the quarterly meeting on February 25, 1991, the Respondent made a decision to close the Tampa plant. At the quarterly meeting, the Respondent's director of employee relations, Joseph Frabotta, announced that

ATTACHMENT 0130

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-001024

DATE ENTERED: 5/13/1992

RACE: black

LINK: doah.state.fl.us/ROS/1992/92001024.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

DAVID LUCAS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 92-1024
	)	
MARC DOWNS, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, Don W. Davis, held a formal hearing in the above-styled case on April 17, 1992, in Tallahassee, Florida.

APPEARANCES

For Petitioner: David Lucas, pro se
3265 Nekoma Lane
Apartment B
Tallahassee, Florida 32304

For Respondent: No Appearance 1/

STATEMENT OF THE ISSUES

The issue for determination is whether Respondent is guilty of discrimination in employment on the basis of race.

PRELIMINARY STATEMENT

On March 16, 1990, Petitioner filed a charge of discrimination against Respondent. Petitioner, who is black, alleged that he was terminated from his employment with Respondent as the result of Petitioner's race.

On July 12, 1991, the Florida Commission on Human Relations entered a Notice of Determination: Cause.

Following notice from the Commission that efforts to conciliate his complaint with Respondent had failed, Petitioner filed a Petition for Relief with the Commission on December 13, 1991. The Petition alleged that Respondent had committed an unlawful employment practice with respect to compensation, conditions and privileges of Petitioner's employment on the basis of Petitioner's race in violation of Sections 760.01-760.10, Florida Statutes. The Petition also contained Petitioner's request for back pay from the time of his termination and a letter of apology to himself and other employees terminated by Respondent for racial reasons.

ATTACHMENT 0131

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-001673

DATE ENTERED: 4/1/1993

RACE: black

LINK: doah.state.fl.us/ROS/1992/92001673.PDF

PAGE(S): 8

Burdine, supra, 450 U.S. at 252-3.

45. Here, the most basic of prima facie cases has been shown in that Gibson and Brown are black and they were terminated. While such a weak showing may not be sufficient to meet the requisite standard, it is not the central issue herein.

46. ACT has clearly articulated legitimate, non-discriminatory reasons for the terminations. The history of problems with Gibson's performance and attitude, capped off by her endangerment of a client, are sufficient to justify ACT's decision to terminate. Similarly, Brown's failure or inability to perform the job requirements, while insufficient in and of itself to justify termination, together with the final inactions which endangered the safety of a client, are legitimate reasons for termination.

47. There was simply no credible testimony or other evidence to show any racial motivation for the terminations. Additionally, the only suggestion of pretext can be found in the statements in the termination letters that the terminations were for "insubordination." While it is not entirely clear that the actions which resulted in termination were purely acts of insubordination, the explanation given by ACT for not stating in writing that Gibson and Brown had endangered the safety of a patient is legitimate. That explanation is accepted as credible.

48. There being no evidence that the legitimate non-discriminatory reasons for the terminations were pretexts for discrimination, it is concluded that Gibson and Brown, the Petitioners herein, have failed to carry the burden of proving racial discrimination. The Petitions for Relief should be dismissed.

RECOMMENDATION

Based upon the foregoing Findings of Fact and Conclusions of Law, it is

RECOMMENDED that the Petitions for Relief filed by Rosa Gibson and Lillian Brown be DENIED and DISMISSED.

DONE and ENTERED this 2nd day of April, 1993, in Tallahassee, Florida.

DIANE K. KIESLING
Hearing Officer
Division of Administrative Hearings
The DeSoto Building
1230 Apalachee Parkway
Tallahassee, Florida 32399-1550
(904) 488-9675

Filed with the Clerk of the
Division of Administrative Hearings
this 2nd day of April, 1992.

ATTACHMENT 0132

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-001698

DATE ENTERED: 6/1/1993

RACE: black

LINK: doah.state.fl.us/ROS/1992/92001698.PDF

PAGE(S): 14

discrimination with this Commission pursuant to the Human Rights Act of 1977, as amended, Sections 760.01 - 760.10, Florida Statutes (1991), alleging that the School Board of Bay County, Florida; Jack Simonson, and Carol Love, Respondents herein, unlawfully discriminated against themon the basis of race (black).

In accordance with the Commissions rules, the allegations of discrimination set forth in the complaints were investigated. Reports were submitted to the Executive Director who issued his determinations, finding (for each complaint) no reasonable cause to believe that an unlawful employment practice occurred. Petitioners filed Petitions for Relief from Unlawful Employment Practices and the cases were transmitted to the Division of Administrative Hearings (DOAH) for the conduct of formal hearings. The cases were consolidated by the DOAH hearing officer.

The issues before the hearing officer concerned the job performance evaluations for the Petitioners, who are public school teachers. Petitioners contend that because of racial prejudice, they were rated unsatisfactory on their annual job performance evaluations.

A consolidated formal administrative hearing was held in Panama City, Florida. The DOAH hearing officer, Diane K. Kiesling, has entered a consolidated Recommended Order which finds that, for each Petitioner, no unlawful discrimination occurred. Ms. Kiesling recommends that each of the Petitions for Relief be denied.

Pursuant to notice, public deliberations were held in Tallahassee, Florida before the above named panel of Commissioners, at which deliberations the panel determined the actions to be taken upon the Petitions for Relief.

IV. Rulings on the Exceptions

Petitioners filed exceptions. - Their fifteen (15) numbered exceptions relate to the ultimate inquiry of discrimination vel non. Based upon the rulings set forth in our Conclusions of Law, infra, the 15 exceptions have-merit and accordingly are adopted.

V. Findings of Fact

We reject the ultimate finding that, missing from the record, is competent substantial evidence to reveal the presence of an active, unlawful discriminatory motivation. The competent, substantial evidence in the record establishes that when the Petitioners were given unsatisfactory evaluations for the school year 1989 - 1990, the Respondent's motivation was a matter of racial prejudice against them because they are black, which means that unlawful employment practices did occur.

VI. Conclusions of Law

We do not accept the Hearing Officer's conclusions of law. Instead, we point to the compilation of competent evidence gathered during the formal proceeding, noted by the hearing officer, but placed to the side, even though it is substantial and it points in the direction of unlawful discriminatory employment practices, to wit:

Each of the four Petitioners is a long time school teacher at Rosenwald Middle School in Bay County, Panama City, Florida. Each has earned prominent academic degree(s).

ATTACHMENT 0133

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-001699

DATE ENTERED: 6/1/1993

RACE: black

LINK: doah.state.fl.us/ROS/1992/92001698.PDF

PAGE(S): 14

discrimination with this Commission pursuant to the Human Rights Act of 1977, as amended, Sections 760.01 - 760.10, Florida Statutes (1991), alleging that the School Board of Bay County, Florida; Jack Simonson, and Carol Love, Respondents herein, unlawfully discriminated against themon the basis of race (black).

In accordance with the Commissions rules, the allegations of discrimination set forth in the complaints were investigated. Reports were submitted to the Executive Director who issued his determinations, finding (for each complaint) no reasonable cause to believe that an unlawful employment practice occurred. Petitioners filed Petitions for Relief from Unlawful Employment Practices and the cases were transmitted to the Division of Administrative Hearings (DOAH) for the conduct of formal hearings. The cases were consolidated by the DOAH hearing officer.

The issues before the hearing officer concerned the job performance evaluations for the Petitioners, who are public school teachers. Petitioners contend that because of racial prejudice, they were rated unsatisfactory on their annual job performance evaluations.

A consolidated formal administrative hearing was held in Panama City, Florida. The DOAH hearing officer, Diane K. Kiesling, has entered a consolidated Recommended Order which finds that, for each Petitioner, no unlawful discrimination occurred. Ms. Kiesling recommends that each of the Petitions for Relief be denied.

Pursuant to notice, public deliberations were held in Tallahassee, Florida before the above named panel of Commissioners, at which deliberations the panel determined the actions to be taken upon the Petitions for Relief.

IV. Rulings on the Exceptions

Petitioners filed exceptions. - Their fifteen (15) numbered exceptions relate to the ultimate inquiry of discrimination vel non. Based upon the rulings set forth in our Conclusions of Law, infra, the 15 exceptions have-merit and accordingly are adopted.

V. Findings of Fact

We reject the ultimate finding that, missing from the record, is competent substantial evidence to reveal the presence of an active, unlawful discriminatory motivation. The competent, substantial evidence in the record establishes that when the Petitioners were given unsatisfactory evaluations for the school year 1989 - 1990, the Respondent's motivation was a matter of racial prejudice against them because they are black, which means that unlawful employment practices did occur.

VI. Conclusions of Law

We do not accept the Hearing Officer's conclusions of law. Instead, we point to the compilation of competent evidence gathered during the formal proceeding, noted by the hearing officer, but placed to the side, even though it is substantial and it points in the direction of unlawful discriminatory employment practices, to wit:

Each of the four Petitioners is a long time school teacher at Rosenwald Middle School in Bay County, Panama City, Florida. Each has earned prominent academic degree(s).

ATTACHMENT 0134

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-001700

DATE ENTERED: 6/1/1993

RACE: black

LINK: doah.state.fl.us/ROS/1992/92001698.PDF

PAGE(S): 14

discrimination with this Commission pursuant to the Human Rights Act of 1977, as amended, Sections 760.01 - 760.10, Florida Statutes (1991), alleging that the School Board of Bay County, Florida; Jack Simonson, and Carol Love, Respondents herein, unlawfully discriminated against themon the basis of race (black).

In accordance with the Commissions rules, the allegations of discrimination set forth in the complaints were investigated. Reports were submitted to the Executive Director who issued his determinations, finding (for each complaint) no reasonable cause to believe that an unlawful employment practice occurred. Petitioners filed Petitions for Relief from Unlawful Employment Practices and the cases were transmitted to the Division of Administrative Hearings (DOAH) for the conduct of formal hearings. The cases were consolidated by the DOAH hearing officer.

The issues before the hearing officer concerned the job performance evaluations for the Petitioners, who are public school teachers. Petitioners contend that because of racial prejudice, they were rated unsatisfactory on their annual job performance evaluations.

A consolidated formal administrative hearing was held in Panama City, Florida. The DOAH hearing officer, Diane K. Kiesling, has entered a consolidated Recommended Order which finds that, for each Petitioner, no unlawful discrimination occurred. Ms. Kiesling recommends that each of the Petitions for Relief be denied.

Pursuant to notice, public deliberations were held in Tallahassee, Florida before the above named panel of Commissioners, at which deliberations the panel determined the actions to be taken upon the Petitions for Relief.

IV. Rulings on the Exceptions

Petitioners filed exceptions. - Their fifteen (15) numbered exceptions relate to the ultimate inquiry of discrimination vel non. Based upon the rulings set forth in our Conclusions of Law, infra, the 15 exceptions have-merit and accordingly are adopted.

V. Findings of Fact

We reject the ultimate finding that, missing from the record, is competent substantial evidence to reveal the presence of an active, unlawful discriminatory motivation. The competent, substantial evidence in the record establishes that when the Petitioners were given unsatisfactory evaluations for the school year 1989 - 1990, the Respondent's motivation was a matter of racial prejudice against them because they are black, which means that unlawful employment practices did occur.

VI. Conclusions of Law

We do not accept the Hearing Officer's conclusions of law. Instead, we point to the compilation of competent evidence gathered during the formal proceeding, noted by the hearing officer, but placed to the side, even though it is substantial and it points in the direction of unlawful discriminatory employment practices, to wit:

Each of the four Petitioners is a long time school teacher at Rosenwald Middle School in Bay County, Panama City, Florida. Each has earned prominent academic degree(s).

ATTACHMENT 0135

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-002063

DATE ENTERED: 9/23/1993

RACE: black

LINK: doah.state.fl.us/ROS/1992/92002063.PDF

PAGE(S): 2

Coke presented the testimony of Thomas W. Bauman, Cecil M. "Doc" Roddenberry, Sue Rosenthal Rubin, Christen Cheshire, Lee Burk, Jeanie Benton, and Susan Gail Lingerfelt. Respondent's Exhibits 1-3 were admitted in evidence.

The transcript of the proceedings was filed on July 7, 1993. The parties filed their proposed findings of fact and conclusions of law on or before August 23, 1993. Their proposed recommended orders are accepted as timely filed. All proposed findings of fact and conclusions of law have been considered. A specific ruling on each proposed finding of fact is made in the Appendix attached hereto and made a part of this Recommended Order.

FINDINGS OF FACT

1. Andrews, who is black, was initially hired by Coke in 1969 and worked on the production line until he quit in 1971. Andrews was rehired by Coke in 1973, also in the production department. He worked in various positions in both the production department and in the inventory warehouse, and was promoted to assistant production superintendent in 1977.

2. When the production department was closed in June 1982, Andrews transferred to the warehouse as assistant warehouse supervisor. In 1983, he assumed the responsibilities of head shipping and receiving clerk, and was placed in charge of inventory control, plant security and vehicle maintenance.

3. Warehouse Supervisor Dale Dunlap resigned in July 1988 and Andrews was promoted to Warehouse Supervisor. As warehouse supervisor, Andrews had primary responsibility for the overall management of the warehouse, including inventory control, shipping and receiving, personnel management, and warehouse and vehicle maintenance.

4. Andrews' performance evaluations were generally excellent, but the most recent evaluations were less favorable than his earlier reviews.

Reports of Sexual Harassment

5. Prior to Andrews' termination reports of sexual harassment were made to Coke by three employees: Susan Lingerfelt, Mandy Stinson, and Sue Rosenthal (now Rubin).

6. In summer 1989, Lingerfelt reported to Office Supervisor Mandy Stinson that Andrews had just grabbed her in the warehouse by the Coke machine and had forced her head back and kissed her. She had shoved Andrews into the Coke machine, told him not to do that, and went to report it to her supervisor.

7. Because the Sales Center Manager had resigned and his replacement had not yet been appointed, the two women agreed not to tell anyone about the incident, but instead to wait until the new manager arrived.

8. In February 1990, around Valentine's Day, Lingerfelt reported that Andrews came up behind her when she was sitting alone at a computer terminal, grabbed her hair, pulled her head back, and again kissed her on the lips. Lingerfelt again protested and tried to get away from Andrews. Lingerfelt again reported the incident immediately to Stinson. Stinson and Lingerfelt went immediately to Lee Burk, the new Sales Center Manager, and reported the incident and the earlier incident at the Coke machine.

ATTACHMENT 0136

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-002304

DATE ENTERED: 6/1/1993

RACE: black

LINK: doah.state.fl.us/ROS/1992/92001698.PDF

PAGE(S): 14

discrimination with this Commission pursuant to the Human Rights Act of 1977, as amended, Sections 760.01 - 760.10, Florida Statutes (1991), alleging that the School Board of Bay County, Florida; Jack Simonson, and Carol Love, Respondents herein, unlawfully discriminated against themon the basis of race (black).

In accordance with the Commissions rules, the allegations of discrimination set forth in the complaints were investigated. Reports were submitted to the Executive Director who issued his determinations, finding (for each complaint) no reasonable cause to believe that an unlawful employment practice occurred. Petitioners filed Petitions for Relief from Unlawful Employment Practices and the cases were transmitted to the Division of Administrative Hearings (DOAH) for the conduct of formal hearings. The cases were consolidated by the DOAH hearing officer.

The issues before the hearing officer concerned the job performance evaluations for the Petitioners, who are public school teachers. Petitioners contend that because of racial prejudice, they were rated unsatisfactory on their annual job performance evaluations.

A consolidated formal administrative hearing was held in Panama City, Florida. The DOAH hearing officer, Diane K. Kiesling, has entered a consolidated Recommended Order which finds that, for each Petitioner, no unlawful discrimination occurred. Ms. Kiesling recommends that each of the Petitions for Relief be denied.

Pursuant to notice, public deliberations were held in Tallahassee, Florida before the above named panel of Commissioners, at which deliberations the panel determined the actions to be taken upon the Petitions for Relief.

IV. Rulings on the Exceptions

Petitioners filed exceptions. - Their fifteen (15) numbered exceptions relate to the ultimate inquiry of discrimination vel non. Based upon the rulings set forth in our Conclusions of Law, infra, the 15 exceptions have-merit and accordingly are adopted.

V. Findings of Fact

We reject the ultimate finding that, missing from the record, is competent substantial evidence to reveal the presence of an active, unlawful discriminatory motivation. The competent, substantial evidence in the record establishes that when the Petitioners were given unsatisfactory evaluations for the school year 1989 - 1990, the Respondent's motivation was a matter of racial prejudice against them because they are black, which means that unlawful employment practices did occur.

VI. Conclusions of Law

We do not accept the Hearing Officer's conclusions of law. Instead, we point to the compilation of competent evidence gathered during the formal proceeding, noted by the hearing officer, but placed to the side, even though it is substantial and it points in the direction of unlawful discriminatory employment practices, to wit:

Each of the four Petitioners is a long time school teacher at Rosenwald Middle School in Bay County, Panama City, Florida. Each has earned prominent academic degree(s).

ATTACHMENT 0137

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-002473

DATE ENTERED: 8/10/1993

RACE: black

LINK: doah.state.fl.us/ROS/1992/92002473.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ELI CAMPBELL,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 92-2473
	)	
BAY COUNTY SCHOOL BOARD and JACK SIMONSON,	)	
	)	
Respondents.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the above matter was heard before the Division of Administrative Hearings by its duly designated Hearing Officer, P. Michael Ruff, in Panama City, Florida.

APPEARANCES

For Petitioner: Richard E. Johnson, Esquire
John C. Davis, Esquire
SPRIGGS & JOHNSON
324 West College Avenue
Tallahassee, Florida 32301

For Respondents: D. Lloyd Monroe, IV, Esquire
FULLER, JOHNSON & FARRELL, P.A.
111 North Calhoun Street
Tallahassee, Florida 32301

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding concern whether the Respondents demoted the Petitioner from the position of school principal to that of assistant principal in violation of Section 760.10, Florida Statutes, by reason of his race.

PRELIMINARY STATEMENT

This cause was initiated upon the filing of a petition for relief by Eli Campbell by which he sought an administrative proceeding to contest his removal from his position as principal at Rosenwald Middle School (Rosenwald) in Bay County Florida, allegedly on account of his race, which is black.

The Respondents maintained that the Petitioner was transferred to achieve a "change in direction" at Rosenwald in terms of achieving better administration and management of teachers, faculty, facility and the delivery of educational services, including maintaining safety, proper discipline, and academic progress by students as these concepts or goals relate to the position of principal. The Respondents contend that the Petitioner was demoted because of performance

ATTACHMENT 0138

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-002475

DATE ENTERED: 2/24/1994

RACE: black

LINK: doah.state.fl.us/ROS/1992/92002475.PDF

PAGE(S): 2,12,17

The file was transmitted to the Division of Administrative Hearings for the appointment of a Hearing Officer on April 22, 1992. By Notice of Hearing dated July 22, 1992, the matter was set for hearing in Mayo on October 29, 1992 at which time the hearing was held as scheduled. At the hearing, Petitioner testified in his own behalf and presented at hearing the testimony of nine additional witnesses in addition to that of three others by deposition. Petitioner also introduced documentary Exhibits. Respondent presented the testimony of three witnesses, and exhibits.

The record was left open to allow the parties to depose certain witnesses and submit those depositions to the Hearing Officer for consideration. On December 20, 1993, the Hearing officer entered an Order requiring the parties to submit their Proposed Recommended Orders by February 4, 1994. Thereafter, on January 14, 1994, the Director of the Division of Administrative Hearings, based on the unavailability of Hearing Officer Benton, reassigned this matter to the undersigned for the preparation of the Recommended Order herein.

A transcript of the proceedings has been provided. Both parties have submitted Proposed Findings of Fact which have been ruled upon in the Appendix to this Recommended Order.

FINDINGS OF FACT

1. At all times pertinent to the matters in issue herein, the Respondent operated the Mayo Correctional Facility, (Mayo), and employed the Petitioner, William M. Dunwoody, (Dunwoody), there as a Corrections Officer 1, (CO1). He was hired by the Respondent on December 3, 1983 and served at Cross City Correctional Institution until his reassignment to Mayo in 1985. He served at Mayo from that point until his employment with the Department was terminated on August 30, 1991.

2. Wayne Winburn has been the recreational therapy director at Mayo since December, 1984. In that capacity, he provides recreational activities, including basketball, football, soccer and board games, some supervised and some not, to the facility's inmates. Petitioner worked for him for two years in 1990 and 1991, and in Winburn's opinion, did a good job despite his asthma condition which got progressively worse during the period of employment. At first, Petitioner worked in the office, but as his condition worsened, Mr. Winburn assigned him to outside work, because numerous people who were smokers, including Winburn, who is a chain smoker, would come into the office during the day, and their smoking made breathing difficult for Petitioner.

3. At the time Petitioner worked there, the recreation office was a small room, much of which was used for the storage of supplies. There was a window, which was blocked, as well as an air conditioner in addition to a dutch door. However, it was difficult at best to keep smoke out of the area. As a result, Mr. Winburn attempted to impose the no-smoking rule for that area and bar any smoking there at all. He suggested that to his supervisors but they did not readily endorse his proposal.

4. At one point, when Petitioner was working for Mr. Winburn, he brought in a doctor's certificate which indicated he should be in a smoke-free environment. When Winburn received the note, he took it to his supervisor, the personnel director, Mr. Witt. At the same time, he wrote a memorandum to Mr. Davis, the Assistant Superintendent, indicating his desire to provide Petitioner with a smoke-free environment. To accomplish that end, he suggested that smoking not be permitted in either the recreation office or the storage room.

59. In this case, Petitioner also has the initial burden to establish a prima facie case of handicap discrimination and in order to successfully do that, he must show that (1) he is handicapped; (2) he performed or is able to perform his assigned duties satisfactorily; and (3) he was terminated despite his satisfactory performance, McDonnell Douglas, supra.

60. The pertinent Florida statute does not define the term, "handicap." Therefore, in assessing this issue, one must rely upon the decisions of the Commission, and handicap has been defined by the Commission, in accordance with common usage, as a condition that prevents normal functioning in some way. A person with a handicap does not enjoy in some measure the full and normal use of his sensory, mental, or physical faculties. See Thomas v. Floridin Company, 8 FALR 5457, (1986).

61. The evidence shows that Petitioner, an African American male, had been employed by the Respondent, Department of Corrections, since 1983; and at the Mayo Correctional Institution, basically without incident, since May, 1985, save for one prior evaluation comment regarding excessive absences. At first he worked as a Corrections Officer in one of the dormitories but subsequently asked for and received a transfer to the recreational department because such an assignment would afford him the opportunity to be outside most of the time and away from tobacco smoke.

62. Petitioner's immediate supervisor in recreation, Mr. Winburn, was a chain smoker, and during inclement weather, other staff personnel and inmates, many of whom smoked, would congregate in the recreation office. Recognizing Petitioner's condition, Mr. Winburn allowed him to work outside as much as possible. However, Petitioner's condition appeared to have progressively worsened, and in September, 1990, Petitioner went to see his longtime family physician, Dr. Rawls, about it and thereafter presented Mr. Winburn with a physician's statement. This statement indicated Petitioner either should be provided with a smoke free work environment or given a 100 percent disability. At this point, Mr. Winburn, in an effort to accommodate Petitioner's condition, proposed to the installation management, that the recreation office be made a nonsmoking area. DOC policy provides that all work areas should be nonsmoking unless specifically determined otherwise by local officials. Winburn's efforts in Petitioner's behalf were consistent with Departmental policy.

63. Notwithstanding Mr. Winburn's recommendation, the installation management chose to place Petitioner in an outside perimeter post on the night shift, with midweek days off. The reason given for this action was that it was the only way to insure that Petitioner was in a smoke free environment. There is also some reason to suspect another motivation might have been to avoid the potential for placing Petitioner on a 100 percent disability as suggested by his doctor, but this cannot be clearly established. In any case, it would appear, from other evidence subsequently developed, that such an extreme measure was not medically necessary. Medical evidence from physicians who saw Petitioner at the request of the Department and who reviewed the doctors' notes prepared by other physicians who saw him, indicates his condition did not require absolute freedom from smoke but merely a lack of constant exposure to it. It would appear, therefore, that the reassignment was unnecessary from a medical standpoint but there is no evidence it was motivated by race or any other inappropriate basis.

64. It is at this point that Petitioner's employment difficulties begin to accumulate. After several months on perimeter duty, during which, Petitioner claims, his asthma condition worsened due to other irritants to which he was exposed there, Petitioner applied for a change of assignment from night

42. - 48. Accepted and incorporated herein.
49. & 50. Accepted.

COPIES FURNISHED:

Mary C. O'Rourke, Esquire
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Tallahassee, Florida 32301

Ernest L. Reddick, Esquire
Department of Corrections
2601 Blairstone Road
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General Counsel
325 John Knox Road
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Tallahassee, Florida 32303-4149

Sharon Moultry, Clerk
Human Relations Commission
325 John Knox Road
Building F, Suite 240
Tallahassee, Florida 32303-4149

NOTICE OF RIGHT TO SUBMIT EXCEPTIONS

All parties have the right to submit written exceptions to this Recommended Order. All agencies allow each party at least 10 days in which to submit written exceptions. Some agencies allow a larger period within which to submit written exceptions. You should consult with the agency which will issue the Final Order in this case concerning its rules on the deadline for filing exceptions to this Recommended Order. Any exceptions to this Recommended Order should be filed with the agency which will issue the Final Order in this case.

ATTACHMENT 0139

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-002681

DATE ENTERED: 2/22/1993

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1992/92002681.PDF

PAGE(S): 2

Respondent had three exhibits admitted in evidence. Exhibit R-4, an out of court statement by Ms. Bostic, who had already testified, was not admitted.

Elaborate provisions for the parties to pay for and file a transcript, for Respondent to file its corporate authorization of qualified representative, and for the filing of proposed recommended orders were made on the record at formal hearing. Subsequent orders modifying those oral provisions also appear of record herein. Eventually, the parties waived the opportunity to file a transcript. Each party has, however, filed proposed recommended orders, the findings of fact of which have been ruled upon in the Appendix to this Recommended Order, pursuant to Section 120.59(2), F.S.

FINDINGS OF FACT

1. Petitioner is a white female born April 23, 1933. She began work as a cook for Respondent in 1982, eventually working her way up to head cook.

2. Respondent is Mid-Florida Child Care Division, a child care facility located in Brooksville, Florida, which is part of Hernando-Sumter Head Start. Either or both entities employs in excess of fifteen full-time employees.

3. Petitioner went into the hospital in 1989 and had a craniotomy. A cerebral aneurysm was "clipped" with resultant subarachnoid hemorrhage. In other words, her initial situation was complicated by a cerebral vascular accident (CVA or stroke) which resulted in hemiparesis on the right side and some speech impairment. Thereafter, she was off work for a period of time.

4. At all times relevant to these proceedings, Petitioner continued to have mild problems with fine motor control of the right upper extremity, found it difficult to locate and use the correct word when she was under stress, and was unable to write or do arithmetic. She is "aphasic," which, among other definitions, refers to an individual who retains full intelligence but who has difficulty with deliverance of that intelligence at times.

5. On August 11, 1989, James R. Cummings, M.D., a general practitioner, released Petitioner to return to work with no mention of any residual impairment in her ability to work.

6. Dr. Joseph C. Williams, M.D., Petitioner's treating neurologist, wrote that Petitioner "can return back to work without restrictions as of 8/15/89."

7. Due to the length of time Petitioner has been off work, Respondent did not hire Petitioner back as head cook but as an undercook. In her absence, another woman had replaced her as head cook, and Petitioner started anew as a probationer in the lower position. There is no clear evidence as to how long her probation was to last or lasted.

8. On August 11, 1989, Dr. Cummings performed a complete examination of Petitioner on behalf of Respondent and by a September 12, 1989 form, informed Respondent that he and Dr. Williams concurred that Petitioner could return to work but "continues to have mild problems with fine motor control of R [right] upper extremity, some difficulty with word finding at times."

9. By communication of October 16, 1989, Dr. Williams stated, in pertinent part, that:

ATTACHMENT 0140

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-003755

DATE ENTERED: 10/28/1992

RACE: black

LINK: doah.state.fl.us/ROS/1992/92003755.PDF

PAGE(S): 2

The hearing was set for August 25, 1992, and at the hearing officer's request, the parties agreed to conduct the proceeding by conference telephone.

At the commencement of the hearing, Rev. Charles Fulse, an advocate and community organizer of the NAACP was, at Petitioner's request, qualified as a "qualified representative" pursuant to Rule 22I-6.008, Florida Administrative Code.

The parties presented evidence and argument on Petitioner's motion to dismiss. The motion was taken under advisement and a recommendation as to dismissal is included in this recommended order.

Petitioner testified in his own behalf and submitted two exhibits, received into evidence. Respondent presented the testimony of Marie Fleming, and its seven exhibits were received into evidence.

After the hearing Respondent filed its proposed recommended order, which proposed order is substantially adopted here. Petitioner filed a two page summary of argument styled "Proposal for Resolution". No transcript was filed.

FINDINGS OF FACT

1. Ernest Arnold, a black male, was hired in mid-1988 as a general kitchen worker, "Other Personal Service" (OPS), at the Orlando Regional Juvenile Detention Center, a facility operated by the Department of Health and Rehabilitative Services (HRS). He was terminated on June 8, 1989 due to unacceptable attendance.

2. In July, 1989 the agency rehired Mr. Arnold as a Detention Care Worker II, a regular career service position, at Hilltop, another residential treatment center for juveniles. The facility closed in December, 1989, and Mr. Arnold was transferred back to the Orlando Regional Juvenile Detention Center. His immediate supervisor was Marie Fleming, a black female.

3. On February 7, 1990, Marie Fleming conducted an employee-supervisor conference with the Petitioner. During this conference, the appropriate use of sick leave and the importance and necessity of reporting to work on time were subjects that were discussed with the Petitioner. The Petitioner refused to sign the employee-supervisor conference sheet.

4. The Petitioner utilized sick leave on February 16 and 17 and submitted medical documentation for this sickness (Petitioner's exhibit #1). The documentation was a form from Orlando Regional Medical Center emergency room prescribing medication for back pain and chest pain and indicating he could return to work on February 18.

5. On February 22, 1990, the Petitioner was terminated from his Detention Care Worker II position due to his excessive use of sick leave and leave without pay during his probationary status.

6. According to the Employee Handbook, "Employees who have not attained permanent status in the Career Service System may be dismissed for the first occurrence of an offense or deficiency (Page 28, Respondent's exhibit #5). On Page 29 of the handbook, excessive absence is defined as: "An attendance record of recurring absences even though all or a majority of the absences were necessary and/or excused. This also includes a pattern of absences by an

ATTACHMENT 0141

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-003783

DATE ENTERED: 3/2/1993

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1992/92003783.PDF

PAGE(S): 3, 9

9. Among the things it did was to place a classified advertisement in the February 3, 1991, edition of a local Fort Lauderdale newspaper.

10. Petitioner, who at the time was living with his parents in Tamarac, Florida, saw the advertisement. He was interested in the advertised position. Consequently, he sent his resume to Respondent.

11. Petitioner was not the only one to express an interest in being hired to work for Respondent as a consultant. Respondent received approximately 1,100 telephone inquiries in response to its advertising campaign.

12. Of those who contacted Respondent, approximately 300 were invited to meet with representatives of Respondent at an Orlando hotel on one of two days, either February 11, 1991, or February 12, 1991.

13. Petitioner was one of the invitees. He met with company representatives on February 12, 1991. During his visit, he was asked to fill out certain forms.

14. One of these forms was an application for employment. The following was among the questions on the application form: "Do you have any physical or mental limitations that would interfere with your performance in this position?"

15. Petitioner truthfully answered "no" in response to this question.

16. While Petitioner is now, and has been at all times material to the instant case, HIV-positive, he is asymptomatic and does not have full blown AIDS.

17. At no time has his condition prevented him from the full and normal use of his sensory, mental or physical faculties, or from functioning normally in any way.

18. Had he been hired, he would have been able to perform the duties of an oral health sales consultant without any special accommodations.

19. The application form also requested information regarding, among other things, the applicant's educational background. Petitioner had received a B.A. degree from Hofstra University in 1973 and a D.M.D. degree from the University of Pennsylvania School of Dental Medicine in 1977, 2/ and he so indicated on the form.

20. The final page of the application form contained the following certification that Petitioner signed and dated:

> PRE-EMPLOYMENT PHYSICAL EXAMINATION
> I understand that my employment is contingent upon passing a pre-employment physical which includes a screen for substance abuse. 3/
>
> PLEASE READ CAREFULLY
>
> I HEREBY CERTIFY that the answers given to the foregoing questions on this application are true and correct to the best of my knowledge and belief and, if employed, I agree to abide by the rules of the Company. I authorize

employer, his HIV-positive status was the real reason he was not hired. See Florida Department of Community Affairs v. Bryant, 586 So.2d 1205 (Fla. 1st DCA 1991); Department of Corrections v. Chandler, 582 So.2d 1183 (Fla. 1st DCA 1991).

57. In the instant case, Petitioner met his initial burden of making a prima facie showing of discrimination. He presented proof demonstrating that he has been HIV-positive at all material times to the instant case, that he applied for two positions that Respondent was seeking to fill and for which he was qualified, and that the positions were filled by other, similarly qualified applicants who were not known or believed to be HIV-positive.

58. Respondent, however, did not only articulate a legitimate, nondiscriminatory reason for hiring these other applicants instead of Petitioner (to wit: that, in the opinion of those who made the hiring decisions, Gulf Coast Division Manager Durden and Southern Regional Manager Allison, the applicants selected were better suited to fill the positions than was Petitioner); it also established by a preponderance of the evidence (although it was not its burden to do so) that this stated reason was the real reason Petitioner was not hired by Respondent and that Petitioner's HIV-positive status was not a motivating factor in the determination to not offer him employment. Indeed, it is apparent from a review of the record that neither Durden nor Allison even knew or suspected that Petitioner was HIV-positive at the time they made this determination.

59. Given the foregoing, the evidence is insufficient to establish that Respondent committed the unlawful employment practice alleged by Petitioner. His Petition for Relief therefore must be denied.

RECOMMENDATION

Based upon the foregoing Findings of Fact and Conclusions of Law, it is hereby

RECOMMENDED that the Florida Commission on Human Relations enter a final order denying Petitioner's Petition for Relief on the ground that the evidence is insufficient to establish that Respondent committed the unlawful employment practice alleged in the Petition.

DONE AND ENTERED in Tallahassee, Leon County, Florida, this 2nd day of March, 1993.

STUART M. LERNER
Hearing Officer
Division of Administrative Hearings
The DeSoto Building
1230 Apalachee Parkway
Tallahassee, Florida 32399-1550
(904) 488-9675

Filed with the Clerk of the
Division of Administrative Hearings
this 2nd day of March, 1993.

ATTACHMENT 0142

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-003784

DATE ENTERED: 3/23/1993

RACE: black

LINK: doah.state.fl.us/ROS/1992/92003784.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

HENRY L. THOMAS, Petitioner, vs. CUMBIE CONCRETE CONSTRUCTION COMPANY, INC., Respondent.	)	CASE NO. 92-3784

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, Don W. Davis, held a formal hearing in the above-styled case on December 21-22, 1992, in Tallahassee, Florida.

APPEARANCES

For Petitioner: Mary C. O'Rourke, Esquire
324 West College Avenue
Tallahassee, Florida 32301

For Respondent: Harold F. X. Purnell, Esquire
Post Office Box 551
Tallahassee, Florida 32302-0551

STATEMENT OF THE ISSUES

The issue for determination is whether Respondent is guilty of discrimination in employment on the basis of race in connection with the terms and conditions of employment of Petitioner.

PRELIMINARY STATEMENT

On April 23, 1991, Petitioner filed a charge of discrimination against Respondent. Petitioner, who is Black, alleged that he was terminated from his employment as the result of his race.

On March 17, 1992, the Florida Commission on Human Relations entered a Notice of Determination: Cause.

Petitioner filed a Petition for Relief with the Commission on May 18, 1992. The Petition alleged that Respondent had committed an unlawful employment practice with respect to compensation, conditions and privileges of Petitioner's employment on the basis of Petitioner's race in violation of Sections 760.01-760.10, Florida Statutes.

The Petition also contained Petitioner's request that he receive relief in the form of reinstatement to his former position, back pay with attendant

ATTACHMENT 0143

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-003914

DATE ENTERED: 2/1/1993

RACE: black

LINK: doah.state.fl.us/ROS/1992/92003914.PDF

PAGE(S): 4

12. In March, 1991, Ms. Malone, who is African American, filed the current EEO complaint but did not get a response for "quite a while." She claims that during all this time she was treated differently from the White nurses and harassed with acts of reprisal. For example, Dr. Kali Derasari called her to her office and told her to pull an appointment for a patient to refer to a nurse practitioner. When she advised the doctor of the requirements for record keeping, the doctor disagreed so she did what was asked of her. As a result, the nurse practitioner complained to Ms. Hansen who counselled Petitioner for not following proper procedure. When the doctor, at Ms. Malone's request, backed her up, she was still reprimanded.

13. On another occasion, according to Petitioner, she applied for leave two weeks in advance to attend a work shop she wanted and agreed to use annual leave, if necessary. She got approval from Ms. Hansen for administrative leave on March 27, 1991, 4 days later. She went to the workshop as approved, but 3 weeks later, was called in by Ms. Hansen, told she should not have had administrative leave for a workshop, and directed to change her time sheet which had already been approved. When Ms. Malone called someone at the Personnel office about it, she was told that office had not suggested the change - that her supervisor could approve administrative leave. When she told Ms. Hansen that, it was then agreed she could leave it as it was.

14. There were numerous unspecified other instances of harassment claimed by Petitioner. She recalls one occasion where Ms. Hansen physically provoked her by leaning over her and coming up close to her face, criticizing her about her work. This was ultimately made a part of her record. In addition, Ms. Malone is the only Black nurse in the section. The other nurse there is a White licensed practical nurse, yet Ms. Malone claims she has been instructed not to refer to herself as a registered nurse. She feels this deprecates her position in an attempt to curry favor with the White nurse who is of a lower professional status.

15. She also cites several occasions where she felt information she needed to do her job was kept from her though others were advised. When she reported all this to Ms. Allen, Ms. Hansen's supervisor, she got no response. However, she claims, whenever anyone complained about her, she was called in and counselled. She admits that management could have called and counselled those about whom she complained without her knowing about it. Ms. Malone also appears to disregard the fact that Ms. Allen, the overall supervisor, is Black.

16. In 1987 and 1988, Ms. Malone's supervisor was Sharon Berry. According to Ms. Allen, there was some mutual complaining between the two of them At first Ms. Allen was very protective of Petitioner because she had hired her and wanted her to succeed. However, when Petitioner did not improve as expected, Ms. Allen's attitude changed and when she had an altercation with Ms. Malone about where Malone's car was parked, she began to believe that maybe Malone had some problem with personal relationships. Contrary to what Ms. Malone related, the transfer into the physician's section in 1989 was the result of problems Ms. Malone was having with her supervisors and after the move, she appeared to be doing better. Ms. Malone was given the opportunity, along with other nurses, to work in other areas to get more experience, but she declined the opportunity unless she got more money.

17. Ms. Berry was Petitioner's immediate supervisor just after she was hired and initially they got along well. When problems first began to arise, she went to Ms. Allen who advised her to show Petitioner more understanding. This is consistent with Allen's testimony regarding her initial efforts to

ATTACHMENT 0144

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-004290

DATE ENTERED: 11/10/1992

RACE: black

LINK: doah.state.fl.us/ROS/1992/92004290.PDF

PAGE(S): 4

20. Once the plaintiff has succeeded in proving all the elements necessary to establish a prima facie case, the employer must then articulate some legitimate, non-discriminatory reason for the challenged employment decision. The employer is required only "to produce admissible evidence which would allow the trier of fact to conclude that the employment decision had not been motivated by discriminatory animus." Texas Department of Community Affairs v. Burdine, at 257. The employer "need not persuade the court that it was actually motivated by the proffered reasons . . . it is sufficient if the [employer's] evidence raises a genuine issue of fact as to whether it discriminated against the plaintiff." Id. at 254-255. This burden is characterized as "exceedingly light." Perryman v. Johnson Products Co., Inc., 698 F.2d 1138 (11th Cir. 1983).

21. Here Petitioner has failed to establish a prima facie case of discrimination. All he has proved is his race (black). Specifically, the evidence clearly showed that Petitioner was not qualified for certification as a corrections officer because he did not complete the basic training program. Furthermore, he presented no credible evidence that other trainees were treated differently than he was treated, while Respondent presented evidence that all trainees who fail to complete the Academy courses within the specified period are discharged.

RECOMMENDATION

It is recommended that a final order be entered dismissing the petition for relief from an unlawful employment practice filed by Christopher Hooks against the Florida Department of Corrections.

DONE AND ENTERED this 10th day of November, 1992, in Tallahassee, Florida.

K. N. AYERS
Hearing Officer
Division of Administrative Hearings
The DeSoto Building
1230 Apalachee Parkway
Tallahassee, Florida 32399-1550
(904) 488-9675

Filed with the Clerk of the
Division of Administrative Hearings
this 10th day of November, 1992.

COPIES FURNISHED:

Lynne T. Winston, Esquire
Department of Corrections
2601 Blair Stone Road
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Christopher Hooks
Post Office Box 310623
Tampa, Florida 33602

ATTACHMENT 0145

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-004503

DATE ENTERED: 11/4/1992

RACE: black

LINK: doah.state.fl.us/ROS/1992/92004503.PDF

PAGE(S): 3

10. Sentencing occurred on July 8, 1991, and Campbell met with his superiors on July 11, 1991. Major Garrahan, Chief of Security, proposed termination on July 17, 1991, and held a pre-termination hearing on July 29, 1991. As a result of Garrahan's recommendation and having reviewed all the relevant information, the Department Director, Walter P. Byrd, terminated Campbell on August 8, 1991.

11. In addition to the incidents described above, Byrd also had information regarding other events involving Campbell. On one occasion, Campbell was at the firing range for routine in-service firearms instruction. While on the line with his firearms, he was displaying severe mood swings, including alternately laughing hysterically and crying and becoming angry when one of the instructor cautioned him about safety on the firing line. All firing had to be delayed while Campbell regained his composure. He had to lay his shotgun on the ground to wipe tears from his eyes.

12. On another occasion at the firing range, Campbell requested to speak with "Melda," a fellow officer. He was anxious, nervous, and crying. He told Melda that he was seeing officers hiding in the woods around his house and that they were after him. Campbell was referred to Employee Assistance for a review of his mental state and stability.

13. Byrd was also advised that Campbell's driver's license had been suspended on two occasions because of failure to pay traffic fines, but Campbell had not advised his employer that his license was suspended. Possession of a valid driver's license is one job requirement for a correctional officer.

14. Byrd considered the arrests and convictions, Garrahan's recommendation, the in-house incidents, Campbell's emotional stability and the danger to Campbell's safety and that of inmates. He was very concerned that the County may be exposed to liability for Campbell's actions and apparent volatility and uncontrolled outbursts, if Campbell remained employed by the department. Byrd did not believe that Campbell was fit for continued employment because he was not emotionally stable.

15. Byrd is black, as is Campbell. At no time was race a consideration in Campbell's termination.

16. Campbell alleges that two white male employees were reinstated with back pay despite similar criminal charges. However, Campbell presented no evidence to support these allegations. One of the others resigned rather than be terminated and the other was not shown to have had similar charges or to have been reemployed by the department.

CONCLUSIONS OF LAW

17. The Division of Administrative Hearings has jurisdiction of the parties to and subject matter of these proceedings. Section 120.57(1), Florida Statutes.

18. This action is brought pursuant to the Florida Human Rights Act of 1977, Section 760.01-.10, Florida Statutes. Specifically, Campbell is claiming that the County engaged in an unlawful employment practice by discriminating against him on account of race in its termination of his employment.

19. The applicable model of proof in such discrimination cases is that outlined in McDonnell Douglas Corp. v. Green, 411 U.S. 792, 36 L.Ed.2d 668

ATTACHMENT 0146

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-004504

DATE ENTERED: 11/10/1992

RACE: black

LINK: doah.state.fl.us/ROS/1992/92004504.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

AUBURN FORD, JR.,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 92-4504
	)	
FLORIDA DEPARTMENT OF THE LOTTERY,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, Don W. Davis, held a formal hearing in the above-styled case on October 15-16, 1992, in Tallahassee, Florida.

APPEARANCES

For Petitioner: Auburn Ford, Jr., Pro Se
727 Circle Drive
Quincy, Florida 32351

For Respondent: Louisa H. Warren, Esquire
Department of the Lottery
Capitol Complex
Tallahassee, Florida 32399-4011

STATEMENT OF THE ISSUES

The issue for determination is whether Respondent is guilty of discrimination in employment on the basis of race in connection with the terms and conditions of employment of Petitioner.

PRELIMINARY STATEMENT

On October 28, 1991, Petitioner filed a charge of discrimination against Respondent. Petitioner, who is black, alleged that he was demoted from the position of Lottery
Investigator to the position of Security Officer as the result of Petitioner's race.

On April 20, 1992, the Florida Commission on Human Relations entered a Notice of Determination: No Cause. On June 22, 1992, the Commission entered a Notice of Redetermination: No Cause.

Petitioner filed a Petition for Relief with the Commission on July 22, 1992. The Petition alleged that Respondent had committed an unlawful employment

ATTACHMENT 0147

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-005932

DATE ENTERED: 11/5/1993

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1992/92005932.PDF

PAGE(S): 3

The proposed findings of fact and conclusions of law of both parties were read. Those facts supported by the best evidence presented at hearing were adopted. The findings of the Respondent which were rejected and the reason for their rejection are presented in the Appendix to this order.

FINDINGS OF FACT

1. Mary Abbot, the Petitioner, is a white, female American.

2. Mary Abbot was employed as a full-time police officer with the City of Tallahassee Police Department in February 1981. Prior to her employment with the Department, she successfully completed pre-employment psychological and physical examinations and was recommended for hiring.

3. The Respondent stipulates that the Petitioner, Mary Abbott is educationally qualified for employment as a full-time law enforcement officer and is certified by the Florida Department of Law Enforcement.

4. In 1989 and 1990, the Tallahassee Police Department was hiring police officers. Petitioner's Exhibit 11 indicates the names of the officers hired during this period. During this period both male and female officers were hired.

5. Petitioner was employed as a full-time police officer by the City of Tallahassee Police Department (TPD) continuously from February 1981 until January of 1988, and from January 1988 until August of 1990 as a part-time officer. During her employment as a police officer, her performance evaluations were above average except for her first evaluation which was average. No disciplinary action of any kind was ever taken against the Petitioner, and no complaints were made against her which were determined to be of substance after investigation.

6. Prior to March of April of 1985, the Petitioner had a romantic relationship with a superior officer, Lieutenant George Creamer. This relationship was maintained discretely by both parties and was not known within the Department. In March or April of 1985, this relationship was terminated, and the Petitioner, suffering from a depression, requested a conference with Lieutenant Tom Coe to discuss this relationship. Lieutenant Creamer was confronted with the existance of the relationship, and denied it, giving rise to the belief by Petitioner's supervisors that she was delusional. Petitioner was forced to undergo counseling, and the Department's psychologist, Mark Bronsdorf, reported on the Petitioner's condition to the administration of the Department. This ultimately led to a confrontation among the counselor, the Petitioner and her superiors in the Department, in which the Petitioner was given the choice of voluntarily being hospitalized for psychological observation and evaluation, or not working.

7. Given this choice, the Petitioner admitted herself "voluntarily" to Tallahassee Memorial Regional Medical Center Psychiatric Center for observation and evaluation at her own expense.

ATTACHMENT 0148

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-006334

DATE ENTERED: 3/3/1994

RACE: black

LINK: doah.state.fl.us/ROS/1992/92006334.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CHARLES JACKSON,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 92-6334
	)	
TALLAHASSEE TOYOTA, INC., d/b/a TEAM TOYOTA,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the above matter was heard before the Division of Administrative Hearings by its duly designated Hearing Officer, P. Michael Ruff.

APPEARANCES

For Petitioner: Leslie Holland, Esquire
1405 Opalocka Boulevard
Miami, Florida 33167

For Respondent: Richard M. Powers, Esquire
Richard M. Powers, P.A.
701 Barnett Bank Building
Tallahassee, Florida 32301

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding concern whether the Petitioner was terminated from his employment with the Respondent because of his race, in alleged violation of Sections 760.01-760.10, Florida Statutes (1991).

PRELIMINARY STATEMENT

This cause arose upon the filing of a charge of discrimination and a Petition for Relief by Charles Jackson. The Petitioner alleges that he was terminated from his position as a service technician at the Respondent's Toyota dealership because of his race. The Petitioner is black. The Petition for Relief was duly referred to the Division of Administrative Hearings and the undersigned Hearing Officer for the conduct of a formal proceeding, pursuant to Section 120.57(1), Florida Statutes, and Rule 22T-8.016(1), Florida Administrative Code.

The cause came on for hearing as noticed. The Petitioner called witnesses William McCray, Douglas Poppell, Cynthia Mann, and Talmadge Fitzsimmons, as well as testifying on his own behalf. The Petitioner introduced six (6) exhibits into evidence. The Respondent called witnesses Kenneth R. Lobaugh (by deposition) and Daniel H. Fraser and introduced nine (9) exhibits into evidence, including the Petitioner's and Mr. Lobaugh's depositions.

ATTACHMENT 0149

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-007515

DATE ENTERED: 9/13/1994

RACE: black

LINK: doah.state.fl.us/ROS/1992/92007515.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CARL A. HAMM, Petitioner, vs. STARKE NURSING HOME, d/b/a WHISPERING PINES CARE CENTER, Respondent.	)	CASE NO. 92-7515
CARL A. HAMM, Petitioner, vs. CAMBRIDGE HEALTH CARE OF STARKE, INC., Respondent.	)	CASE NO. 93-4304

RECOMMENDED ORDER

Upon due notice, these consolidated causes came on for formal hearing on December 15, 1993 in Starke Florida, before Ella Jane P. Davis, a hearing officer duly assigned in the place of former Hearing Officer Robert T. Benton, II. Thereafter, these consolidated cases continued to be heard on December 16, 1993, January 26-28, 1994, and February 21, 1994.

APPEARANCES

For Petitioner: Joseph W. Little, Esquire
3731 North West 13th Place
Gainesville, Florida 32605

For Respondents: Terrence M. Brown, Esquire
Brown and Christopher
Post Office Box 40
Starke, Florida 32091-0040

STATEMENT OF THE ISSUES

(1) DOAH Case No. 92-7515 (FCHR No. 92-0215) charges the named Respondent with an unlawful employment practice, to wit: in August 1991, demoting Petitioner from the job of "maintenance supervisor" because of his race, black, in violation of Section 760.01 et seq., F.S. [1991].

(2) DOAH Case No. 93-4304 (FCHR No. 93-1973) charges the named Respondent with an unlawful employment practice, to wit: on September 11, 1992, firing

ATTACHMENT 0150

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 92-007521

DATE ENTERED: 11/9/1994

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1992/92007521.PDF

PAGE(S): 2

indicated was "white" and because of her national origin as an "Iranian". In filing her petition for relief, however, she neglected to specifically claim discrimination on the basis of national origin. However, by that point, the Respondent was on actual notice that, in fact, she was claiming such. In the prehearing stage of this proceeding, and consistently throughout the hearing, the Petitioner took the position that her claim was both based upon her race and upon her national origin. No timely objection to Petitioner's proceeding on her claim of discrimination due to national origin was raised. In any event, the Respondent had actual notice that such was a basis of her claim in this proceeding.

The cause proceeded to hearing as noticed, and the hearing was conducted over an approximate five-day period culminating in the final date on April 25, 1994. The Petitioner presented some 40 exhibits which were admitted into evidence and 17 witnesses, as well as the deposition of Reva Myers. The Respondent presented 56 exhibits (as well as one joint exhibit) which were admitted into evidence and 15 witnesses. Subsequent to the conclusion of the hearing, the parties elected to obtain a transcript of the proceedings and availed themselves of the right to submit proposed recommended orders containing proposed findings of fact and conclusions of law. An extended briefing schedule was requested and granted, and an extension thereof was granted upon motion by the Petitioner. The proposed findings of fact submitted by the parties are treated in this Recommended Order and addressed once again in the Appendix attached hereto and incorporated by reference herein.

FINDINGS OF FACT

1. The Petitioner is a member of a protected class for purposes of Chapter 760, Florida Statutes, because of her national origin, as a native of Iran. She maintains in her pleadings that she considered herself to be "white" and asserted her racial discrimination claim on that basis. The Petitioner testified that she, and other members of the class of native Iranians are considered to be "white or Caucasian" and members of the "Aryan" genetic or racial origin. That testimony was not refuted. However, Iran is a modern-day nation state having its boundaries entirely within the continent of Asia; and native-born Iranians such as the Petitioner could be deemed to be Asians. If the Petitioner were considered to be "white", she would not be a member of a protected class for purposes of Chapter 760, Florida Statutes, and pertinent decisional law. She would and is a member of a protected class as an Iranian national and to the extent that status includes her in the class of "Asian".

2. The Petitioner first became employed for the Respondent at its New Beginnings Child Care Center (New Beginnings) on or about August 10, 1989. She began work as a teacher of four and five year olds at the New Beginnings pre-school located on the Florida Agricultural and Mechanical University (FAMU) campus. Later, she was re-assigned to teach two-year-old children during the 1990-91 school year. During the course of her employment there, she received a number of appreciation awards for the work she did while at New Beginnings.

3. Her educational background is such that she has an undergraduate degree in literature and humanities from the University of Iran, a master's degree in adult education from FAMU and plans in the future to complete a Ph.D. program, which she started but has not completed. Prior to working at New Beginnings, she had approximately 12 years experience working with pre-school age children, beginning around 1980. In that year, she began working at Small World Child Care Center (Small World) as a teacher for pre-kindergarten children and later worked with two year olds at Small World. She was later hired for the position

ATTACHMENT 0151

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-000316

DATE ENTERED: 6/9/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93000316.PDF

PAGE(S): 2

PRELIMINARY STATEMENT

This cause arose upon the filing of allegations of discrimination by the Petitioners, Larry E. Gray and Frederick White, with the Florida Commission on Human Relations. They have alleged that they were discriminated against by the Respondent, the Russell Corporation, on account of their race (black) as to instances when they were denied promotions and culminating in their discharge from employment with that Company. The matter was investigated by the Florida Commission on Human Relations (Commission) as to each Petitioner. Ultimately, a determination by the Commission of "no cause" was entered as to both Petitioners indicating that the Commission found no cause to justify determining that an unlawful employment practice had occurred as to the Petitioners concerning these claims. The Petitioners availed themselves of the opportunity to contest that initial agency decision by requesting a formal administrative proceeding on their petitions for relief. In due course, the petitions and request for hearing were transmitted to the Division of Administrative Hearings and ultimately the undersigned Hearing Officer. The Petitioners' cases were consolidated by the Hearing Officer on the basis of the commonality of factual and legal issues, circumstances and witnesses.

The cause came on for hearing as noticed. During the three days of hearings, the Petitioners testified on their own behalf and presented the testimony of nine witnesses. Thirty-nine (39) of the Petitioners' exhibits were received into evidence. The Respondent presented 16 witnesses, and 21 exhibits of the Respondent were admitted into evidence.

Subsequent to the hearing, after ordering a transcript thereof and requesting an extended briefing schedule, the parties submitted Proposed Recommended Orders, and the Petitioners presented a "memorandum of law and fact" and "response to Respondent's Proposed Final Order". The proposed findings of fact submitted by the parties have been considered in the formulation of this Recommended Order and again specifically addressed in the Appendix attached hereto and incorporated by reference herein.

FINDINGS OF FACT

1. The Petitioners, at times pertinent hereto, were employees of the Respondent at its facility known as the "Distribution Center" in Marianna, Florida. The Petitioners' last employment positions prior to termination were as "lift operators", meaning that they operated equipment analogous to "lift trucks" or "fork lifts" in moving packing cases of goods manufactured by the Respondent in and around its Distribution Center facility, also known as the "Pack and Hold Department". It is undisputed that the Respondent meets the definition of an "employer" within the meaning of Chapter 760, Florida Statutes. There is no dispute that the jurisdictional requirements have been met concerning the claims which the Petitioners have advanced for wrongful, discriminatory discharge. It is disputed that the Petitioners' claims concerning alleged discriminatory failure to promote the Petitioners are jurisdictional. In fact, the charges of discrimination asserted by the Petitioners concerning their unrealized claims to various job promotions were filed more than 180 days after they were denied the various promotions. Those promotion claims are considered, however, on the issue raised by the Petitioners concerning the "doctrine of continuing violation", in terms of those alleged promotion denials being "serial violations". The Petitioners maintain that the alleged promotion denials constitute a series of discriminatory acts against given "discriminatees", culminating in the jurisdictional, discriminatory act of

ATTACHMENT 0152

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-000317

DATE ENTERED: 12/20/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93000321.PDF

PAGE(S): 2

PRELIMINARY STATEMENT

This cause arose upon the filing of allegations of discrimination by the Petitioners, Larry E. Gray and Frederick White, with the Florida Commission on Human Relations. They have alleged that they were discriminated against by the Respondent, the Russell Corporation, on account of their race (black) as to instances when they were denied promotions and culminating in their discharge from employment with that Company. The matter was investigated by the Florida Commission on Human Relations (Commission) as to each Petitioner. Ultimately, a determination by the Commission of "no cause" was entered as to both Petitioners indicating that the Commission found no cause to justify determining that an unlawful employment practice had occurred as to the Petitioners concerning these claims. The Petitioners availed themselves of the opportunity to contest that initial agency decision by requesting a formal administrative proceeding on their petitions for relief. In due course, the petitions and request for hearing were transmitted to the Division of Administrative Hearings and ultimately the undersigned Hearing Officer. The Petitioners' cases were consolidated by the Hearing Officer on the basis of the commonality of factual and legal issues, circumstances and witnesses.

The cause came on for hearing as noticed. During the three days of hearings, the Petitioners testified on their own behalf and presented the testimony of nine witnesses. Thirty-nine (39) of the Petitioners' exhibits were received into evidence. The Respondent presented 16 witnesses, and 21 exhibits of the Respondent were admitted into evidence.

Subsequent to the hearing, after ordering a transcript thereof and requesting an extended briefing schedule, the parties submitted Proposed Recommended Orders, and the Petitioners presented a "memorandum of law and fact" and "response to Respondent's Proposed Final Order". The proposed findings of fact submitted by the parties have been considered in the formulation of this Recommended Order and again specifically addressed in the Appendix attached hereto and incorporated by reference herein.

FINDINGS OF FACT

1. The Petitioners, at times pertinent hereto, were employees of the Respondent at its facility known as the "Distribution Center" in Marianna, Florida. The Petitioners' last employment positions prior to termination were as "lift operators", meaning that they operated equipment analogous to "lift trucks" or "fork lifts" in moving packing cases of goods manufactured by the Respondent in and around its Distribution Center facility, also known as the "Pack and Hold Department". It is undisputed that the Respondent meets the definition of an "employer" within the meaning of Chapter 760, Florida Statutes. There is no dispute that the jurisdictional requirements have been met concerning the claims which the Petitioners have advanced for wrongful, discriminatory discharge. It is disputed that the Petitioners' claims concerning alleged discriminatory failure to promote the Petitioners are jurisdictional. In fact, the charges of discrimination asserted by the Petitioners concerning their unrealized claims to various job promotions were filed more than 180 days after they were denied the various promotions. Those promotion claims are considered, however, on the issue raised by the Petitioners concerning the "doctrine of continuing violation", in terms of those alleged promotion denials being "serial violations". The Petitioners maintain that the alleged promotion denials constitute a series of discriminatory acts against given "discriminatees", culminating in the jurisdictional, discriminatory act of

ATTACHMENT 0153

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-000318

DATE ENTERED: 10/28/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93000318.PDF

PAGE(S): 2

At final hearing, petitioner testified on her own behalf. Respondent presented the testimony of Rhonda Baker, store general manager, and Tim Strahan, Jr., a former assistant store manager. Also, it offered respondent's exhibits 1-9. All exhibits were received in evidence.

The transcript of hearing was filed on September 29, 1993. Proposed findings of fact and conclusions of law were filed by the parties on October 19, 1993. A ruling on each proposed finding of fact is made in the Appendix attached to this Recommended Order.

FINDINGS OF FACT

Based upon the entire record, the following findings of fact are determined:

1. Petitioner, Constanza D. Scott, is a black female. She began employment with respondent, Wal-Mart Stores, Inc., d/b/a Sam's Club (Wal-Mart), on July 29, 1988, in its soft lines (men and women's apparel) department. The store is located in Tallahassee, Florida. She was a full-time employee and worked forty hours per week.

2. Besides working full-time for Wal-Mart, beginning in August 1991 she worked "at least" twenty hours per week for Marriott Food Services at Florida State University, and she attended classes at an undisclosed Tallahassee college or university on Tuesdays and Thursdays from 1:30 p. m. until around 4:30 p. m.

3. Petitioner's regular hours at Wal-Mart were from 5:00 a. m. to 1:00 p. m., Monday through Friday. From at least May 1991 until October 1991, her supervisor was Scott Cosby, an assistant store manager for the merchandising department. Cosby was replaced in October 1991 by Tim Strahan, Jr., who supervised petitioner until her termination on December 21, 1991.

4. Wal-Mart refers to its procedure for handling disciplinary problems as performance coaching, and it involves a series of progressively sterner disciplinary measures taken against an employee. On the first occasion disciplinary action is warranted, the employee is given what is called verbal counseling. This type of action is not documented in writing and simply involves counseling by an employee's supervisor. If the problem persists, the employee is given a verbal warning, which is reduced to writing and placed in the personnel file of the employee. If a verbal warning does not result in the correction of the deficiencies, a written warning is issued, and the employee is required to prepare a responsive plan of action stating how the employee intends to correct the cited deficiencies. As a last resort, the employee is given a day off with pay, which is called a decision-making day, so that the employee can reflect on his or her performance and prepare a plan of action detailing how the deficiencies will be corrected. Thereafter, an employee is automatically terminated if further disciplinary action is required.

5. On May 1, 1991, petitioner's supervisor (Scott Cosby) gave her a verbal counseling for "attendance problems." In response to this counseling, petitioner stated that she was very tired from school but would improve her attendance. On May 6, 1991, she was again cited for an "ongoing attendance problem." This is memorialized by a written verbal warning contained in her personnel file. On September 21, 1991, a second verbal warning was given by Cosby, this time for petitioner working overtime when Cosby apparently felt she could complete her work within the normal forty-hour week. Petitioner explained, however, that all overtime had been approved by the store manager.

ATTACHMENT 0154

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-000320

DATE ENTERED: 10/12/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93000320.PDF

PAGE(S): 2

seven witnesses, and offered seven exhibits into evidence. Upon conclusion of the testimony, the parties made closing argument, and were provided the opportunity to submit proposed findings of fact, conclusions of law and legal argument within ten days of the filing of the transcript of the hearing. On July 31, 1993, Petitioner sought to file additional documents in the record for the purpose of establishing additional facts regarding the corporate status of the Respondent. Said documents were not served on Respondent, and are not timely filed. Therefore, the documents are not admitted in evidence. The transcript was filed on August 21, 1993. Respondent sought permission for an extension of time to file proposed findings of fact and conclusions of law, which was granted. Petitioner has not filed proposed findings as of the preparation of this Order. Respondent filed its proposed findings on September 20, 1993. The proposed findings have been given careful consideration, and are addressed in the Appendix attached hereto.

Based upon all of the evidence, the following findings of fact are determined:

FINDINGS OF FACT

1. The Respondent, Portion-Trol Foods, Inc., d/b/a Mother Butler Pies, is in the business of manufacturing and delivering pies to Denny's Restaurants, and is an employer under the Florida Human Relations Act of 1977, as amended.

2. Petitioner, a black male, was hired by Respondent on June 26, 1990.

3. Petitioner was employed by Respondent as a delivery person, whose primary duty was delivering Respondent's pies to restaurants throughout the Central Florida area, which he did in 1990 and 1991.

4. Petitioner's direct supervisor was Percival Gordon, a black male. Petitioner, like all other employees working under direct supervision, had been informed on several occasions regarding how to properly work and interact with restaurant personnel when delivering pies to the restaurants.

5. Petitioner displayed no patience while interacting with restaurant personnel when he delivered pies.

6. Beginning in early 1991, Petitioner began to act rudely and abrasively toward restaurant personnel with which he interacted when delivering pies to their restaurants.

7. This improper conduct by Petitioner included being very loud and verbal in front of restaurant customers. He offended a restaurant hostess, a restaurant unit aide, and restaurant managers with his objectionable agressive behavior. He spoke rudely to everybody, and used profanity toward restaurant managers while in the restaurants.

8. On one occasion he removed pies from a restaurant cursing, and destroyed customer pies by placing the pies on top of another in the hands of a restaurant cook.

9. Petitioner's supervisor gave him verbal reprimands regarding his conduct in April and May, 1991.

ATTACHMENT 0155

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-000321

DATE ENTERED: 12/20/1993

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1993/93000321.PDF

PAGE(S): 2

At the final hearing, Petitioner sought to amend her petition to allege discrimination based on age and race--white. The oral motion was denied. Respondent sought to dismiss the petition on the grounds that it failed to identify the type of discrimination. The oral motion was denied. Respondent filed a Motion to Quash Subpoena, which was granted at the conclusion of the hearing.

At the hearing, Petitioner called six witnesses and offered into evidence three exhibits. Respondent called four witnesses and offered into evidence five exhibits. All exhibits were admitted.

Neither party ordered a transcript. Each party filed a proposed recommended order, and rulings on the proposed findings are in the appendix.

FINDINGS OF FACT

1. Respondent is an employer within the meaning of the relevant statute. Respondent is a wholesale food cooperative, which pools the wholesale purchasing power of numerous independent grocers. Respondent purchases goods from manufacturers and then sells them to the grocers, which are members of Respondent. The grocers offer the goods for sale at retail.

2. Respondent also operates as a wholly owned subsidiary an insurance agency, which sells insurance to members and nonmembers. Although independent from the wholesale food operation, the insurance operation is housed in the same Tampa office building/warehouse complex as is the wholesale food operation.

3. On June 19, 1991, Respondent hired Petitioner to work in the wholesale food operation. She was hired as an executive secretary or assistant to Gary Rinehart, who is the Vice President of the wholesale food operation. Petitioner had applied to work in the insurance operation, but was offered only the job in wholesale food.

4. From the start, Petitioner told Mr. Rinehart that she wanted to move into insurance at the first opportunity. Mr. Rinehart had no objections as long as he was not left short- handed.

5. Petitioner's primary responsibilities in wholesale food was to support the salespersons who travelled in the field assisting member-grocers with purchasing and displaying products. When the salespersons needed assistance while they were on the road, they would call Petitioner, who, from the Tampa office, would coordinate the efforts to solve a member's problems or get information or product to a member. Petitioner's ready availability was an important element of her job performance.

6. Petitioner's immediate predecessor had quit after she had married another employee of Respondent. However, the evidence fails to establish that Respondent maintained a policy of requiring female employees who married another employee to leave upon their marriage. In any event, nothing surrounding the circumstances of the departure of Petitioner's predecessor suggests that her termination had anything to do with dating, which presumably preceded the marriage for some period of time.

7. Mr. Rinehart discouraged dating among employees. When he first announced to his group that he had hired Petitioner, someone--presumably a travelling salesman--asked if she were married. Mr. Rinehart responded by telling his group that he did not like his employees to date each other.

ATTACHMENT 0156

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-000706

DATE ENTERED: 12/19/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93000706.PDF

PAGE(S): 2

At final hearing, petitioner testified on his own behalf and presented the testimony of Ralph O. Bowers, city manager of the City of Jasper. Also, he offered petitioner's exhibits 1-24. All exhibits were received in evidence. DOC presented the testimony of C. R. Cason, former superintendent of Hamilton Correctional Institution (HCI); Major Joseph H. Kennedy, an HCI employee; Sgt. Charles R. Burnett, an HCI employee; and Cathy Hayden, the HCI personnel manager. Also, it offered DOC's exhibits 1-3. All exhibits were received in evidence.

The parties did not elect to prepare a transcript of hearing. Proposed findings of fact and conclusions of law were filed by the parties on August 10, 1993. A ruling on each proposed finding of fact is made in the Appendix attached to this Recommended Order.

FINDINGS OF FACT

Based upon the entire record, the following findings of fact are determined:

1. Petitioner, Glen D. Sowells, who is black and now 35 years of age, was hired by the City of Jasper (City) in 1988 as a truck driver. In 1989, the City entered into an "Agency/Public Works Agreement" with respondent, Department of Corrections (DOC), whereby one of DOC's facilities, Hamilton Correctional Institution (HCI), would supply inmates to work on public projects for the City. Among other things, the agreement called for the City to supervise the inmates "in accordance with Corrections' rules and regulations" and for any City employee engaged in that activity to undergo sixteen hours of orientation training prior to assuming his duties. After receiving such training, the City employee would receive a certification from DOC attesting that he was competent to supervise inmates. At about the same time, the City made it a condition of employment for any employees whose job duties included supervising inmates to have a valid certification from DOC. Because petitioner's job duties included supervising inmates, he was required to undergo training at HCI and subsequently received his certification. He also completed two of the annual HCI training classes to maintain his certification.

2. Under Rule 33-3.066, Florida Administrative Code, DOC employees are authorized to use force against a prisoner only under six conditions. By policy, however, a non-DOC employee such as petitioner was authorized to use force against a prisoner only under two conditions: (1) self-defense and (2) to prevent injury to a person. Petitioner was aware of this policy. Petitioner and other City employees were also told that the "use of force to control an inmate should be considered as a last resort." If unnecessary force was used against an inmate, this was considered a serious offense. Indeed, after May 1991, and pursuant to a directive issued by the DOC Secretary to all correctional institutions, including HCI, the use of unnecessary force was a matter of serious concern, and institutions were told to take "more severe action" against all violators. Although the directive itself was not made a part of this record, HCI understood the terms of the directive to be those described above. Therefore, HCI implemented a policy of taking "more severe action" against any persons violating its rules or policy regarding the excessive use of force. Since City employees were not subject to discipline by DOC for violating its rules and policy, DOC's only remedy was to take disciplinary action against that individual's certification. According to the testimony, when the events herein occurred, any person using unauthorized force against an inmate was not given a "second chance."

ATTACHMENT 0157

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-001500

DATE ENTERED: 6/25/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93001500.PDF

PAGE(S): 2

retaliation for complaining of a hostile work environment. The undersigned, at the hearing, after affording counsel for Respondent an opportunity to object, permitted the amendment.

At the hearing, Petitioner testified in his own behalf and presented the testimony of Matthew A. Mancini and Wanda E. Mosley, and introduced Petitioner's Exhibits 1 through 22. Respondent presented the testimony of Diane L. Trithart, President and CEO of CCCS; Mary Jo Warhul, an operations support person with Respondent; Wanza Mosley, under Petitioner's supervision; and Gloria A. Jackson, Director of Financial Operations for CCCS. Respondent also introduced Respondent's Exhibits 1 through 11.

No transcript was provided and only Respondent's counsel submitted Proposed Findings of Fact which have been accepted and are incorporated into this Order. Petitioner submitted post-hearing materials entitled "Additional Evidence Which Disputes Respondent's Credibility". This material was also furnished to counsel for Respondent who failed to object thereto. Therefore, these matters have been considered in the preparation of this Recommended Order.

FINDINGS OF FACT

1. At all times pertinent to the issues herein, Respondent, CCCS, was a nonprofit charitable corporation engaged in providing personal financial and credit counseling in Tampa, affiliated with the United Way. It is an employer within the meaning of the Human Rights Act of 1977 and Title 7 of the Civil Rights Act of 1964, as amended.

2. CCCS has adopted, and had in effect at all times pertinent herein, a written policy of equal employment opportunity and affirmative action. This policy is outlined in a personnel policy manual prepared by CCCS which is provided to all employees and which was provided to Petitioner.

3. In August, 1991, CCCS management decided to hire an individual to fill the vacant accounts manager position. Initial screening of applicants was conducted by Gloria Jackson who interviewed several candidates, including Petitioner, and recommended three of these to the President, Diane Trithart. Petitioner, Emmanuel Ebeh, was one of the three recommended and was the successful candidate selected by Ms. Trithart.

4. At the time, Petitioner, who is black and a native of Nigeria, was residing, with his family, at Metropolitan Ministries because he was unable to provide housing and sustenance for his family without employment. He had no experience in either personal financial management or employee supervision. Up until that time, he had worked as a cook, a kitchen helper, a mail room clerk, and a pipe-fitter's helper. However, even with his lack of supervisory experience and an absence of supervisory training, Ms. Trithart felt he should be afforded this opportunity.

5. Petitioner's immediate supervisor was Ms. Jackson. She assisted Petitioner and his family in their move into government assisted housing, even to the extent of having her husband rent a truck to help move Petitioner's personal belongings and the furniture donated by Metropolitan Ministries to their new home.

ATTACHMENT 0158

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-001557

DATE ENTERED: 7/14/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93001557.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ANGELO P. RIVERS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 93-1557
	)	
DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, Don W. Davis, held a formal hearing in the above-styled case on April 15 and April 26-28, 1994, in Tallahassee, Florida.

APPEARANCES

For Petitioner: Angelo Rivers, Pro Se
2794 Pennsylvania Avenue
Marianna, Florida 32446

For Respondent: Floyd A. Hennen
Attorney At Law
Department of Agriculture
and Consumer Services
407 Calhoun Street
The Mayo Building, Room 515
Tallahassee, Florida 32301

STATEMENT OF THE ISSUES

The issue for determination is whether Respondent is guilty of discrimination in employment on the basis of race in connection with the terms and conditions of employment of Petitioner.

PRELIMINARY STATEMENT

On July 24, 1992, Petitioner filed a charge of discrimination against Respondent. Petitioner, who is black, alleged that he was being treated disparately in his employment as a laboratory technician in Respondent's pesticide laboratory on the basis of race.

On March 4, 1993, the Florida Commission on Human Relations entered a Notice of Determination: No Cause. On March 18, 1993, Petitioner filed a Petition for Relief with the Commission. The Petition alleged that Respondent had committed an unlawful employment practice with respect to conditions and privileges of Petitioner's employment without a legal basis in violation of Sections 760.01-760.10, Florida Statutes.

ATTACHMENT 0159

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-001573

DATE ENTERED: 10/19/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93001573.PDF

PAGE(S): 3

FINDINGS OF FACT

1. Petitioners, Merculier Olizia, Castel Olizia, and Francois Norelia ("Petitioners"), are black individuals of Haitian national origin. Mr. M. Olizia and Mr. Norelia were employed by Marine Muffler Corporation ("Marine Muffler") until March 10, 1992, when they were involuntarily discharged. Mr. C. Olizia was not involuntarily discharged but was removed from Marine Muffler's payroll sometime in 1992 after March 10, 1992.

2. Marine Muffler is an employer for the purposes of this proceeding. Marine Muffler is engaged in the business of building fiberglass mufflers in Apopka, Florida for use in inboard boats. Marine Muffler's customers are primarily manufacturers of inboard boats.

3. All of the outstanding stock of Marine Muffler is owned by Mr. Emery Sims, Mr. David Parks, and Mr. Sims' father. Mr. Sims is the President of Marine Muffler but is not a party to this proceeding. Respondent, David T. Parks, is the Vice President of Marine Muffler. Respondent, Lee Witte, is the plant manager for Marine Muffler. Mr. Witte has authority to hire and fire plant personnel, including Petitioners.

4. Petitioners worked in Marine Muffler's assembly plant on the same eight member work crew. Mr. M. Olizia was the lead crew member. Mr. Norelia was the assistant/substitute lead crew member.

5. Only Mr. M. Olizia and Mr. Norelia can read plans and drawings. A work crew must be able to read plans and drawings in order to assemble mufflers.

6. The normal work week is Monday through Thursday for 10 hours a day. Work done on Friday qualifies as overtime and is compensated at a rate equal to 1.5 times the normal hourly rate of compensation.

7. Marine Muffler agrees to a shipping date for each work order it receives. Late shipment of mufflers to customers may delay the customer's production and jeopardizes customer relations for Marine Muffler.

8. During the payroll week ending March 7, 1992, Marine Muffler was behind in deliveries to important customers. For this reason, employees, including Petitioners, had been working overtime. Petitioners knew of the reason for the overtime work.

9. On Monday, March 9, 1992, Mr. Norelia came to the office of Mr. Witte early in the workday and said that he would not be able to work on Tuesday, March 10, 1992, for personal reasons. Mr. Norelia represented that he would be back at work on Wednesday, March 11, 1992. Mr. Witte assented to Mr. Norelia's request for leave on Tuesday, March 10, 1992.

10. Shortly thereafter, Mr. Baptiste came to Mr. Witte's office and asked for the day off on Tuesday, March 10, 1992. Mr. Baptiste said that he had personal matters to attend to and would return to work on Wednesday, March 11, 1992. Mr. Witte assented.

ATTACHMENT 0160

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-001575

DATE ENTERED: 1/12/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93001575.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MYRA C. MCKINNEY, Petitioner, vs. COLONIAL INSURANCE COMPANY OF CALIFORNIA, Respondent.	)	CASE NO. 93-1575

RECOMMENDED ORDER

Pursuant to notice, this cause came on for formal proceeding before P. Michael Ruff, duly-designated Hearing Officer of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: Myra McKinney, pro se
1823 Mayfair Road
Tallahassee, Florida 32303

For Respondent: Lucinda A. Reynolds, Esquire
McCutchan, Druen, Maynard, Rath & Dietrich
One Nationwide Plaza
Columbus, Ohio 43216

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding concern whether Petitioner, Myra McKinney, was discriminated against in her employment by being terminated, allegedly on account of her race, which is black.

PRELIMINARY STATEMENT

This cause arose upon the filing of a complaint with the Florida Commission on Human Relations (Commission) by Myra McKinney. In the complaint she alleged that she had been terminated from her position as processing manager for the Respondent on account of her race, which is black. She has also alleged that she was terminated wrongfully and not of sheer necessity. The Commission conducted an investigation and a Notice of Determination of No Cause was issued on February 12, 1993. In due course a petition for relief was filed on March 15, 1993, and the cause was transmitted to the Division of Administrative Hearings and ultimately the undersigned Hearing Officer.

The cause came on for hearing as noticed. The Petitioner presented seven exhibits which were admitted into evidence and eight witnesses. The Respondent presented four exhibits which were admitted into evidence. Additionally,

ATTACHMENT 0161

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-001589

DATE ENTERED: 10/19/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93001573.PDF

PAGE(S): 3

FINDINGS OF FACT

1. Petitioners, Merculier Olizia, Castel Olizia, and Francois Norelia ("Petitioners"), are black individuals of Haitian national origin. Mr. M. Olizia and Mr. Norelia were employed by Marine Muffler Corporation ("Marine Muffler") until March 10, 1992, when they were involuntarily discharged. Mr. C. Olizia was not involuntarily discharged but was removed from Marine Muffler's payroll sometime in 1992 after March 10, 1992.

2. Marine Muffler is an employer for the purposes of this proceeding. Marine Muffler is engaged in the business of building fiberglass mufflers in Apopka, Florida for use in inboard boats. Marine Muffler's customers are primarily manufacturers of inboard boats.

3. All of the outstanding stock of Marine Muffler is owned by Mr. Emery Sims, Mr. David Parks, and Mr. Sims' father. Mr. Sims is the President of Marine Muffler but is not a party to this proceeding. Respondent, David T. Parks, is the Vice President of Marine Muffler. Respondent, Lee Witte, is the plant manager for Marine Muffler. Mr. Witte has authority to hire and fire plant personnel, including Petitioners.

4. Petitioners worked in Marine Muffler's assembly plant on the same eight member work crew. Mr. M. Olizia was the lead crew member. Mr. Norelia was the assistant/substitute lead crew member.

5. Only Mr. M. Olizia and Mr. Norelia can read plans and drawings. A work crew must be able to read plans and drawings in order to assemble mufflers.

6. The normal work week is Monday through Thursday for 10 hours a day. Work done on Friday qualifies as overtime and is compensated at a rate equal to 1.5 times the normal hourly rate of compensation.

7. Marine Muffler agrees to a shipping date for each work order it receives. Late shipment of mufflers to customers may delay the customer's production and jeopardizes customer relations for Marine Muffler.

8. During the payroll week ending March 7, 1992, Marine Muffler was behind in deliveries to important customers. For this reason, employees, including Petitioners, had been working overtime. Petitioners knew of the reason for the overtime work.

9. On Monday, March 9, 1992, Mr. Norelia came to the office of Mr. Witte early in the workday and said that he would not be able to work on Tuesday, March 10, 1992, for personal reasons. Mr. Norelia represented that he would be back at work on Wednesday, March 11, 1992. Mr. Witte assented to Mr. Norelia's request for leave on Tuesday, March 10, 1992.

10. Shortly thereafter, Mr. Baptiste came to Mr. Witte's office and asked for the day off on Tuesday, March 10, 1992. Mr. Baptiste said that he had personal matters to attend to and would return to work on Wednesday, March 11, 1992. Mr. Witte assented.

ATTACHMENT 0162

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-001590

DATE ENTERED: 10/19/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93001573.PDF

PAGE(S): 3

FINDINGS OF FACT

1. Petitioners, Merculier Olizia, Castel Olizia, and Francois Norelia ("Petitioners"), are black individuals of Haitian national origin. Mr. M. Olizia and Mr. Norelia were employed by Marine Muffler Corporation ("Marine Muffler") until March 10, 1992, when they were involuntarily discharged. Mr. C. Olizia was not involuntarily discharged but was removed from Marine Muffler's payroll sometime in 1992 after March 10, 1992.

2. Marine Muffler is an employer for the purposes of this proceeding. Marine Muffler is engaged in the business of building fiberglass mufflers in Apopka, Florida for use in inboard boats. Marine Muffler's customers are primarily manufacturers of inboard boats.

3. All of the outstanding stock of Marine Muffler is owned by Mr. Emery Sims, Mr. David Parks, and Mr. Sims' father. Mr. Sims is the President of Marine Muffler but is not a party to this proceeding. Respondent, David T. Parks, is the Vice President of Marine Muffler. Respondent, Lee Witte, is the plant manager for Marine Muffler. Mr. Witte has authority to hire and fire plant personnel, including Petitioners.

4. Petitioners worked in Marine Muffler's assembly plant on the same eight member work crew. Mr. M. Olizia was the lead crew member. Mr. Norelia was the assistant/substitute lead crew member.

5. Only Mr. M. Olizia and Mr. Norelia can read plans and drawings. A work crew must be able to read plans and drawings in order to assemble mufflers.

6. The normal work week is Monday through Thursday for 10 hours a day. Work done on Friday qualifies as overtime and is compensated at a rate equal to 1.5 times the normal hourly rate of compensation.

7. Marine Muffler agrees to a shipping date for each work order it receives. Late shipment of mufflers to customers may delay the customer's production and jeopardizes customer relations for Marine Muffler.

8. During the payroll week ending March 7, 1992, Marine Muffler was behind in deliveries to important customers. For this reason, employees, including Petitioners, had been working overtime. Petitioners knew of the reason for the overtime work.

9. On Monday, March 9, 1992, Mr. Norelia came to the office of Mr. Witte early in the workday and said that he would not be able to work on Tuesday, March 10, 1992, for personal reasons. Mr. Norelia represented that he would be back at work on Wednesday, March 11, 1992. Mr. Witte assented to Mr. Norelia's request for leave on Tuesday, March 10, 1992.

10. Shortly thereafter, Mr. Baptiste came to Mr. Witte's office and asked for the day off on Tuesday, March 10, 1992. Mr. Baptiste said that he had personal matters to attend to and would return to work on Wednesday, March 11, 1992. Mr. Witte assented.

ATTACHMENT 0163

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-001591

DATE ENTERED: 10/19/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93001573.PDF

PAGE(S): 3

FINDINGS OF FACT

1. Petitioners, Merculier Olizia, Castel Olizia, and Francois Norelia ("Petitioners"), are black individuals of Haitian national origin. Mr. M. Olizia and Mr. Norelia were employed by Marine Muffler Corporation ("Marine Muffler") until March 10, 1992, when they were involuntarily discharged. Mr. C. Olizia was not involuntarily discharged but was removed from Marine Muffler's payroll sometime in 1992 after March 10, 1992.

2. Marine Muffler is an employer for the purposes of this proceeding. Marine Muffler is engaged in the business of building fiberglass mufflers in Apopka, Florida for use in inboard boats. Marine Muffler's customers are primarily manufacturers of inboard boats.

3. All of the outstanding stock of Marine Muffler is owned by Mr. Emery Sims, Mr. David Parks, and Mr. Sims' father. Mr. Sims is the President of Marine Muffler but is not a party to this proceeding. Respondent, David T. Parks, is the Vice President of Marine Muffler. Respondent, Lee Witte, is the plant manager for Marine Muffler. Mr. Witte has authority to hire and fire plant personnel, including Petitioners.

4. Petitioners worked in Marine Muffler's assembly plant on the same eight member work crew. Mr. M. Olizia was the lead crew member. Mr. Norelia was the assistant/substitute lead crew member.

5. Only Mr. M. Olizia and Mr. Norelia can read plans and drawings. A work crew must be able to read plans and drawings in order to assemble mufflers.

6. The normal work week is Monday through Thursday for 10 hours a day. Work done on Friday qualifies as overtime and is compensated at a rate equal to 1.5 times the normal hourly rate of compensation.

7. Marine Muffler agrees to a shipping date for each work order it receives. Late shipment of mufflers to customers may delay the customer's production and jeopardizes customer relations for Marine Muffler.

8. During the payroll week ending March 7, 1992, Marine Muffler was behind in deliveries to important customers. For this reason, employees, including Petitioners, had been working overtime. Petitioners knew of the reason for the overtime work.

9. On Monday, March 9, 1992, Mr. Norelia came to the office of Mr. Witte early in the workday and said that he would not be able to work on Tuesday, March 10, 1992, for personal reasons. Mr. Norelia represented that he would be back at work on Wednesday, March 11, 1992. Mr. Witte assented to Mr. Norelia's request for leave on Tuesday, March 10, 1992.

10. Shortly thereafter, Mr. Baptiste came to Mr. Witte's office and asked for the day off on Tuesday, March 10, 1992. Mr. Baptiste said that he had personal matters to attend to and would return to work on Wednesday, March 11, 1992. Mr. Witte assented.

ATTACHMENT 0164

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-001948

DATE ENTERED: 11/22/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93001948.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

BARBARA GREEN,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 93-1948
	)	
PERSONNEL POOL OF AMERICA, INC.,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, Mary Clark, held a formal hearing in the above-styled case on August 31, 1993. As stipulated by the parties, the hearing was conducted by telephone conference. The Petitioner participated from Jacksonville, Florida; the Respondent participated from its office in Orlando, and attorney's office in Ft. Lauderdale, Florida; and the Hearing Officer and court reporter were located at the division office in Tallahassee, Florida.

APPEARANCES

For Petitioner: Barbara Green
(representing herself)
46 East Robinson Street
Orlando, Florida 32801

For Respondent: Lisse R. Groff, Esquire
Personnel Pool of America, Inc.
2050 Spectrum Boulevard
Fort Lauderdale, Florida 33309

STATEMENT OF THE ISSUES

Petitioner's complaint and petition for relief allege that Respondent has discriminated against her on account of her race, black, by refusing to refer her for employment in 1991. The issue for determination is whether that violation of section 760.10, F.S. occurred, and if so, what relief is appropriate.

PRELIMINARY STATEMENT

Petitioner's complaint and petition were referred by the Florida Commission on Human Relations to the Division of Administrative Hearings on April 8, 1993. After Petitioner failed to appear at a hearing scheduled in Orlando on July 21, 1993, a series of telephone conferences were held, and the hearing proceeded by telephone as described above.

ATTACHMENT 0165

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-001952

DATE ENTERED: 9/17/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93001952.PDF

PAGE(S): 2

Commission. Respondent filed its Answer and Affirmative Defenses on April 28, 1993. Upon proper notice, a formal hearing was conducted in Orlando, Florida on July 30, 1993.

At the hearing, Petitioner testified in his own behalf, and called seven (7) witnesses. Petitioner offered three exhibits into evidence. Respondent called four witnesses, and offered four exhibits into evidence. During the course of the hearing, Petitioner sought to elicit testimony relating to the issues of hostile work environment and disparate treatment in the work place. Respondent objected, and moved to strike. The Hearing Officer reserved ruling on the motions. Respondent was permitted to have a continuing objection. On review of the pleadings and the testimony in this matter, Respondent's motion is GRANTED. Upon conclusion of the testimony, the parties made closing argument, and were provided the opportunity to submit proposed findings of fact, conclusions of law and legal argument within ten days of the conclusion of the hearing. A transcript was not ordered. Petitioner has filed proposed findings which were received on August 6, 1993. Respondent files its proposed findings on September 3, 1993. The parties' proposed findings have been given careful consideration, and are addressed in the Appendix attached hereto.

Based upon all of the evidence, the following findings of fact are determined:

FINDINGS OF FACT

1. The Respondent David M Company is a subsidiary of Flint Ink Corporation and is in the business of manufacturing a specialized type of printing paper. Respondent is an employer under the Florida Human Rights Act of 1977, as amended.

2. Petitioner has been employed with David M Company for approximately four years as an operator. Petitioner is an African-American, and a member of a protected class. He is the only African-American who is assigned to work in the Mill/Mixing Room.

3. Due to missing and unaccounted for equipment, Respondent had made a business decision to purchase new lockers for the shop employees in early February, 1992. The purchase of these new lockers was to help deal with the loss of equipment due to negligence and/or pilfering. The old lockers were disposed of by donation to a local school.

4. On or about February 11, 1992, Petitioner's supervisor, Jeff Bardusch, was in the process of reissuing new safety equipment to his employees, including Petitioner. They were to be stored in the new lockers with combination locks. They ran out of goggles prior to distribution to Petitioner. Those workers who received safety goggles were white.

5. Petitioner complained that he was being assigned to a work detail without proper safety equipment (safety goggles). Additional safety goggles had been ordered by Respondent, and would have been provided to Petitioner within the next day or two. As Petitioner was being reissued his remaining safety equipment, he also objected to signing a form stating that he had read and agreed to abide by the new safety rules and regulations. These safety rules and regulations had been discussed by all the employees for several months, and had been adopted and approved by all his coworkers.

ATTACHMENT 0166

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-001953

DATE ENTERED: 12/13/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93001953.PDF

PAGE(S): 2

Prior to the final hearing, the parties filed a Joint Pre-Hearing Stipulation, containing stipulated facts. The stipulated facts contained therein have been included in this Recommended Order.

At the final hearing the Petitioner testified on his own behalf and presented the testimony of Daniel Riccardo Paige, Sr. No exhibits were offered by the Petitioner.

The Respondent presented the testimony of Frances Felix and David S. Ferguson. The Respondent presented 3 exhibits which were accepted into evidence.

A transcript of the final hearing was filed on November 3, 1993. Proposed recommended orders were to be filed, after a one week extension was requested and granted, on or before November 22, 1993. The Respondent's proposed recommended order was filed on November 22, 1993. The Petitioner's proposed recommended order was not filed until November 29, 1993. No objection to the Petitioner's late proposed recommended order has been filed. It also does not appear from the Petitioner's proposed recommended order that any undue advantage was gained by filing the proposed recommended order late. Accordingly, both proposed recommended orders have been considered.

The proposed recommended orders of the parties contain proposed findings of fact. A ruling on each proposed finding of fact has been made either directly or indirectly in this Recommended Order or the proposed finding of fact has been accepted or rejected in the Appendix which is attached hereto.

FINDINGS OF FACT

A. The Parties.

1. The Petitioner, Charles H. Willis, Jr., is a black male.

2. The Respondent, State of Florida, Department of Transportation (hereinafter referred to as the "Department"), is an agency of the State of Florida.

B. Mr. Willis' Employment by the Department.

3. Mr. Willis was hired and began employment with the Department in 1985. (Stipulated Fact).

4. Mr. Willis continued employment with the Department until February 6, 1992. (Stipulated Fact).

5. At the time of his dismissal from employment, Mr. Willis held the position of a Senior Clerk.

6. As a Senior Clerk, Mr. Willis' job duties included duties related to the storage and retrieval of documents pertinent to the Department's activities. Among other things, Mr. Willis went to offices of the Department, picked up boxes of records and prepared the boxes for storage. Mr. Willis was required as a part of his employment to lift boxes of records.

C. Mr. Willis' Automobile Accident.

ATTACHMENT 0167

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-002052

DATE ENTERED: 10/19/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93002052.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MELVIN ADAMS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 93-2052
	)	
CITY OF MONTICELLO,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, Don W. Davis, held a formal hearing in the above-styled case on September 9, 1993, in Monticello, Florida.

APPEARANCES

For Petitioner: Melvin Adams, Pro Se
1417 Happy Street
Madison, Florida 32340

For Respondent: Brian T. Hayes, Esquire
245 East Washington Street
Monticello, Florida 32344

STATEMENT OF THE ISSUES

The issue for determination is whether Respondent is guilty of discrimination in employment on the basis of race in connection with the terms and conditions of employment of Petitioner.

PRELIMINARY STATEMENT

On March 10, 1992, Petitioner filed a charge of discrimination against Respondent. Petitioner, who is black, alleged that his employment as a truck driver with Respondent's sanitation department was terminated as a result of Petitioner's race.

On October 21, 1992, the Florida Commission on Human Relations entered a Notice of Determination: No Cause. On February 10, 1993, the Commission issued a Redetermination: No Cause.

Petitioner filed a Petition for Relief with the Commission on April 8, 1993. The Petition alleged that Respondent had committed an unlawful employment practice with respect to compensation, conditions and privileges of Petitioner's employment without a legal basis in violation of Sections 760.01-760.10, Florida Statutes.

ATTACHMENT 0168

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-002252

DATE ENTERED: 2/2/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93002252.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

LERTHER J. YHAP,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 93-2252
	)	
DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Upon due notice, this cause came on for formal hearing on August 12, 1993 in Tallahassee, Florida, before Ella Jane P. Davis, a duly assigned hearing officer of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: Jack McLean, Esquire
Legal Services for North Florida
2119 Delta Way
Tallahassee, Florida 32303-4220

For Respondent: John R. Perry, Esquire
Department of Health and
Rehabilitative Services
2639 North Monroe Street, Suite 252
Tallahassee, Florida 32399-2949

STATEMENT OF THE ISSUES

Whether or not Petitioner is entitled to relief from an unlawful employment practice, i.e., disparate treatment based on her sex, female, and her race, black (Afro-American).

PRELIMINARY STATEMENT

This case arrives for de novo proceedings before the Division of Administrative Hearings after a March 29, 1993 "No Cause" Determination by the Florida Commission on Human Relations of Petitioner's claim filed December 10, 1992. The subsequent Petition for Relief was transmitted to the Division of Administrative Hearings on April 22, 1993. Respondent Department of Health and Rehabilitative Services' Response (Answer) was filed May 19, 1993.

At formal hearing, Petitioner presented the oral testimony of Sheila Bethea and Betty Simmons Remming and testified on her own behalf. Ten of Petitioner's eleven identified exhibits were admitted in evidence.

ATTACHMENT 0169

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-002349

DATE ENTERED: 10/27/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93002349.PDF

PAGE(S): 2

At final hearing, respondents made an ore tenus motion to dismiss the petition on the ground the matter was moot and no relief could be granted. After hearing argument of counsel, the undersigned granted the motion. Since the motion was dispositive of the case, this Recommended Order has been entered. The bases for this ruling are set forth below and memorialize the ruling made at the conclusion of the hearing.

FINDINGS OF FACT

Based upon the entire record, including the pleadings and argument of counsel, the following findings of fact are determined:

1. Petitioner, Carolyn E. Simmons, is a black female. In 1990, she began employment as a cook with respondent, Inverness Inn (Inn), an employer allegedly subject to the Florida Human Rights Act, as amended. At that time, the Inn was owned by respondent, Cvetko Blazevski. On March 25, 1992, petitioner filed a charge of discrimination with the Commission on Human Relations (Commission) alleging that she was "harassed and subjected to racial terms by Mr. Cretko (sic) Blazevski, Owner, from the beginning of (her) employment until the present time." For the purpose of ruling on this motion only, the undersigned has accepted this allegation as being true. The charge of discrimination, and the petition for relief subsequently filed, did not specify the relief being sought.

2. In April 1992, Blazevski's ownership in the Inn was terminated by a court, and the Inn later closed and went out of business. Petitioner continued to work in her position as a cook after Blazevski left the Inn and until it closed.

3. According to petitioner's counsel, Simmons seeks only compensatory damages against respondents for their conduct.

CONCLUSIONS OF LAW

4. The Division of Administrative Hearings has jurisdiction of the subject matter and the parties hereto pursuant to Subsection 120.57(1), Florida Statutes.

5. Subsection 760.10(13), Florida Statutes, provides in pertinent part as follows:

> (13) In the event that the commission, in the case of a complaint filed under subsection (10)....finds that an unlawful employment practice has occurred, it shall issue an order prohibiting the practice and providing affirmative relief from the effects of the practice, including reasonable attorney's fees. Upon such notice as the commission... may require, such order, or any subsequent order upon the same complaint or action, may provide relief for all individuals aggrieved by an such employment practice. No liability for back pay shall accrue from a date more than 2 years prior to the filing of a complaint with the commission.

ATTACHMENT 0170

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-002525

DATE ENTERED: 9/2/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93002525.PDF

PAGE(S): 2

The transcript of hearing was filed on August 16, 1993. Proposed findings of fact and conclusions of law were filed by petitioner on August 23, 1993. A ruling on each proposed finding of fact is made in the Appendix attached to this Recommended Order.

FINDINGS OF FACT

Based upon the entire record, the following findings of fact are determined:

1. Petitioner, Patsy Smith, who is black, is employed as a court security officer (CSO) for the United States District Court, Northern District of Florida. Court security officers and baliffs are provided to that court under a contract between a security firm and the United States Marshal's Office. When the events herein occurred, respondent, Central Security Systems, Inc. (CSSI), held the contract to supply security services to the court, and petitioner was an employee of that firm. Petitioner asserts without contradiction that CSSI had more than twenty-five employees. Accordingly, respondent is subject to the jurisdiction of the Commission on Human Relations (Commission).

2. Petitioner began work as a CSO in 1983. At that time, the contract was held by Wackenhut Corporation. She is now and has been the only female and black employed in that capacity. All other employees, including her supervisors, are white males, and many are retired members of the Florida Highway Patrol. Although the firm providing security services to the court changes from time to time, there is virtually no turnover in CSOs and bailiffs. CSSI was awarded the contract in 1990 or 1991, and it held the contract until it was terminated in late 1992. The exact dates are not of record. A new firm, MBM Security Company, now has the contract, and petitioner is still employed in the same position. There is no evidence that MBM Security Company and CSSI are related parties or that when MBM Security Company was awarded the contract, it assumed all liabilities of CSSI.

3. Beginning in 1988 or 1989, or before CSSI held the contract, petitioner says she worked in a racially hostile work environment. After CSSI was awarded the contract, and until the contract was terminated in late 1992, petitioner was subjected to a number of racially and sexually hostile events. They included being denied leave time when white male co-workers were given preferential treatment as to taking annual and sick leave, being present when the word "nigger" was used by a co-worker (who was not punished for using that word), being accused of theft of a Coca-Cola and of insubordination when other males doing the same thing as petitioner were not treated in the same way, receiving a written reprimand for having a personal telephone conversation while white male co-workers did not receive reprimands for their personal telephone calls, being denied the opportunity to run personal errands during the day while white male co-workers were given the opportunity to do so, and having personal logs of her work hours kept by other workers and supervisors while no such log was kept for her white male co-workers.

4. In March 1992 petitioner became aware of a new position to be established in her office. This was followed by a memorandum issued in April 1992 advertising an opening for a new position as assistant lead court security officer. Petitioner signed the memorandum indicating her interest in the position and submitted it to her supervisor, Don Curtis, a white male. She applied for the job since she had been told by Curtis that "I want you to be assistant CSO," and she believed she was the most qualified person. Only one

ATTACHMENT 0171

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-002527

DATE ENTERED: 5/16/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93002527.PDF

PAGE(S): 2

The case was assigned to Robert T. Benton, II. Hearing Officer Benton scheduled the final hearing for November 19, 1993, by Notice of Hearing entered July 2, 1993.

On December 29, 1993, the case was reassigned to the undersigned.

At the final hearing the Petitioner testified on his own behalf and presented the testimony of Steve Sumner, Gloria Jacobs, Hannah Davis, Debra Chason, Mary Jane Silcox, Charles Frederick, and Minnie Jane Sapp. The Petitioner also offered 41 exhibits into evidence. Petitioner's exhibits 1 through 40 were accepted into evidence. Petitioner's exhibits 1 and 2 consisted of the deposition testimony of Ms. Chason and Mr. Sumner.

A ruling on Petitioner's exhibit 41, an affidavit from Linda Gray, was reserved. At the close of the final hearing on November 20, 1993, it was agreed that the hearing would be reconvened on Wednesday, November 24, 1993, to take the testimony of Ms. Gray. Hearing Officer Benton, therefore, withheld a ruling on the affidavit until Ms. Gray's testimony was taken. See Page 673 of the Transcript of the Final Hearing.

The portion of the hearing scheduled for November 24, 1993, was subsequently cancelled because of the unavailability of Ms. Gray. During a telephone conference with the parties on February 8, 1994, it was agreed that Ms. Gray's testimony would be taken and submitted by deposition. On March 23, 1994, the deposition testimony of Ms. Gray/Horsley was filed. Ms. Gray's affidavit is hereby accepted as Petitioner's exhibit 41. Ms. Gray's deposition testimony is accepted into evidence as Petitioner's exhibit 42.

During the final hearing the Respondent presented the testimony of Charles Kingary, Jeff Johnson and Ms. Chason. The Respondent presented eighteen exhibits, which were accepted into evidence.

The parties were informed during the telephone conference between the undersigned and the parties that they could file proposed recommended orders. Proposed recommended orders were to be filed within twenty days after the later of the filing of the transcript or Ms. Gray's deposition.

The transcript of the final hearing was filed on February 25, 1994. Ms. Gray's deposition was filed March 23, 1994. The parties were informed by telephone that their proposed recommended orders were due April 12, 1994.

A proposed recommended order was filed by the Respondent on April 12, 1994. No proposed recommended order was filed by the Petitioner. The Respondent's proposed recommended order contains proposed findings of fact. A ruling on each proposed finding of fact has been made either directly or indirectly in this Recommended Order or the proposed finding of fact has been accepted or rejected in the Appendix which is attached hereto.

FINDINGS OF FACT

A. The Parties.

1. The Petitioner, Oscar Jacobs, is an Afro-American. His race is black.

2. The Respondent, the Florida Department of the Lottery (hereinafter referred to as the "Department"), is an agency of the State of Florida.

ATTACHMENT 0172

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-002530

DATE ENTERED: 8/15/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93002530.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

K. E. DONALD,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 93-2530
	)	
WINN-DIXIE STORES, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Upon due notice, this cause came on for formal hearing on June 13, 1994, in Tallahassee, Florida, before Ella Jane P. Davis, a duly assigned Hearing Officer of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: K. E. Donald, pro se
Route 5 Box 205-L
Quincy, Florida 32351

For Respondent: Kenneth G. Mall
Post Office Box B
Jacksonville, Florida 32203-0297

STATEMENT OF THE ISSUE

Whether or not Petitioner is entitled to an award of full-time employment and money damages as a result of an unfair employment practice of Respondent employer; to wit: Respondent's failure to "promote" Petitioner from part-time to full-time employment because Petitioner is black.

PRELIMINARY STATEMENT

On August 17, 1992, Petitioner Donald filed a Charge of Discrimination alleging that Respondent Winn Dixie was guilty of an unlawful employment practice, to wit, racial discrimination in failure to "promote" Petitioner from a part-time position to a full-time position because he is black.

After investigation, the Florida Commission on Human Relations entered and mailed a Notice of Determination: No Cause and Determination: No Cause on March 23, 1993.

Petitioner filed no Request for Redetermination and the Commission did not redetermine the charge, sua sponte, under its discretionary powers.

ATTACHMENT 0173

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-002647

DATE ENTERED: 12/27/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93002647.PDF

PAGE(S): 3

2. Petitioner is Sandra Boatwright, a black female, who worked for PPC for sixteen years. During her career with PPC she received good evaluations.

3. In September 1989, Ms. Boatwright was working in the marking section of the production department. Her duties included putting product units in an oven and removing the units at the end of the baking period. She was a line leader with two to three employees reporting to her. Ms. Boatwright's immediate supervisor was Blynn Gause, the manager of the production department.

4. Stringent government requirements called for the brands on the products to be permanent. During the summer of 1989, a problem had developed concerning the permanency of the marking or branding of the units. Some of the brandings were coming off prematurely. Mr. Gause asked Dolf Storz an employee in the engineering section to find a solution.

5. In order to eliminate possible causes of the problem, Mr. Storz instituted the use of a logbook in the marking section to record the time the units went in and came out of the oven. Logbooks were a common requirement by the engineering section as a means of gathering data. In September 1989, Mr. Storz took the logbook to the marking section and requested the employees, including Ms. Boatwright, to use it.

6. Ms. Boatwright admitted that, contrary to her initial charge, Mr. Storz was never her supervisor.

7. In the latter part of September 1989, after Mr. Gause had returned from a vacation, Ms. Boatwright complained to him that Mr. Storz had been "acting like a king" while Mr. Gause had been away and requested a meeting to discuss the matter. On October 3 Ms. Boatwright, Mr. Gause, and Mr. Storz met in Mr. Gause's office. The discussion centered around the logbook, which the marking section had not been using. Ms. Boatwright did not feel that it was necessary to use the logbook because the marking section was already using an informal logbook to track the units in production. Mr. Storz's position was that the logbook was required by the production specifications and the informal logbook did not record the times the units went in and came out of the oven. Mr. Gause resolved the issue by requiring Ms. Boatwright and the other employees in the marking section to use the engineering log book. Ms. Boatwright thereafter used the engineering log book.

8. On October 3, 1989, the process specification for the marking process, Device Branding Process Specification No. 200-140 was changed to require that the oven data be recorded in a logbook. This change was called Revision J. Ms. Boatwright signed off on this change.

9. Race had nothing to do with the requirement that a marking logbook be maintained.

10. Mr. Gause never advised Ms. Boatwright that he treated whites better than blacks. There was no disparate treatment of Ms. Boatwright in the terms and conditions of Ms. Boatwright's employment with PPC.

11. In mid September 1989, a vacant position in the Lorlin automatic test area of the quality control department was posted. Ms. Boatwright had previously worked in the quality control department. Some time during late September or early October 1989, Ms. Boatwright approached Marleen Williams Coker (Ms. Williams), the quality manager, and asked to be transferred to that

ATTACHMENT 0174

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-002650

DATE ENTERED: 10/20/1993

RACE: black

LINK: doah.state.fl.us/ROS/1993/93002650.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CISLYN STEPHENSON, Petitioner, vs. SCHOOL BOARD OF BREVARD COUNTY, FLORIDA, Respondent.	)	CASE NO. 93-2650 FCHR NO. 92-4905

RECOMMENDED ORDER

Pursuant to notice, the above-styled matter was heard before the Division of Administrative Hearings by its duly designated Hearing Officer, Daniel M. Kilbride, on September 9, 1993, in Melbourne, Florida. The following appearances were entered:

APPEARANCES

For Petitioner: Emil Stephenson
Qualified Representative
2298 September Street
Melbourne, Florida 32935

For Respondent: Bill Walker, Esquire
School Board of Brevard County
2700 St. Johns Street
Melbourne, Florida 32940

STATEMENT OF THE ISSUES

Whether Petitioner, a member of a protected class, was denied promotion to the position of Secretary III with the Respondent in the Environmental Services Department on or about June 10, 1992, on the basis of her race (African-American), in violation of Section 760.10(1)(a), Florida Statutes (1991).

PRELIMINARY STATEMENT

The Petitioner filed a complaint with EEOC on or about July 13, 1992, charging the Respondent with employment discrimination under Title VII of the Civil Rights Act of 1964. The case was sent for initial processing to the Florida Commission on Human Relations. Subsequently, on or about May 3, 1993, a determination was issued by the FCHR. In a letter dated May 6, 1993, the Petitioner requested a hearing, and filed a Petition for Relief with the FCHR.

This matter was referred by FCHR to the Division of Administrative Hearings for formal hearing de novo on May 12, 1993. Following discovery, a formal hearing was held.

ATTACHMENT 0175

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-003994

DATE ENTERED: 4/7/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93003994.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

WARREN D. BROWN, Petitioner, vs. DADE COUNTY POLICE BENEVOLENT ASSOCIATION, Respondent.	)	CASE NO. 93-3994

RECOMMENDED ORDER

Pursuant to written notice, a formal hearing was held in this case before Errol H. Powell, a duly designated Hearing Officer of the Division of Administrative Hearings, on November 5, 1993, in Miami, Florida.

APPEARANCES

For Petitioner: Warren D. Brown, pro se
630 Northwest 186th Street
Miami, Florida 33169

For Respondent: Rhea P. Grossman, Esquire
2710 Douglas Road, Suite 300
Miami, Florida 33133-2749

STATEMENT OF THE ISSUES

The issue for determination at final hearing was whether Respondent discriminated against Petitioner based on his race (Black) in violation of the Florida Human Rights Act.

PRELIMINARY STATEMENT

On or about January 19, 1993, Warren D. Brown (Petitioner) filed a discrimination charge with the Florida Commission on Human Relations (Commission) against the Dade County Police Benevolent Association (Respondent). In essence, Petitioner who is one of Respondent's members alleged that, because of his race (black), Respondent did not provide him the same representation in his disciplinary action that Respondent provided to white officers who are also members of Respondent in their disciplinary actions.

After an investigation by the Commission, on July 1, 1993, it issued a notice of no cause determination. The Commission determined that, even though Petitioner had shown a prima facie violation of Florida's Human Rights Act of 1992, Respondent had shown legitimate nondiscriminatory reasons for its action complained of and that Petitioner had failed to show that Respondent's reasons were pretextual. Consequently, the Commission determined that there was no reasonable cause to believe that Respondent discriminated against Petitioner.

ATTACHMENT 0176

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-004304

DATE ENTERED: 9/13/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/92007515.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CARL A. HAMM, Petitioner, vs. STARKE NURSING HOME, d/b/a WHISPERING PINES CARE CENTER, Respondent.	)	CASE NO. 92-7515
CARL A. HAMM, Petitioner, vs. CAMBRIDGE HEALTH CARE OF STARKE, INC., Respondent.	)	CASE NO. 93-4304

RECOMMENDED ORDER

Upon due notice, these consolidated causes came on for formal hearing on December 15, 1993 in Starke Florida, before Ella Jane P. Davis, a hearing officer duly assigned in the place of former Hearing Officer Robert T. Benton, II. Thereafter, these consolidated cases continued to be heard on December 16, 1993, January 26-28, 1994, and February 21, 1994.

APPEARANCES

For Petitioner: Joseph W. Little, Esquire
3731 North West 13th Place
Gainesville, Florida 32605

For Respondents: Terrence M. Brown, Esquire
Brown and Christopher
Post Office Box 40
Starke, Florida 32091-0040

STATEMENT OF THE ISSUES

(1) DOAH Case No. 92-7515 (FCHR No. 92-0215) charges the named Respondent with an unlawful employment practice, to wit: in August 1991, demoting Petitioner from the job of "maintenance supervisor" because of his race, black, in violation of Section 760.01 et seq., F.S. [1991].

(2) DOAH Case No. 93-4304 (FCHR No. 93-1973) charges the named Respondent with an unlawful employment practice, to wit: on September 11, 1992, firing

ATTACHMENT 0177

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-004399

DATE ENTERED: 10/11/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93004399.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

DAWN D. SCHUSTER,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 93-4399
	)	
GAB BUSINESS SERVICES, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, this cause came on for formal hearing before P. Michael Ruff, duly-designated Hearing Officer of the Division of Administrative Hearings, on April 28, 1994, in Jacksonville, Florida.

APPEARANCES

For Petitioner: Reginald Estell, Jr., Esquire
816 Broad Street
Jacksonville, Florida 32202

For Respondent: Kalvin M. Grove, Esquire
FOX AND GROVE
360 Central Avenue, 11th Floor
St. Petersburg, Florida 33701

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding concern whether the Petitioner was subjected to a discriminatory employment action on account of her race (black) and her disability ("severe asthmatic"). See, Section 760.10, Florida Statutes.

PRELIMINARY STATEMENT

This cause arose upon the filing of a complaint of discrimination by the above-named Petitioner with the Florida Commission on Human Relations (Commission) on July 29, 1992 alleging that the Petitioner was discriminated against by the Respondent, in violation of Chapter 760, Florida Statutes, involving her allegations that she was harassed, denied a promotional position, and terminated, effective May 31, 1992, on account of her race (black) and her disability ("severe asthmatic"). The Commission, on June 2, 1993, determined that there was no reasonable cause to believe that an unlawful employment practice had occurred. Thereafter, on July 2, 1993, a Petition for Relief was filed by the Petitioner, which was ultimately transmitted to the undersigned Hearing Officer for conduct of a hearing before the Division of Administrative Hearings.

ATTACHMENT 0178

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-004641

DATE ENTERED: 12/1/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93004641.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

PAMELA R. DALLIS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 93-4641
	)	
UNIVERSITY OF FLORIDA,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the above matter was heard before the Division of Administrative Hearings by its duly-designated Hearing Officer, P. Michael Ruff. The hearing began in Jacksonville, Florida, on February 17, 1994 and continued in Gainesville, Florida, on September 15, 1994.

APPEARANCES

For Petitioner: Pamela R. Dallis
8050 Arlington Expressway, Number C-401
Jacksonville, Florida 32211

For Respondent: Isis Carbajal de Garcia, Esq.
Associate General Counsel
University of Florida
207 Tigert Hall
Gainesville, Florida 32611

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding are whether the Petitioner was discriminatorily dismissed from her employment by the Respondent on the basis of race and whether she was retaliated against by the Respondent for filing a complaint of discrimination with the City of Jacksonville.

PRELIMINARY STATEMENT

On January 19, 1993, the Petitioner filed a charge of discrimination against the Respondent. The Petitioner alleged that the Respondent had terminated her from employment due to the Petitioner's race (African American). The Florida Commission on Human Relations entered a "Notice of Determination of No Cause" on July 13, 1993. The Petitioner filed a "Petition for Relief from an Unlawful Employment practice" on August 13, 1993 alleging race discrimination for dismissal and retaliation. That Petition was duly referred to the Division of Administrative Hearings and the undersigned Hearing Officer for a proceeding under Section 120.57(1), Florida Statutes (1993). The Respondent filed an answer to the Petition denying the allegations of discrimination, pursuant to Rule 22T-9.008(5), Florida Administrative Code. A hearing was duly scheduled and conducted.

ATTACHMENT 0179

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-004647

DATE ENTERED: 1/26/1994

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1993/93004647.PDF

PAGE(S): 2

The case was noticed for hearing on December 8, 1993. At the formal hearing, the Petitioner presented his own testimony and that of Phyllis McCluskey-Titus. The Respondent called Ms. McCluskey-Titus and Marge Granger of the University personnel office.

Both parties submitted posthearing pleadings which were read and considered. The Appendix attached to this Recommended Order states which of the proposed findings submitted by the parties were adopted and which were rejected and why.

FINDINGS OF FACT

1. The Petitioner is a white male approximately 65 years of age at the time of the hearing, and was 63 years of age when he applied for the position.

2. The Respondent is a state funded university with tens of thousands of students which provides housing for male, female, married, unmarried, undergraduate, and graduate students. This housing is managed and administered by the Respondent.

3. On or about June 26, 1992, the Respondent advertised an opening for employment as a Resident Housing Coordinator, position No. 60584 (the position).

4. The Petitioner timely applied for the position. The position was vacant as a result of the resignation of the incumbent employee.

5. The position had been advertised by various means. The job vacancy notice stated the minimum qualifications and job description of the position.

6. The minimum qualifications for the position were a masters degree or a bachelors degree with two years of experience.

7. The standardized application used by the Respondent asked for the applicant's degrees and the dates it conferred. The application does not ask for the applicant's age. The Petitioner listed his degrees but did not indicate the year in which they were conferred.

8. Ms. Granger, Coordinator of University Relations, Employment and Recruitment, reviewed the various applications for the position. Ms. Granger annotated the Petitioner's application in a handwritten marginal note to check the Petitioner's degree dates.

9. Ms. Granger sent the Petitioner's application to the University housing office for review by Ms. McCluskey-Titus because the Petitioner met the minimum qualifications for the position.

10. In addition to the application, the Petitioner sent a curriculum vitae which indicated his considerable experience to include recently managing a dormitory at a Florida junior college. That position had duties similar to those required for the position for which he was applying at the University.

11. Ms. McCluskey-Titus reviewed the applications for the position in her capacity as Associate Director of the University housing. Ms. McCluskey-Titus manages the 14 on-campus residential halls housing over 4,000 students. The Resident Housing Coordinator oversees developmental programing and is

ATTACHMENT 0180

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-004975

DATE ENTERED: 6/2/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93004975.PDF

PAGE(S): 2

evidence, or were immaterial, irrelevant, cumulative or subordinate. Specific rulings on the parties' Proposed Findings of Fact are contained in the appendix to this Recommended Order.

FINDINGS OF FACT

1. The Respondent Conoco meets the statutory definition of an "employer" within the meaning of Section 760.02, Florida Statutes.

2. Petitioner, Marlan D. Williams, who is black, is a member of a class protected by this statute.

3. Petitioner began work at Conoco on January 4, 1990, as a sales associate and was discharged from his employment on May 27, 1992.

4. When Mr. Williams was hired on January 4, 1990, he was required to sign a new employee agreement. Section 3 of that agreement explains to new employees the importance of good customer relations. After reading the employment contract, Mr. Williams signed the agreement. Mr. Williams testified that he understood the importance of good customer relations. Mr. Williams also testified that he understood that he could be terminated for multiple customer complaints and was aware of a white employee who had been terminated for customer complaints.

5. Conoco's personnel policies and procedures regarding termination state in relevant part that, "involuntary terminations occur for a reason, such as when an employee's performance does not meet acceptable standards, if the employee violates Company policy, or when there is no work available for the individual."

6. The details of Conoco's policy were left up to each sales district's manager. In this case, the district manager was Tammy Hunter. Her policy was that three complaints involving customers would result in termination. Ms. Hunter was not concerned with the truth behind these complaints, but only with the fact of multiple complaints. In the past, Conoco, through Ms. Hunter, has consistently applied its termination policy to employees receiving complaints involving customers in a nondiscriminatory manner. In fact, there was no evidence presented at the hearing that the policy was not applied in a nondiscriminatory or had unintended discriminatory impact. 1/

7. Over the term of his employment Mr. Williams received at least three complaints. Two of the complaints were made by customers directly to Ms. Hunter. One complaint was reported by management to Ms. Hunter and involved a very heated and nasty argument between Mr. Williams and a manager trainee in front of customers. Numerous other incidences of nonspecific poor customer relations involving employees and poor attitude were noted by the store manager, Julia Meuse.

8. Mr. Williams received informal verbal and written counseling regarding his poor behavior towards customers, from his store manager and two assistant store managers.

9. Conoco accordingly discharged Mr. Williams for violation of the Company policy regarding acceptable performance standards in customer relations and customer complaints. The evidence did not demonstrate these reasons were pretextual.

ATTACHMENT 0181

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-005330

DATE ENTERED: 9/8/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93005330.PDF

PAGE(S): 6

6. Subsequently, the axle in Petitioner's truck broke, and when he was questioned about it, he asked for a transfer. On March 3, 1990, the Petitioner was transferred to a shop position in which he repaired rusted or damaged garbage bins (dumpsters), by welding new sides and bottoms on them.

7. The sheets of steel which Petitioner welded on the bins were 6 feet by 12 feet in size and 1/16" thick, and weighed approximately 180 pounds. These sheets were generally cut into smaller pieces prior to being moved from the stack in which they were stored. These pieces of material had to be moved into position to be cut and welded. The bins were moved using backhoes and forklifts. The Petitioner was responsible for moving the pieces of sheet steel and using the equipment to move the bins.

8. On March 17, 1990, the Petitioner received a 5 percent pay increase to $6.89/hour. On April 28, 1990, the Petitioner received a 5 percent raise to $7.24/hour. On October 1, 1990, the Petitioner was given a 5 percent raise to $7.61/hour.

9. In early 1991, the Petitioner's child became critically ill, and the Petitioner obtained leave to be with the child. In addition, Jerry Sikes approved flexibility in the Petitioner's scheduling to permit him be with the child conditioned upon Petitioner letting his supervisors know what he was doing and when he was going to be away from his job.

10. Problems were encountered with Petitioner's attendance, and he was counseled about this and given a copy of the Country's leave policy. Generally, however, the Petitioner's performance was satisfactory, and he was considered a good and valued employee.

11. On September 23, 1991, the Petitioner suffered a job-related injury, and was placed upon workers' compensation leave. The Petitioner received workers' compensation and disability benefits during his leave. During his absence the other employees performed his welding duties.

12. While on leave, the Petitioner received a 3 percent pay increase to $7.84/hour.

13. On November 25, 1991, Sikes wrote Petitioner a letter advising that he was required to submit doctor's notes concerning his absences while on workers compensation leave.

14. On December 20, 1991, John B. Roberts, the County's workers' compensation (rehabilitation) consultant contacted Sikes and asked Sikes to identify an alternative position the duties of

ATTACHMENT 0182

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-005332

DATE ENTERED: 6/10/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93005332.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MALLY PUGH, JR.,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 93-5332
	)	FCHR NO. 93-2223
WALT DISNEY WORLD COMPANY,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the above-styled matter was heard before the Division of Administrative Hearings by its duly designated Hearing Officer, Daniel M. Kilbride, on February 8, 1994, in Orlando, Florida. The following appearances were entered:

APPEARANCES

For Petitioner: Mally Pugh, Jr. (pro se)
500 Para Avenue
Kissimmee, Florida 34741

For Respondent: Susan K. McKenna, Esquire
Garwood, McKenna & McKenna, P.A.
815 North Garland Avenue
Orlando, Florida 32801

STATEMENT OF THE ISSUES

Whether Petitioner, a member of a protected class, was terminated from his position as a Lodging Host (bellman) with the Respondent at the Contemporary Resort Hotel in Walt Disney World on June 6, 1993, on the basis of his race (African-American), in violation of Section 760.10(1)(a), Florida Statutes (1991).

PRELIMINARY STATEMENT

The Petitioner initially filed a complaint with the Orlando Human Relations Department on or about January 13, 1993, charging the Respondent with employment discrimination by harassment and suspension from his job. The case was sent for initial processing to the Florida Commission on Human Relations. Subsequently, on or about August 5, 1993, a determination was issued by the FCHR. The Petitioner filed a Petition for Relief with the FCHR on September 3, 1993, in which Petitioner requested a formal hearing.

This matter was referred by FCHR to the Division of Administrative Hearings for formal hearing de novo on September 13, 1993. Following discovery, a formal hearing was held.

ATTACHMENT 0183

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-005469

DATE ENTERED: 7/11/1994

RACE: black

LINK: doah.state.fl.us/ROS/1993/93005469.PDF

PAGE(S): 2

Subsequent to the proceeding, the parties obtained a transcript thereof and requested and were accorded an extended briefing schedule. Pursuant thereto, the parties submitted proposed findings of fact and conclusions of law. The proposed findings of fact submitted by the parties have been addressed in this Recommended Order and are treated once again in the Appendix attached hereto and incorporated by reference herein.

FINDINGS OF FACT

1. The Petitioner is a black male, age 73, at the time the application for employment in question was submitted. The Respondent is a department of the Alachua County government maintaining, among other operations, the RSVP. This is a county-staffed program which organizes and facilitates retired or senior citizens providing volunteer services to various organizations in the community in and around Alachua County. The Respondent is an "employer" for purposes of Chapter 760, Florida Statutes.

2. In March 1992, the Petitioner was the "911 coordinator" for Alachua County, earning a salary of $25,000.00 per year. He became aware of the subject opening with the RSVP operated by Alachua County. He submitted an application for that job, the position of Director of the RSVP. The Respondent operates seven programs, including the RSVP, the foster grandparents program, crime advocates, the crisis center, veteran services, social services and animal services.

3. Elizabeth Jones is a 59-year-old white female, who has been director of the Department of Community Services since 1991. The director of the RSVP, the position in question, is supervised by Ms. Jones.

4. Elmira Warren is a 44-year-old black female, who was director of the RSVP. Shortly before the announcement of the vacancy for the RSVP director, Ms. Warren was promoted from that position to the position of director of the foster grandparents program by Ms. Jones. On March 5, 1992, Ms. Jones executed and submitted to the county's personnel department the "Alachua County Notice of Vacancy" for the position of the RSVP director. The Notice of Vacancy form depicts that the Respondent had a vacancy for the RSVP director which had been created by Ms. Warren's promotion. Pursuant to county procedure, the department submitting a Notice of Vacancy advises the personnel department as to whether the job description for the vacant position involved is an accurate one. Ms. Jones reviewed that job description to make sure that it was correct and reviewed the minimum qualifications, including the requested preference for applicants with experience working with senior citizens. The Notice of Vacancy form contains a verification that the job description has been reviewed and accurately reflects the position, including the minimum requirements, which are job related. Ms. Jones used the job description throughout the interview process.

5. The job description for the RSVP director has not changed since 1983. It requires that occupants of the position shall have obtained graduation from an accredited four-year college or university, with major course work in a human relations field and with three years responsible experience in social work, community development, group organization, and grantsmanship, preferably with senior citizens. It requires that one year of that training be in a supervisory and administrative position or any equivalent combination of training and experience. Pursuant to county personnel procedure, the position vacancy was

ATTACHMENT 0184

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-005540

DATE ENTERED: 6/16/1994

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1993/93005540.PDF

PAGE(S): 2,5

Prior to hearing, the Respondent's Motion to Dismiss for Lack of Jurisdiction was heard; and by order dated February 25, 1994, the Motion was denied. Subsequently, the case was noticed for hearing; however, at the hearing, it was determined that the Petitioner had not advised the Respondent of the names of his witnesses, and the Respondent requested a continuance in order to be able to depose them. The motion was granted, and the case reset for April 20, 1994. The parties were encouraged to take the depositions of the witnesses at that time because they were present, the court reporter was ready, and the parties were available. The case was subsequently heard as noticed.

At hearing, the Petitioner testified, the depositions of the witnesses who had attended the first hearing were introduced, and several exhibits were identified and received into evidence. The Respondent did not present any witnesses. After the hearing, both parties filed proposed findings of fact, which were read and considered. Several post-hearing pleadings not permitted under the rules which addressed evidentiary matters and arguments on issues already presented were filed by both parties. These were read and were considered only insofar as the matters were already before the Hearing Officer based upon the record at the hearing. The Appendix to this Recommended Order states which of the proposed findings were adopted, and which were rejected, and why.

FINDINGS OF FACT

1. The Respondent, Mr. Joseph Hatfield, owns and manages an rental complex at 1839 Portland Avenue, Tallahassee, Florida 32303, also known as Astoria Hills Town Houses. The complex consist of two (2) buildings, each of which contains four (4) town house apartments. The Respondent occupies one of these apartments.

2. Astoria Hills Town Houses are located within the city limits of the City of Tallahassee in the area of the city commonly known as Astoria Hills.

3. The Petitioner, Craig Fletcher, leased on June 29, 1991 from the Respondent one of the town house apartments located in the building opposite from the building occupied by the Respondent. The lease was until June 30, 1992. The rent was due on the fifth day of each month, and the Petitioner occupied the leasehold on July 5, 1991.

4. The Petitioner lived in the leasehold until May, 1994, during which time he and his wife maintained a social relationship with the Respondent, as well as a landlord/tenant relationship. They were guests in his apartment, and he was a guest in their apartment.

5. The Petitioner was in the Respondent's apartment when calls came in on the Respondent's telephone answering machine. The Respondent listened to the calls and stated to the Petitioner that he used the machine to screen calls, and he did not call Blacks back because he did not desire to rent to them.

6. The Respondent is over 70 years old, suffers from physical/medical problems as the result of an automobile accident, to include chronic pain as a result of the accident. The Respondent is known by the tenants to be irascible and to hold views on racial matters which are repugnant to most people.

27. The burden is on the Petitioner in this case to prove that race was a significant factor in the treatment of the Petitioner by the Respondent in order to establish a violation. See Section 760.34(5), Florida Statutes.

28. The Respondent moved to dismiss the petition because the leasehold involved was exempt, pursuant to Section 760.29(1)(a)2., Florida Statutes, which "exempts rooms or units in dwellings containing living quarters occupied . . . by no more than four families living independently of each other, if the owner actually maintains and occupies one of such living quarters as his residence." Having heard the facts and argument, it was determined in the Order issued February 25, 1994 that the leasehold involved was not exempt because the statute exempted only buildings in which the owner resided in one of the apartments. The Petitioner resided in a building opposite the building occupied by the Respondent. The exemption was determined not to apply.

29. The lease and rental application are racially neutral on their face and contain no terms which violate Section 760.23, Florida Statutes. Any discriminatory acts by the Respondent based upon racial motives must be determined from the events and actions of the participants.

30. The Petitioner presented evidence on the following acts and alleges they were racially discriminatory:

(a) The Respondent harassed Petitioner regarding black guest(s), whom the Petitioner invited to his home;

(b) The Respondent refused to rent to Blacks; and

(c) The Respondent evicted the Petitioner because of the Petitioner's association with Blacks.

31. Regarding the allegations of (b) above, Section 760.23(1), Florida Statutes, provides that it is unlawful to refuse to rent after the making of a bona fide offer, to refuse to negotiate for the rental of, or otherwise to make unavailable or deny a dwelling to any person because of race, color, national origin, sex, handicap, familial status, or religion. The statute is similar to 42 U.S.C. 3604(a), and federal decisions are persuasive.

32. The Petitioner has standing to raise this issue, although he is white and has not personally suffered an injury; however, Section 760.35(3)(b), Florida Statute, limits the penalties which the Hearing Officer may recommend to the Commission to quantifiable damages and attorney's fees and costs.

33. The Petitioner recalled instances in which he was in the Respondent's apartment when a call came in on the Respondent's telephone answering machine. The Respondent listened to the call and stated to the Petitioner that he used the machine to screen calls and that he did not call Blacks back because he did not desire to rent to them. This constitutes screening calls to prevent discussing rental with Blacks and violates Section 760.23(1), Florida Statute, because the Respondent "otherwise make(s) unavailable or den(ies) a dwelling to a person because of race" and "refuse(s) to negotiate for the sale or rental of a dwelling." However, the Petitioner did not show that he suffered injury and did not list any quantifiable damages attributable to the Respondent's failure to rent to Blacks. While the Respondent engaged in a racially-discriminatory practice by refusing to rent to Blacks, the only relief applicable is an order directing that the Respondent cease this conduct. See U.S. v. L & H Land Corp., Inc., 407 F. Supp. 576 (S.D. Fla. 1976).

ATTACHMENT 0185

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-005812

DATE ENTERED: 9/12/1997

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1993/93005812.PDF

PAGE(S): 1,2

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CLARA VIRGINIA BERT,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 93-5812
	)	
DEPARTMENT OF EDUCATION,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Upon due notice, the final hearing in this matter was held on April 6, 1994, in Tallahassee, Florida, before Stephen F. Dean, assigned Hearing Officer of the Division of Administrative Hearings. The hearing was conducted pursuant to Section 120.57(1), Florida Statutes.

APPEARANCES

For Petitioner: Bruce A. Minnick, Esquire
660 East Jefferson Street
Post Office Box 11127
Tallahassee, Florida 32399-3127

For Respondent: William H. Roberts, Esquire
Department of Legal Affairs
The Capitol, Plaza Level 01
Tallahassee, Florida 32399-1050

STATEMENT OF THE ISSUE

Whether Petitioner's transfer from the position of Program Director I to the position of Program Specialist IV was in violation of Section 760.10, Florida Statutes.

PRELIMINARY STATEMENT

On December 8, 1992, Clara Virginia Bert (hereinafter "Dr. Bert"), filed a timely charge of discrimination with the Florida Commission on Human Relations (hereinafter "FCHR"), claiming that she was involuntarily transferred from her position of Program Director I for Home Economics Education to the position of Program Specialist IV in Resource and Development because of her

race (white). Petitioner's former position as Program Director I was filled by a black woman. Dr. Bert claims that her replacement, Dorothy Bouie (hereinafter "Dr. Bouie"), was less qualified. Dr. Bert claimed the transfer was made because black persons had complained of unequal treatment relative to promotions and as a result, the Department instituted a policy to promote Blacks.

On April 5, 1993, FCHR, after an investigation, issued a "Notice of Determination: No Cause" in this case. That determination found that there was no reasonable cause to believe that an unlawful employment practice had occurred in Petitioner's case. On August 6, 1993, FCHR, pursuant to a request from Petitioner, issued a second "Notice of Redetermination: No Cause." The redetermination also held that there was no reasonable cause to believe that an unlawful employment practice occurred within the meaning of Section 760.10, Florida Statutes.

Dr. Bert then filed a timely Petition for Relief requesting a formal administrative hearing, and the case was referred to the Division of Administrative Hearings by FCHR on October 8, 1993. Respondent filed a timely Answer on October 28, 1993 denying that an unlawful employment practice had occurred and raising the affirmative defense that the transfer took place for legitimate business reasons. In a signed prehearing stipulation, the parties stipulated to the following facts:

1. Dr. Bert was informed of her planned transfer on October 21, 1992.
2. Dr. Bert's transfer was at the same salary level.

Both parties submitted proposed recommended orders which were read and considered. The Appendix to this Recommended Order states which of the proposed findings were adopted and which were rejected and why.

FINDINGS OF FACT

1. Dr. Bert, a white woman, has been employed 25-1/2 years by the Department of Education (hereinafter "DOE"). Dr. Bert earned a Bachelor's of Science (1950), a Master's of Science in home economics education (1963), and a Ph.D. in home economics (1967) from the College of Economics at Florida State University.

2. Beginning in 1950, Dr. Bert was employed as a teacher of high school home economics first at Union County High School (3 years), and then at Havana High School until 1965, when she took leave to finish her Ph.D. courses and write her dissertation.

ATTACHMENT 0186

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-005856

DATE ENTERED: 8/4/1997

RACE: black

LINK: doah.state.fl.us/ROS/1993/93005856.PDF

PAGE(S): 1,2

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

JEAN SPEAR,	)	
	)	
Petitioner,	)	
	)	
vs.	)	Case No. 93-5856
	)	
DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES, n/k/a DEPARTMENT OF CHILDREN AND FAMILY SERVICES,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, a formal hearing was held in this case, concluding on January 27, 1997, at Tallahassee, Florida, before P. Michael Ruff, a duly designated Administrative Law Judge of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: Jack McLean, Esquire
100 Peachtree Street, Northwest, Suite 600
Atlanta, Georgia 30303-1909

Larry K. White, Esquire
John W. Hedrick, Esquire
1311-B Paul Russell Road, Suite 203
Tallahassee, Florida 32301

For Respondent: Lawrence F. Kranert, Esquire
Florida State Hospital, Building 249
Chattahoochee, Florida 32324

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding concern whether the Petitioner was discriminated against because of her race (African-American) in not being selected for promotions and

whether she was not selected because of her handicap (back injury).

PRELIMINARY STATEMENT

This cause arose from upon the filing of a petition by Jean Spear alleging, in essence, that she was discriminated against because of her race and because of her handicap in being rejected for promotion to four positions within the nursing discipline at Florida State Hospital, a facility operated by the Respondent. The claim was investigated by the Florida Commission on Human Relations and it issued a "Notice of Determination: No Cause." The claim was then filed with the Commission on September 21, 1994, and transmitted to this forum. After extensive, discovery-related delays caused by the parties and stipulated continuances by the parties, the cause came on for hearing as noticed.

During the course of the hearing, the Petitioner called nine witnesses and presented thirty-two exhibits into evidence. The Respondent presented the testimony of three witnesses and had five composite exhibits admitted into evidence. Upon conclusion of the proceedings, the parties ordered a transcript thereof and requested an extended briefing schedule for submission of proposed recommended orders and later stipulated to an extension thereof which was granted. The parties submitted proposed recommended orders which have been considered in the rendition of this Recommended Order.

ATTACHMENT 0187

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-005974

DATE ENTERED: 11/30/1994

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1993/93005974.PDF

PAGE(S): 2

Whether Petitioner was subjected to the unlawful employment practice of retaliation for making a charge of alleged sexual and/or national origin discrimination, in violation of Section 760.10(7), Florida Statutes.

PRELIMINARY STATEMENT

Petitioner filed a Charge of Discrimination with the Florida Commission on Human Relations on August 30, 1991. Following action by the Commission, a Petition for Relief, dated October 13, 1993, was filed with the Commission and was transmitted to the Division of Administrative Hearings on October 21, 1993 for hearing. Following an order granting Respondent's motion to extend time for the filing of a responsive pleading, Respondent LSOC filed its Answer and Affirmative Defenses to Petitioner's Petition on December 1, 1993. Respondents Douglas and Roth filed their responsive pleadings on December 20, 1993. Ruling on their motion to dismiss was reserved until this order. Discovery followed and this hearing was held.

At the hearing, Petitioner testified in her own behalf, called 12 witnesses, plus 3 rebuttal witnesses, and introduced 26 exhibits in evidence. Respondent's motion to exclude the testimony of two witnesses for failure to disclose during discovery was granted. Petitioner proffered their testimony but it has not been considered herein. Petitioner's exhibits (marked for ID) 12, 37, and 39 were withdrawn. Respondent's Motion in Limine was granted as to exhibits (marked for ID) 16 and 36. Respondent Brown testified in his own behalf and called one witness. Respondent LSOC offered the testimony of 9 witnesses, and entered 7 exhibits in evidence. The transcript of the proceedings was filed on July 13, 1994. The parties each filed proposed findings of fact and conclusions of law and have been given careful consideration. My specific rulings on the parties' proposals are set forth in the Appendix attached hereto.

Based upon all of the evidence, the following findings of fact are determined:

FINDINGS OF FACT

1. Lockheed Space Operations Company ("LSOC"), is an employer within the definition found in Section 760.02, Florida Statutes.

2. Sylvia Dewalt (Petitioner) is an "employee" of LSOC as defined in Section 760.02, Florida Statutes, and has been employed by LSOC since 1983.

3. Petitioner is an adult female, and a naturalized U.S. citizen of Philippino descent.

4. Petitioner works as a communications technician presently on the third shift in LC-39 Operations, which operates and maintains the voice communications system for ground operations in connection with the Space Shuttle orbiter program.

5. Dewalt worked on the first shift at that location from 1983 until November 5, 1990 (except for 8 to 10 months in 1985), and again from July, 1991 until April, 1992.

ATTACHMENT 0188

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-006219

DATE ENTERED: 3/21/1996

RACE: black

LINK: doah.state.fl.us/ROS/1993/93006219.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CYNTHIA Y. PALL,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 93-6219
	)	
CAL HENDERSON, Sheriff of Hillsborough County,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

Pursuant to notice, the Division of Administrative Hearings, by its duly designated Hearing Officer, William F. Quattlebaum, held a formal hearing in the above-styled case on April 14, 1994, in Tampa, Florida.

APPEARANCES

For Petitioner: Joe Episcopo, Esquire
1060 West Busch Boulevard, Suite 103
Tampa, Florida 33612

For Respondent: Thomas M. Gonzalez
109 North Brush Street, Suite 200
Post Office Box 639
Tampa, Florida 33601

STATEMENT OF THE ISSUE

The issue in this case is whether the Respondent engaged in an unlawful employment practice by discriminating against the Cynthia Y. Pall on account of race or sex.

PRELIMINARY STATEMENT

Petitioner Cynthia Y. Pall, an employee of the Hillsborough County Sheriff's Department, applied for an internal promotion. She did not receive the promotion and alleges that she was discriminated against based on her race and gender.

At the hearing, the Petitioner presented the testimony of seven witnesses and offered into evidence exhibits numbered 2-4, 5A-5D, 6-7, 9-11 and 13. Respondent presented the testimony of four and offered into evidence exhibits numbered 1-3, 4A-4B, 5 and 6. All exhibits were admitted into evidence.

A transcript of the hearing was filed. Both parties filed proposed recommended orders. The proposed findings of fact are ruled upon either directly or indirectly as reflected in this Recommended Order, and in the Appendix which is attached and hereby made a part of this Recommended Order.

ATTACHMENT 0189

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 93-006655

DATE ENTERED: 5/24/1995

RACE: black

LINK: doah.state.fl.us/ROS/1993/93006655.PDF

PAGE(S): 2

The transcript was filed April 13, 1995. Rulings on timely filed proposed recommended orders are in the appendix.

FINDINGS OF FACT

1. The parties have stipulated that Respondent is an "employer" and Petitioner is a "person," within the meaning of Section 760.02. Respondent is an African American female.

2. Respondent employed Petitioner as a phlebotomist. She was hired on December 28, 1987, as a phlebotomist for International Clinical Laboratories, which was acquired by Respondent in 1988. While employed for Respondent and its predecessor, Petitioner worked at the main facility adjacent to Tallahassee Community Hospital.

3. A phlebotomist collects blood and urine, supervises specimen collection, provides off-site service when needed, and completes associated paperwork. The job requires bending and stooping when collecting specimens and sometimes requires physically subduing combative patients.

4. Petitioner took short-term disability leave from September 16 to October 16, 1991. Three months later, Petitioner injured her knee on January 12, 1992, when she bumped it into a cabinet at work. She took a couple of days off for this injury.

5. On April 12, 1992, Petitioner injured her lower back while taking blood from an uncooperative patient. She sought treatment from Dr. Robbie G. Hansen, a chiropractic physician.

6. Dr. Hansen gave Petitioner no orders concerning work, which she continued to attend, even though she was in pain.

7. At the same time, Respondent was beginning to address some problems experienced by several phlebotomists, including Petitioner, in maintaining the chain of custody of specimens. Respondent's supervisors counselled several such employees, including Petitioner.

8. On May 5, 1992, Deborah Glee, an African American female, counselled Petitioner orally for a mistake in the collection of a urine sample taken as part of a drug screen.

9. On June 24, 1992, Dr. Harold Panzik, a white male who is the general manager of Respondent's facilities in northwest Florida, counselled three employees, including Petitioner, for mistakes in maintaining the chain of custody of urine samples. A week later, Ms. Glee counselled Petitioner for another chain-of- custody mistake.

10. On July 15, 1992, Petitioner refused to perform a specimen collection for Tallahassee Community Hospital, Respondent's most important client. She caused a disruption in front of patients and coworkers.

11. On the same day, Pete Lowhorne, a white male supervisor, issued Petitioner a written warning for an error in the collection of urine samples for drug screens.

ATTACHMENT 0190

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-000294

DATE ENTERED: 8/25/1994

RACE: black

LINK: doah.state.fl.us/ROS/1994/94000294.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

STEPHANIE LUKE,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 94-0294
	)	
PIC N' SAVE DRUG COMPANY, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Upon due notice, this cause came on for formal hearing on June 24, 1994 in Ocala, Florida, before Ella Jane P. Davis, a duly assigned hearing officer of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: Stephanie E. Luke, pro se
1218 North West 6th Avenue
Fort Lauderdale, Florida 33311

For Respondent: William H. Andrews, Esquire
Coffman, Coleman, Andrews & Grogan, P.A.
Post Office Box 40089
Jacksonville, Florida 32203

STATEMENT OF THE ISSUE

Whether or not Respondent has committed an unlawful employment practice by discrimination in employment by termination of Petitioner due to her race, black, or due to her protest of an unlawful employment practice.

PRELIMINARY STATEMENT

Petitioner Stephanie E. Luke filed a Charge of Discrimination against Respondent Pic N' Save Drug Company, Inc. on April 6, 1993, alleging that she was discriminated against because of her race. The allegations of discrimination were investigated by the Florida Commission on Human Relations, and on November 15, 1993, the Commission issued its Determination finding "no cause."

After receiving an extension of time, Ms. Luke filed her Petition for Relief on January 12, 1994, which added the charge that she had been terminated for opposing unlawful employment practices. On January 13, 1994, she filed a document styled "Amended Charge of Discrimination as to Particulars," claiming for the first time that she also had been discriminated against because of a handicap.

ATTACHMENT 0191

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-001137

DATE ENTERED: 8/10/1994

RACE: black

LINK: doah.state.fl.us/ROS/1994/94001137.PDF

PAGE(S): 2

Respondent corporation failed to appear through counsel or through any representative at the hearing. After waiting in excess of one-half hour for an appearance by the Respondent, the Hearing Officer proceeded to conduct the hearing by adducing the Petitioner's evidence. The Petitioner's case consisted of his testimony and that of a corroborating witness, Debra McDaniel. Three witnesses were alleged by the Petitioner to have been subpoenaed by him, but failed to attend the hearing. He stated that he subpoenaed those witnesses only on Friday, June 10, 1994, before the hearing of June 13, 1994. In any event, the cause came to issue on the Petitioner's and the above-named witness' testimony.

The Hearing Officer accorded the Petitioner the opportunity to file a Proposed Recommended Order by instructions at the conclusion of the hearing. The time set for the filing of a Proposed Recommended Order has elapsed and none has been filed. Consequently, the Hearing Officer will render his Recommended Order based upon the Hearing Officer's observation of the witnesses and their testimony and notes taken during the course of the hearing, the agency having elected not to order and file a transcript thereof.

FINDINGS OF FACT

1. The Petitioner, Lavon A. Baker, was employed by the Respondent at a convenience store which operated in Jackson County, Florida, at times pertinent hereto. He performed various jobs involving cooking, cleaning, cashier duties, checking and maintenance of inventory at the "Jr. Food Store" involved. His employment record is without blemish, having no disciplinary incidents on his record with that employer, the Respondent.

2. The Petitioner's immediate supervisor and employment decision-maker was Dina C. Bonine, the manager of the store involved. The Respondent, Jr. Food Mart of America, Inc., is a corporation headquartered in Jackson, Mississippi, which owns and operates convenience stores in various locations, employing more than 15 employees.

3. The Petitioner is a black man. He was employed at the Respondent's store until October 1992 with no difficulties with his employer. His work record was good and free of disciplinary incidents. Beginning in early October 1992, he began to have his hours of employment per week reduced in number. This became a problem for him because he was earning insufficient income to meet his monthly expenses. He discussed the possibility of obtaining a second job so that he could earn sufficient income, but his supervisor, Ms. Bonine, advised him that he had to work "at her convenience" and would risk termination if he took a second job. Upon his hours of employment at the Respondent's place of business being reduced to approximately 8-10 hours per week, he was forced to take a second job at the Pizza Hut. He began working at the Pizza Hut for 28 hours per week at the minimum wage rate of $4.65 per hour, beginning in March of 1993.

4. Although his supervisor, Ms. Bonine, cautioned him against taking a second job at the risk of being terminated from his job with the Respondent, she allowed a white female employee, Becky Baxter, and a white male employee named "Bobby", who were more recently hired than the Petitioner, to get additional hours of employment, while the Petitioner's hours were being reduced. At the same time, she allowed these two white employees to work at a second job with another employer, as well. Both Ms. Baxter and "Bobby" had been discharged by the Respondent, or Ms. Bonine, in the past, but had been rehired by her and given preferential treatment, in terms of working hours and accommodation of a

ATTACHMENT 0192

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-001331

DATE ENTERED: 3/17/1995

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1994/94001331.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

SIMIN HARVIN, ELIJAH WILLIAMS,	)	
	)	
Petitioners,	)	
	)	
vs.	)	CASE NO. 94-1331
	)	CASE NO. 94-1332
DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Following notice to all parties, Don W. Davis, a Hearing Officer for the Division of Administrative Hearings, held a final hearing in the above-styled case on November 14-15, 1994, in Florida. The following appearances were entered:

APPEARANCES

For Petitioner Simin Harvin:
Marie A. Mattox
Attorney At Law
1333 North Adams Street
Tallahassee, Florida 32303
and
Ann Curtis Terry
Attorney At Law
Post Office Box 7024
Tallahassee, Florida 32314

For Petitioner: Elijah Williams:
Linda G. Miklowitz
Attorney At Law
Post Office Box 14922
Tallahassee, Florida 32317-4922

For Respondent:
Peter Fleitman
Assistant Attorney General
Department of Legal Affairs
PL-01, The Capitol
Tallahassee, Florida 32399-1050

STATEMENT OF THE ISSUE

Whether Respondent committed an unlawful employment practice in denying the applications for promotion of Petitioner Williams, a black male; and Petitioner Harvin, a female of Iranian national origin.

ATTACHMENT 0193

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-001332

DATE ENTERED: 3/17/1995

RACE: black

LINK: doah.state.fl.us/ROS/1994/94001331.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

SIMIN HARVIN, ELIJAH WILLIAMS,	)	
	)	
Petitioners,	)	
	)	
vs.	)	CASE NO. 94-1331
	)	CASE NO. 94-1332
DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Following notice to all parties, Don W. Davis, a Hearing Officer for the Division of Administrative Hearings, held a final hearing in the above-styled case on November 14-15, 1994, in Florida. The following appearances were entered:

APPEARANCES

For Petitioner Simin Harvin:
Marie A. Mattox
Attorney At Law
1333 North Adams Street
Tallahassee, Florida 32303
and
Ann Curtis Terry
Attorney At Law
Post Office Box 7024
Tallahassee, Florida 32314

For Petitioner: Elijah Williams:
Linda G. Miklowitz
Attorney At Law
Post Office Box 14922
Tallahassee, Florida 32317-4922

For Respondent:
Peter Fleitman
Assistant Attorney General
Department of Legal Affairs
PL-01, The Capitol
Tallahassee, Florida 32399-1050

STATEMENT OF THE ISSUE

Whether Respondent committed an unlawful employment practice in denying the applications for promotion of Petitioner Williams, a black male; and Petitioner Harvin, a female of Iranian national origin.

ATTACHMENT 0194

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-001457

DATE ENTERED: 10/5/1994

RACE: black

LINK: doah.state.fl.us/ROS/1994/94001457.PDF

PAGE(S): 2

On June 14, 1994, the Petitioner appeared pro se at the final hearing and moved ore tenus for a continuance in order to secure the attendance of witnesses. The Respondent declined to oppose the motion, and final hearing was continued until August 12, 1994. At the final hearing on August 12, 1994, the Petitioner again moved ore tenus for a continuance in order to secure the attendance of witnesses. This time, the motion was denied.

At final hearing, the Petitioner testified in his own behalf and had Petitioner's Exhibit 1 admitted in evidence. The Respondent called three witnesses and had Respondent's Exhibits A (1-26), B (1-4), C (1-2), D(1-2), and E through I admitted in evidence.

Neither party ordered the preparation of a transcript of the final hearing. The parties were given ten days in which to file proposed recommended orders. Only the Respondent filed one. The proposed findings of fact contained in the Respondent's proposed recommended order are accepted and incorporated to the extent not subordinate or unnecessary.

FINDINGS OF FACT

1. The Respondent, Sweet Paper Sales Corp., hired Petitioner, who is black, as a warehouse worker in 1983. The Petitioner voluntarily resigned his position in June, 1988, to take another job. He reapplied for a job with Sweet Paper in August 1988. Sweet Paper's General Manager, Harold Mize, who is white, liked the Petitioner and thought he had the potential to be a good employee, so he rehired the Petitioner.

2. Sometime after his return to Sweet Paper, the Petitioner asked Mize for a letter of recommendation so he could apply for a job with another company and gave Mize a two-week notice that he would be leaving Sweet Paper to take another job.

3. Mize prepared a letter, signed it, and gave it to the Petitioner. The Petitioner did not get the job he sought, but Mize let Petitioner keep his job at Sweet Paper.

4. Williams had problems with tardiness and insubordination. He also had problems controlling his temper, which led to confrontations with other employees, including supervisors.

5. Despite these problems, Sweet Paper did not terminate the Petitioner's employment. Whenever one of Petitioner's supervisors felt Petitioner's behavior warranted serious discipline such a suspension or discharge, Petitioner would turn to Mize for help. Because he personally liked Petitioner, and because he thought Petitioner could be a good worker and believed he would "come around" in time, Mize would overlook Petitioner's behavior and overrule the supervisor's attempted discipline.

6. After Mize had prevented supervisors from disciplining Petitioner on a number of occasions, Mize became concerned that his support of Petitioner was undermining the authority of the supervisors in the warehouse. Then, while Mize was on vacation, a supervisor threatened to discipline the Petitioner, and Petitioner insisted that the office manager telephone Mize to ask Mize to overrule the supervisor. On his return after that incident, Mize warned the Petitioner that things had gone too far and that he would not continue to protect Petitioner as he had in the past.

ATTACHMENT 0195

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-001757

DATE ENTERED: 7/11/2003

RACE: black

LINK: https://www.doah.state.fl.us/DocDoc/1994/001757/940017570711103i02141254.pdf

PAGE(S): 3

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

CLARENCE MILLER,

Petitioner,

v.

WEST FLORIDA REGIONAL MEDICAL CENTER,

Respondent.
_____/

EEOC Case No. 15D930793

FCHR Case No. 93-D022

DOAH Case No. 94-1757

FCHR Order No. 96-002

ORDER REMANDING PETITION FOR RELIEF TO HEARING OFFICER FOR ISSUANCE OF ORDER MEETING REQUIREMENTS OF LAW

Preliminary Matters

Petitioner Clarence Miller filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (1993), alleging that Respondent West Florida Regional Medical Center committed an unlawful employment practice by terminating him on the basis of his sex (male).

The allegations set forth in the complaint were investigated and, on February 24, 1994, the Executive Director issued his determination, finding that no reasonable cause existed to believe that an unlawful employment practice had occurred.

Petitioner filed a Petition for Relief from an Unlawful Employment Practice, received by the Commission on March 28, 1994, and the matter was transferred to the Division of Administrative Hearings for the conduct of a formal proceeding.

Respondent filed a Motion to Dismiss, on December 12, 1994, and a telephone motion hearing was conducted by Hearing Officer Diane Cleavinger, on December 19, 1994.

In an Order dated January 5, 1995, Hearing Officer Cleavinger granted Respondent's Motion to Dismiss, and gave Petitioner 20 days from the date of the Order to file an amended Petition for Relief.

An amended Petition for Relief was filed by Petitioner, and Respondent filed a Motion to Dismiss the amended Petition for Relief on the grounds that (i) the amended Petition was untimely filed, and (ii) Petitioner failed to allege prima facie violations of sexual discrimination by Respondent.

Hearing Officer Cleavinger issued an Order of Dismissal granting Respondent's Motion to Dismiss, dated March 9, 1995.

Pursuant to notice, public deliberations were held on February 28, 1996, by means of Communications Media Technology (namely, telephone) before this panel of Commissioners. The public access point for these telephonic deliberations was the

ATTACHMENT 0196

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-001862

DATE ENTERED: 11/15/1994

RACE: black

LINK: doah.state.fl.us/ROS/1994/94001862.PDF

PAGE(S): 2

continue on May 26, 1994. An Order Granting Continuance and Amended Notice was issued on June 7, 1994, rescheduling this matter for a hearing which was held on September 20, 1994.

The Respondent filed a Motion in Limine in this matter on September 19, 1994, which was resolved by the Hearing Officer prior to the hearing regarding this matter.

Petitioner testified and called her co-workers, Sandra F., Smiley, LaVerne Thomas, and Sheryl B. Williams Whaley as witnesses in her case-in-chief. Respondent called TalTran employees Alphonso Menendez (Supervisor of Transit Services); Joel Furney (Supervisor of Transit Services); April Hall (former Administrative Specialist I); Maria Streety and Ardelia Kelly (Information Transportation Clerk/Cashier). There were no posthearing motions filed in this action.

Both parties filed proposed findings which were read and considered. The Appendix to this order states which of the findings were adopted, and which were rejected and why.

FINDINGS OF FACT

1. Petitioner, Irene Y. Murray, is an African American female.

2. Petitioner has been employed with the City of Tallahassee for approximately five years in the position of Information Clerk/Cashier with TalTran, the City of Tallahassee's bus service.

3. There are both uniformed and non-uniformed employees of TalTran. All of the bus drivers, mechanics and maintenance employees are in uniform. Information Clerk/Cashiers are not uniformed employees. There are approximately 20 to 30 employees who do not wear a uniform within the employ of TalTran.

4. Petitioner regularly works in three separate locations. She works at C.K. Steele Plaza where she sells bus tickets, makes change and passes along information to the public.

5. Petitioner also works in the administrative offices of TalTran on Appleyard Drive in two different offices. She works one full week at Steele Plaza then a week at each office at the administrative headquarters.

6. When Petitioner works in the primary administrative office she is a receptionist and interacts with the public.

7. Two black females, one Hispanic female and two white males were employed as Clerk/Cashiers at the time the dress code was adopted, and performed duties identical or similar to those performed by the Petitioner.

8. At the administrative offices, there were several secretaries, administrators and planners who had varying degrees of contact with the public. These employees included white and black employees.

9. In July, 1993, April Hall, a white female, was the direct supervisor of the Information Clerks/Cashiers including Irene Murray. Ms. Hall's immediate supervisor was Alfonzo Menendez, a black male. For approximately eight to twelve months prior to July, 1993, Ms. Hall and Mr. Menendez noticed a decline in the appearance of the Information Clerks/Cashiers.

ATTACHMENT 0197

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-002883

DATE ENTERED: 6/29/1995

RACE: black

LINK: doah.state.fl.us/ROS/1994/94002883.PDF

PAGE(S): 2

By letter dated January 31, 1995, Respondent filed an unopposed motion for continuance. This motion was granted and the case was re-scheduled for hearing on April 18, 1995 before the undersigned.

Petitioner testified on his own behalf and presented the testimony of seven (7) witnesses. Petitioner offered seven (7) exhibits all of which were accepted into evidence. Respondent presented the testimony of six (6) witnesses. Respondent offered ten (10) exhibits all of which were accepted into evidence.

The hearing transcript was filed on May 8, 1995. Petitioner filed a proposed recommended order on May 18, 1995. The Respondent has not filed a proposed recommended order. The Appendix to this Recommended Order contains the undersigned's specific rulings on each of Petitioner's proposed findings of fact.

FINDINGS OF FACT

1. Respondent is an employer within the meaning of the Florida Civil Rights Act of 1992, Chapter 760, Florida Statutes.

2. In May of 1990, Petitioner, a black male, began working as a delivery driver for the former owner of the Domino's Pizza franchise in Tallahassee, Florida. Respondent bought the franchise in March of 1992 and retained Petitioner as a driver to deliver pizza at store number 5131.

3. On March 30, 1992, Petitioner signed a statement that he had read and understood the Respondent's Employee Orientation Manual setting forth, among other things, standards for personal conduct. This manual specifically advises that an employee may be disciplined or discharged for: (1) negligent handling of company funds; (2) insubordination and refusal to do assigned work; (3) disturbing the work force and/or creating a disturbance; and (4) harassment of team members.

4. At all times material hereto, Scott Nelson was the store manager at Respondent's store number 5131. Mr. Nelson had authority to hire and fire employees at that location.

5. Though it was against store policy, Mr. Nelson and other employees frequently used profanity and told vulgar off- color jokes while working. Sometimes the jokes involved inappropriate racial overtones. At times Mr. Nelson would call black customers "stupid niggers" after they left the store. Petitioner would also use the term "nigger" in conversations but in a context he believed to be acceptable.

6. Mr. Nelson encouraged employees to discuss any problem they had with management in the privacy of the office at the rear of the store. Mr. Nelson told the employees that they could speak freely during these discussions and nothing they said would be taken personally. The purpose of holding the discussions in the office was to prevent customers from overhearing the conversations.

7. Occasionally, Mr. Nelson and an employee would have a heated argument and curse at each other as long as no customers were in the store. Other employees heard these arguments but there is no evidence that the arguments took place outside the confines of the office. During some of these arguments, Mr. Nelson would threaten to fire employees but not follow through with his threats or report the incidents to his superiors.

ATTACHMENT 0198

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-004480

DATE ENTERED: 6/15/1995

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1994/94004480.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

JAMES LEE CHURCH,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 94-4480
	)	
DEPARTMENT OF CORRECTIONS,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

The final hearing in the above-styled matter was heard pursuant to notice by Stephen F. Dean, assigned Hearing Officer of the Division of Administrative Hearings, on May 11, 1995 in Tavares, Florida.

APPEARANCES

For Petitioner: James Lee Church, pro se
907 Foresthill Drive
Clermont, Florida 34711

For Respondent: Susan Schwartz
Assistant General Counsel
Department of Corrections
2601 Blair Stone Road
Tallahassee, Florida 32399-2500

STATEMENT OF ISSUES

This is a reverse discrimination case. The issue is whether the Respondent discriminated racially against the Respondent, a white male, in its promotion practices.

PRELIMINARY STATEMENT

The Petitioner, a white male, filed a timely petition alleging that the Respondent had discriminated against him in denying him promotions which he sought on the basis of his race. The Petitioner alleged that he had been denied promotion to three positions for which he applied: Correctional Probation Officer I, Human Services Supervisor, and Correctional Probation Officer II. During the pendency of this claim, the Petitioner applied for promotion to a Correction Probation Specialist. All of the described positions were open, competitive promotional or entry level career service positions offered by the Respondent.

Although the Respondent's allegations differ in some respects regarding the nature of the discriminatory activities or practices which occurred; he alleges that in each instance the Respondent discriminated against him on a racial basis because the same black female employee of the Respondent took some action in

ATTACHMENT 0199

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-004720

DATE ENTERED: 5/5/1995

RACE: black

LINK: doah.state.fl.us/ROS/1994/94004720.PDF

PAGE(S): 1,2

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ROBERT WRIGHT,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 94-4720
	)	
CITY OF GAINESVILLE,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

The final hearing in this case was held before Larry J. Sartin, Hearing Officer, on January 31, 1995, and February 7, 1995, in Gainesville, Florida.

APPEARANCES

For Petitioner: Robert L. Wright, pro se
1130 Southwest 16th Avenue, Apartment 72
Gainesville, Florida 32601

For Respondent: Elizabeth A. Waratuke
Assistant City Attorney
City of Gainesville
Post Office Box 1110
Gainesville, Florida 32602

STATEMENT OF THE ISSUE

The issue in this case is whether Respondent, the City of Gainesville, discriminated against Petitioner, Robert Wright, as alleged in the Petition for Relief filed by Petitioner.

PRELIMINARY STATEMENT

On or about November 11, 1993, Petitioner, Robert Wright, filed a Charge of Discrimination with the Florida Commission on Human Relations (hereinafter referred to as the "Commission"). Petitioner alleged that Respondent had taken certain retaliatory actions against him. On July 14, 1994, the Commission entered a Notice of Determination: No Cause, finding no reasonable cause to believe that an unlawful employment practice had occurred.

On or about August 19, 1994, Petitioner filed a Petition for Relief contesting the Commission's determination and requesting a formal administrative hearing. The petition was filed with the Division of Administrative Hearings by Transmittal of Petition on August 29, 1994. The matter was designated case number 94-4720 and was assigned to the undersigned.

At the final hearing Petitioner testified on his own behalf and presented the testimony of Bernadette Woody, Eugene Ross, Robert L. Bryant, Edward Cason,

Henry B. Quarterman, Alena King Buggs, David Huckstep, Raymond Griffin, Tony Jones, Kent A. Freed, and Sylvia Hill. Petitioner also offered eighteen exhibits. All were accepted into evidence except Petitioner's exhibit 7.

Respondent presented the testimony of Lonnie Scott, Daryl Johnston and Wayland Ross Clifton, Jr. Thirty-three exhibits were offered by Respondent and accepted into evidence.

A transcript of the final hearing was filed on March 16, 1995. Proposed recommended orders were to be filed by the parties on or before March 27, 1995. The parties, however, requested an extension of time to April 6, 1995, to file proposed recommended orders. The request was granted by an Order Granting Extension of Time entered March 22, 1995. A second extension of time to April 17, 1995 was granted.

Both parties have filed proposed recommended orders containing proposed findings of fact. A ruling on each proposed finding of fact has been made either directly or indirectly in this Recommended Order or the proposed finding of fact has been accepted or rejected in the Appendix which is attached hereto.

FINDINGS OF FACT

A. The Parties.

1. Petitioner, Robert L. Wright, is an African-American. Officer Wright was, at all times relevant to this proceeding, employed by Respondent as a police officer.

2. Respondent, the City of Gainesville (hereinafter referred to as the "City"), is a municipal corporation organized under the laws of the State of Florida.

3. The City provides law enforcement services through the Gainesville Police Department (hereinafter referred to as "GPD").

4. At all times relevant to this proceeding, the Chief of GPD was Wayland Clifton, Jr.

5. The City is an "employer" for purposes of this proceeding.

B. Officer Wright's Employment With GPD.

6. Officer Wright was hired by GPD in 1984. Officer Wright has served as a police officer with GPD continuously since being hired.

7. From approximately 1985 until July of 1990, Officer Wright was assigned to Crime Prevention or Neighborhood Services. Officer Wright served as "Officer Friendly" and as the Explorer Advisor.

8. While employed with GPD Officer Wright has received several awards and honors. See Petitioner's exhibit 10 for a list of Officer Wright's awards and honors.

9. Officer Wright was awarded a B.A. degree in Criminal Justice from the University of Florida in 1983.

10. Officer Wright's annual evaluations have been above-average.

ATTACHMENT 0200

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 94-005423

DATE ENTERED: 8/9/1995

RACE: black

LINK: doah.state.fl.us/ROS/1994/94005423.PDF

PAGE(S): 4

by Ms. O'Connor and both, she insists, are consistent with the company's tardiness policy.

14. Ms. O'Connor claims, as does Ms. Steinmetz, that both tried to consider various ways to help Petitioner with ways to overcome her tendency toward tardiness. They suggested some changes to Petitioner who rejected them. These included different work hours or a different work load, but as Petitioner claimed at hearing, these were not "feasible" alternatives.

15. Ms. O'Connor made the decision to terminate Petitioner's employment with the Respondent, and she discussed this with Ms. Steinmetz before the action was taken. This dismissal action was based solely on the Petitioner's continuing series of excessive tardiness, and in no way was based on her race.

16. In that regard, Petitioner, while claiming her dismissal was based on race, admits that many other individuals who had extended periods of tardiness were not discharged and that most of those individuals were black, as is she. In fact, the majority of the employees at the Genesis project are black, but she sees no way that her dismissal could have been based on anything other than her race notwithstanding the fact that she was ten minutes late for the hearing she requested in this instance.

17. Petitioner also notes that subsequent to her dismissal, she filed for unemployment compensation which was denied because, according to the examiner, she was discharged for tardiness and not at the fault of the employer. She also filed the initial equal opportunity complaint with the Commission on Human Relations which was denied. She claims in that regard, however, that the Commission did not contact any of the five witnesses she listed on her complaint form.

CONCLUSIONS OF LAW

18. The Division of Administrative Hearings has jurisdiction over the parties and the subject matter in this case. Section 120.57(1), Florida Statutes.

19. Section 760.10(1)(a), Florida Statutes, makes it an unlawful employment practice for an employer to discriminate against any person because of such person's race, color, religion, sex, national origin, age, handicap or marital status. In this case, Petitioner claims Respondent discriminated against her because of her race.

20. Petitioner has the initial burden of proving a prima facie case of discrimination, McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973), and Texas Department of Community Affairs v. Burdine, 450 U.S. 248 (1981). The Florida Commission on Human Relations has adopted this evidentiary model, Kirkpatrick v. Howard Johnson Co., 7 FALR 5468 (FCHR).

21. Petitioner claims that her employer, the Hillsborough County Hospital Authority, discriminated against her on the basis of her race by discharging her from her position as unit coordinator with the Genesis program of Tampa General Hospital. She offered no evidence in support of her position other than her own testimony that her tardiness was always the result of some personal problem, and she can see no basis for her having been discharged other than her race.

22. Petitioner completely overlooks her extensive record of tardiness for which she was repeatedly counseled and disciplined prior to discharge, the fact

ATTACHMENT 0201

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-000270

DATE ENTERED: 11/15/1995

RACE: black

LINK: doah.state.fl.us/ROS/1995/95000270.PDF

PAGE(S): 2

petitioner's exhibits 1-10. All exhibits were received in evidence. Respondent presented the testimony of Cynthia M. Driggs, a former employee; and Michael Gulnac, business manager at Tomoka Correctional Institution. Also, it offered respondent's exhibits 1-12. All exhibits were received in evidence.

The transcript of hearing (two volumes) was filed on October 30, 1995. Proposed findings of fact and conclusions of law were filed by petitioner and respondent on October 19 and November 9, 1995, respectively. A ruling on each proposed finding of fact is made in the Appendix attached to this Recommended Order.

FINDINGS OF FACT

Based upon the entire record, the following findings of fact are determined:

A. Background

1. Petitioner, Karen M. Mallory, who is black, has been employed since June 1986 by respondent, Department of Corrections (DOC). On January 1, 1988, she was transferred to Tomoka Correctional Institution (TCI) in Volusia County, Florida. In a charge of discrimination executed on May 16, 1994, and later filed with the Florida Commission on Human Relations (Commission), petitioner has contended that she was subjected to harassment by her TCI supervisors by virtue of her race.

2. After conducting a preliminary investigation, the Commission found probable cause that a violation of the law had occurred. On January 5, 1995, petitioner filed a petition for relief in which a general allegation was made that she had been "treated unfairly on a regular basis (by her supervisors) because of (her) race and this has caused a very uncomfortable and stressful work environment." The DOC denies this contention. This proceeding followed.

B. The Allegations

3. Petitioner was first hired by DOC in 1986 as a clerk typist. When she was transferred to TCI in January 1988, she assumed the position of fiscal assistant I. Within a few years, she was promoted to a fiscal assistant II in the accounting unit, a position she has retained since that time.

4. From October 1991 until October 1993, Cynthia Griggs, a white certified public accountant (CPA), was employed by TCI as an accountant supervisor II. Griggs supervised eight employees in the accounting unit, including petitioner. During Griggs' tenure at DOC, the unit consisted of the following sections: inmate bank, major institutions, general inventory and health services. One of Griggs' primary goals was to cross-train employees in her unit so that personnel could move between sections to cover vacant positions caused by illness or termination.

5. It is undisputed that, in comparison to the prior supervisor of the unit, Griggs was perceived by her subordinates as a "tough" manager. Upon assuming her role as supervisor, Griggs began enforcing a recently adopted policy that no two employees in a particular section could take breaks at the same time so that there would always be someone to answer the telephone. This policy, and other office disciplinary measures, were always applied in an even-handed manner by Griggs. Even so, Griggs' management style did not sit well

ATTACHMENT 0202

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-001361

DATE ENTERED: 2/23/1996

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1995/95001361.PDF

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

OSCAR C. GREEN,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 95-1361
	)	
ATC/VANCOM MANAGEMENT, INC.,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, this cause came on for formal hearing before P. Michael Ruff, duly-designated Hearing Officer of the Division of Administrative Hearings, on August 17, 1995, in Pensacola, Florida.

APPEARANCES

For Petitioner: Donna Gardner, Esquire
209 South Baylen Street
Pensacola, Florida 32501

For Respondent: Karl Boyles, Esquire
127 Palafox Place
Pensacola, Florida 32501

STATEMENT OF THE ISSUE

The issue to be resolved in this proceeding concerns whether the Petitioner was discriminated against on account of his age by being "laid off" and then rehired in a demoted position.

PRELIMINARY STATEMENT

This cause arose upon the filing of a Petition for Relief by Oscar C. Green (the Petitioner) a 64-year-old white male. The Petitioner alleges that he held a position with the Respondent employer as foreman from 1986 to 1989, at which time he was replaced by a younger employee, under the age of 40. He filed a claim of discrimination concerning that demotion, and a Settlement Agreement (agreement) was entered into, by which the Petitioner agreed to dismiss his pending complaint, in exchange for computer training. He understood that would make him a more valuable employee to the Respondent.

In 1993, the Petitioner's position as stock clerk in the maintenance department was eliminated, and he was laid off. The Petitioner was then notified that he could return to the Respondent's employ as a bus driver, earning $5.00 per hour less than he had been making in the maintenance department. The Petitioner maintains that he was prevented from gaining necessary computer training and "locked out" of access to the computer system, which was necessary to his maintenance department position. He contends that

ATTACHMENT 0203

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-002041

DATE ENTERED: 10/24/1995

RACE: black

LINK: doah.state.fl.us/ROS/1995/95002041.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

ULYSSES B. WILLIAMS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 95-2041
	)	FCHR NO. 94-9870
ROLLINS COLLEGE,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, the above-styled matter was heard before the Division of Administrative Hearings by its duly designated Hearing Officer, Daniel M. Kilbride, on July 26, 1995, by videoconference from Tallahssee to Orlando, Florida. The following appearances were entered:

APPEARANCES

For Petitioner: Ulysses B. Williams (pro se)
1020 Polk Avenue
Orlando, Florida 32805

For Respondent: Lea Ann Banks, Esquire
BAKER & HOSTETLER
Post Office Box 112
Orlando, Florida 32802

STATEMENT OF THE ISSUES

Whether Petitioner, a member of a protected class, was denied training, subjected to unequal terms of employment and denied promotion to three jobs including the position of Lead Custodian with the Respondent in the Physical Plant Department in 1993, on the basis of his gender (male) and race (African-American), in violation of Section 760.10(1)(a), Florida Statutes (1993).

PRELIMINARY STATEMENT

The Petitioner filed a Charge of Discrimination with the City of Orlando Human Relations Department and the EEOC charging the Respondent with employment discrimination under Title VII of the Civil Rights Act of 1964. The case was sent for initial processing to the Florida Commission on Human Relations. Subsequently, on or about March 20, 1995, a determination was issued by the FCHR. In a letter dated April 15, 1995, the Petitioner requested a hearing, and filed a Petition for Relief with the FCHR.

This matter was referred by FCHR to the Division of Administrative Hearings for formal hearing de novo on April 26, 1995. Respondent filed its Answer and Affirmative Defenses on May 17, 1995. Discovery was conducted and the formal

ATTACHMENT 0204

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-002043

DATE ENTERED: 12/14/1995

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1995/95002043.PDF

PAGE(S): 2

FINDINGS OF FACT

1. On February 24, 1994 (amended March 10, 1994), Petitioner filed a Charge of Discrimination, based on age and retaliation, with the Florida Commission on Human Relations. That charge listed the most recent discrimination as October 18, 1993 and alleged that Petitioner had been rejected for a post in Panama City; that Respondent, through a Ms. Retherford, had denied Petitioner access to other applicants' records for ten days; and that Ms. Retherford, Ms. Jenkins, and Ms. Ciccarelli of Respondent's District 2, had made sure everyone in their District knew Petitioner's name and to avoid hiring him. To further specify his charges, Petitioner attached a December 16, 1993 memorandum from Ms. Radigan to Mr. Clary. (See below, Finding of Fact No. 56). The Charge of Discrimination then concluded, "the specific job for which I applied was set in Marianna and closed on 18 October; though I had been referred to that job by Karen Dalton, an HRS specialist at HRS headquarters, I never had a chance at that job." (P-2)

2. By a "Determination: No Cause", dated March 20, 1995, the Commission advised Petitioner that he could file a Petition for Relief within thirty-five days, pursuant to Section 760.11 F.S.

3. On April 22, 1995, Petitioner filed his Petition for Relief, which was referred to the Division of Administrative Hearings for a formal evidentiary hearing, pursuant to Section 120.57(1) F.S..

4. That timely Petition for Relief alleged both age and retaliation discrimination by Respondent's failure to hire Petitioner for a number of posts, none of which the Petition specifically named by position number or date. The retaliation allegation was based on Petitioner's "causing trouble," not due to his filing any prior formal complaints with the federal Equal Employment Opportunity Commission or Florida Commission on Human Relations or upon his participation in these types of litigation on behalf of anyone else.

5. Although the subject matter jurisdiction of the Division of Administrative Hearings is bounded by the Charge of Discrimination, the Petition for Relief, and Chapter 760 F.S., the parties were permitted to present some historical information.

6. Even so, the parties' presentation of evidence did not always clearly correlate Respondent's dated employment advertisements for named, numbered, or described positions to specific applications of Petitioner and/or specific interviews or hirings of other persons.

7. Respondent agency demonstrated that as of October 13, 1993, it was employing at least one employee older than Petitioner, at least one in her sixties, others in their fifties, and hundreds who were over 39 years old. However, none of this information is particularly helpful in resolving the issues in this case. While Respondent's figures may speak to longevity of employees or duration of their employment with Respondent, they are silent as to each employee's age as of the date Respondent first hired each one. (R-9)

8. Petitioner is a white male who at all times material was 63-65 years of age.

9. Petitioner repeatedly applied for job vacancies advertised by Respondent agency and was not hired for any of them.

ATTACHMENT 0205

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-002044

DATE ENTERED: 10/31/1995

RACE: black

LINK: doah.state.fl.us/ROS/1995/95002044.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MONROE LEE,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 95-2044
	)	
SCHOOL BOARD OF ALACHUA COUNTY,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

A hearing was held pursuant to notice in the above style case by Stephen F. Dean, assigned Hearing Officer of the Division of Administrative Hearings, on September 12, 1995 in Gainesville, Florida.

APPEARANCES

For Petitioner: Monroe Lee, pro se
Post Office Box 43
Alachua, Florida 32615

For Respondent: Thomas L. Wittmer, Esquire
620 East University Avenue
Gainesville, Florida 32601

STATEMENT OF THE ISSUES

The issue in this case is whether the Respondent discriminated against the Petitioner by refusing to hire the Petitioner because of Petitioner's race.

PRELIMINARY STATEMENT

The Petitioner, a Black male, applied for a position as a senior drafting technician advertised by the Alachua County School Board, the Respondent. The advertisement provided that the minimum requirements were "graduation from High School or Completion of GED; three (3) years experience in drafting and architectural design under the direction of an architect or engineer; or an equivalent combination of training and experience. Graduation from a college of architecture or engineering preferred."

The Petitioner alleges that he was qualified by education and experience for employment in the position. Further, the Respondent interviewed a number of applicants, but not the Petitioner, and hired a white male who was qualified for the position. The Respondent asserts that it considered Petitioner's application, but hired the white male because he had a Bachelor's Degree in Building Construction and was considered by Respondent's agents to be more qualified that the persons interviewed and the Petitioner. The case turns upon whether the business reason offered by the Respondent is pretextual.

ATTACHMENT 0206

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-002450

DATE ENTERED: 1/4/1996

RACE: black

LINK: doah.state.fl.us/ROS/1995/95002450.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

FREDRICK BASS,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 95-2450
	)	
THE UNIVERSITY OF WEST FLORIDA,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, this cause came on for formal hearing before P. Michael Ruff, duly-designated Hearing Officer of the Division of Administrative Hearings, on September 27, 1995, in Pensacola, Florida.

APPEARANCES

For Petitioner: Fredrick Bass, pro se
75 South Madison Drive
Pensacola, Florida 32505

For Respondent: M. J. Menge, Esquire
SHELL, FLEMING, DAVIS & MENGE
Post Office Box 1831
Pensacola, Florida 32598

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding concern whether the Petitioner, Fredrick Bass, was subjected to employment discrimination by the Respondent, The University of West Florida, on account of his race or disability or as retaliation because of his past filing of an EEOC complaint against a former employer.

PRELIMINARY STATEMENT

The Petitioner is a male, African-American, with a disability involving post-traumatic arthritis of the left knee. On or about July 28, 1994, the Petitioner filed a Notice of Discrimination with the Florida Commission on Human Relations alleging that the Respondent had denied him employment as a Senior Custodial Supervisor in November of 1993 because of his race and his disability. That charge was subsequently amended to include a charge that he had been denied the employment position in question also as retaliation because of his earlier filing of an EEOC complaint against a former employer.

The Florida Commission on Human Relations (Commission) conducted an investigation of the charges and the circumstances surrounding his prior employment and his attempt to gain the employment position at issue in this

ATTACHMENT 0207

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-002451

DATE ENTERED: 12/11/1995

RACE: black

LINK: doah.state.fl.us/ROS/1995/95002451.PDF

PAGE(S): 2

Respondent presented the testimony of Frank Steward, James McClellan, III, Dale Parrish, George Sandlin, Jeffrey Angstadt and Shirley Dilger. Respondent also offered nine exhibits, which were accepted into evidence.

No transcript of the final hearing was filed.

Respondent filed a proposed order on November 13, 1995. A ruling on each proposed finding of fact proposed by Respondent has made either directly or indirectly in this Recommended Order or the proposed finding of fact has been accepted or rejected in the Appendix which is attached hereto. Petitioner did not file a proposed order.

FINDINGS OF FACT

A. The Parties.

1. Petitioner, Darnell Lumpkin, is a black male.

2. Respondent, Occidental Chemical Company (hereinafter referred to as "Occidental") (Occidental is now know as "White Springs Agricultural Chemicals, Inc."), is a corporation engaged in the production of agricultural products in Florida.

3. At all times pertinent to this proceeding, Mr. Lumpkin was employed by Occidental.

B. The April 13, 1994 Incident.

4. On or about April 13, 1994, Mr. Lumpkin and Jesse Carl Law got into an argument. Both men were employed as First Class Maintenance Mechanics and worked on the same crew at that time.

5. Mr. Law is a white man.

6. The argument took place during working hours. The argument began in a lunchroom area on the premises of Occidental. Mr. Lumpkin was sitting at a table eating breakfast when the argument began.

7. Both Mr. Lumpkin and Mr. Law raised their voices and were angry.

8. At some point during the argument, Mr. Law pulled out a knife and threatened Mr. Lumpkin. Another employee, Frank Steward, wrapped his arms around Mr. Law and restrained him.

9. Mr. Lumpkin exited the building in which the argument began. Mr. Lumpkin left the building with the intent of going to his truck to retrieve a hand gun, a 357 magnum, which he kept in his truck. Mr. Lumpkin intended to use the hand gun on Mr. Law.

10. As Mr. Lumpkin left, the argument continued into a shop area just outside the lunchroom.

11. On the way to his truck Mr. Lumpkin spoke with another employee, Tom Kelling. Mr. Lumpkin told Mr. Keating what had happened. Mr. Kelling and Mr. Steward tried to get Mr. Lumpkin to calm down and not do anything.

ATTACHMENT 0208

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-002852

DATE ENTERED: 8/20/1996

RACE: black

LINK: doah.state.fl.us/ROS/1995/95002852.PDF

PAGE(S): 4

2. Petitioner, a black female, began working for Respondent at the Thagard Student Health Center in May of 1990. Respondent hired Petitioner as a Word Processing Systems Operator and gave her duties and responsibilities commensurate with that position. At that time, Respondent gave Petitioner a copy of Respondent's disciplinary action policy.

3. On May 27, 1992, the Petitioner became ill at work. Her husband picked her up from work and took her to the doctor.

4. The Petitioner did not return to work due to a severe stress disorder which required treatment with mood stabilizers. Based on documentation from her doctors, Respondent granted Petitioner intermittent leave which allowed her to use her accumulated sick and annual leave. Petitioner's intermittent leave expired on July 16, 1992.

5. On or about July 24, 1992, Petitioner requested leave without pay effective from July 17, 1992 to September 25, 1992.

6. With her doctor's approval, Petitioner returned to work on September 28, 1992. Her supervisor eased her back into a work routine. He gave her minimal duties and allowed her time for re-orientation.

7. Petitioner's supervisor soon became aware that Petitioner was not as productive and efficient as she had been prior to her leave of absence. Most notable was Petitioner's inability to satisfactorily complete typing/word processing assignments. At least 80 percent of her duties involved typing or word processing.

8. Concerned about the Petitioner and her work performance, Respondent decided that further medical evaluation would be appropriate to determine if her mental or physical problems warranted a compulsory disability leave.

9. At its own expense, Respondent referred Petitioner to Dr. Munasifi, a psychiatrist, in October of 1992. In November of 1992, Respondent referred Petitioner to Dr. Dana Dennard, a psychologist. These examinations revealed that Petitioner had not recovered from her prior psychotic episode. She was vulnerable to another episode if she remained at work. Dr. Dennard recommended that Petitioner take at least six months off from work with follow-up therapy.

10. Respondent continued to have problems performing at work. She came to work late and left early. She did not call the office when she was absent. Her supervisor tried to counsel Petitioner but she continued to have unauthorized absences and to take excessive time for lunch without permission. As a result, Petitioner's pay was reduced on November 20, 1992 and December 7, 1992. Respondent gave her an oral reprimand on December 4, 1992 and a written reprimand on December 17, 1992.

11. As a result of the reports submitted by Dr. Munasifi and Dr. Dennard, Respondent placed Petitioner on compulsory disability leave on January 19, 1993. Respondent initially intended for this leave of absence to expire on February 17, 1993.

12. Petitioner filed her first complaint with the Florida Commission on Human Relations on February 1, 1993.

ATTACHMENT 0209

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-003223

DATE ENTERED: 3/13/1998

RACE: black

LINK: doah.state.fl.us/ROS/1995/95003223.PDF

PAGE(S): 5

FINDINGS OF FACT

1. The Petitioner is Fitzgerald Wesley, a black male.

2. The E-Z Serve is a corporation employing more than 15 employees which purchased Sunshine Jr. Food Stores, which was a corporation also employing more than 15 employees. E-Z Serve admits having assumed liability for Sunshine's actions.

3. Petitioner was employed by Respondent at Store 322 as an Assistant Manager, and was discharged by the Respondent on or about September 23, 1993. Petitioner performed a range of services for Respondent in store number 322 and was being trained to handle the responsibilities of managing this store.

4. When the store's manager left, Petitioner thought he would be considered for the promotional opportunity; however, he was not promoted to the opening which was filled by a white male. Feeling he had been discriminated against, the Petitioner filed a Charge of Discrimination with the Commission on Human Relations raising the issue of racial discrimination in denying him the promotion. This case was forwarded to the Division of Administrative Hearings, Case No. 93-5059, and was ultimately closed for failure to prosecute.

5. On or about September 23, 1993, the new manager of Store 322, Greg Grubbs, discharged the Petitioner without stating a reason for the action.[1] The Petitioner applied for a similar position at a Suwannee Swifty convenience store down the street from Store 322. This store was managed by Kimberly Littman.

ATTACHMENT 0210

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-004954

DATE ENTERED: 2/9/1996

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1995/95004954.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

NADER F. FAHAMI,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 95-4954
	)	
FLORIDA DEPARTMENT OF CORRECTIONS,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

The final hearing in this case was held before Larry J. Sartin, Hearing Officer, on January 9, 1996, in Tallahassee, Florida.

APPEARANCES

For Petitioner: Nader F. Fahami, pro se
5800 University Boulevard, West 119
Jacksonville, Florida 32216

For Respondent: Ernest L. Reddick
Assistant General Counsel
Florida Department of Corrections
2601 Blair Stone Road
Tallahassee, Florida 32399-2500

STATEMENT OF THE ISSUE

The issue in this case is whether Respondent, the Department of Corrections, discriminated against Petitioner, Nader F. Fahami, on the basis of his race, Asian, and his national origin, "Iranian".

PRELIMINARY STATEMENT

On or about April 8, 1994, Petitioner filed a Charge of Discrimination with the Florida Commission on Human Relations (hererinafter referred to as the "Commission"). Petitioner alleged that he had been discriminated against by Respondent on the basis of "my Race, Asian, and National Origin, Iran . . . ."

On or about June 13, 1995, the Commission issued a Notice of Determination: Cause. Cause was found due to the failure of Respondent to file a Position Statement.

On or about August 18, 1995, the Commission entered a Notice of Dismissal. The Dismissal was entered due to a belief that Petitioner had failed to file a Petition for Relief. Petitioner had, in fact, filed a Petition for Relief on July 6, 1995. Therefore, the Dismissal was rescinded on September 8, 1995.

ATTACHMENT 0211

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 95-005377

DATE ENTERED: 8/1/1996

RACE: black

LINK: doah.state.fl.us/ROS/1995/95005377.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

BENSON OKORONKWO,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 95-5377
	)	
NORTH CENTRAL FLORIDA SAFETY COUNCIL,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, this cause came on for formal hearing before Stephen F. Dean, duly-designated Hearing Officer of the Division of Administrative Hearings, on February 21, 1996, in Gainesville, Florida.

APPEARANCES

For Petitioner: Steven Scheck, Esquire
106 Northwest 2nd Avenue
Gainesville, Florida 32601

For Respondent: Robert E. Roundtree, Jr., Esquire
Clayton, Johnston, Quincey, Ireland
Felder, Gadd and Roundtree, P.A.
Post Office Box 23939
Gainesville, Florida 32601

STATEMENT OF THE ISSUES

Whether the Respondent committed an unlawful employment practice by terminating the Petitioner's employment on the basis of race or national origin.

PRELIMINARY STATEMENT

After a "no cause" determination of the Petitioner's claim was filed on January 26, 1994 by the Florida Commission on Human Relations, this case was forwarded to the Division of Administrative Hearings for a de novo proceeding on October 13, 1995. The Petitioner's claim for relief was transmitted to the Division of Administrative Hearings on November 7, 1995; and the Respondent's response was filed on November 30, 1995.

At formal hearing, the Petitioner testified in his own behalf. He presented no other witnesses. The Petitioner introduced two exhibits into evidence. The Respondent presented the testimony of Jim Scott, clinical supervisor of DUI evaluators for the Respondent. The Respondent also introduced into evidence five reports of evaluations performed by the Petitioner written by Jim Scott.

ATTACHMENT 0212

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 96-001905

DATE ENTERED: 11/6/1996

RACE: black

LINK: doah.state.fl.us/ROS/1996/96001905.PDF

PAGE(S): 3

depositions of Alicia Larkins and Sydney McCray. Pursuant to section 90.616(2)(b), Florida Statutes, Mr. William R. Whitson, the City Manager for the City of Milton, was designated as the City's representative. The parties did not invoke the rule of sequestration.

The City elected to transcribe the proceedings. At the hearing, the parties requested the right to file proposed findings of fact and conclusions of law in the form of proposed recommended orders. The proposed recommended orders of the parties were received and subsequently considered.

FINDINGS OF FACT

1. The City is an employer under the Florida Civil Rights Act.

2. Mr. McCray is a male African-American, and he is a member of a protected class.

3. In his complaint, Mr. McCray claims that on April 4, 1994, the City discriminated against him by failing to hire him for the position of laborer (maintenance worker). Specifically, Mr. McCray alleged that in response to a newspaper advertisement for a laborer's position, he and his sister, Alice Larkins, contacted the City Manager's office for the purpose of submitting their employment applications.

4. Both Mr. McCray and Ms. Larkins asserted that they arrived at the office of Mr. Whitson, the City Manager, at the appointed time, and that they waited over an hour to see Mr.

ATTACHMENT 0213

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 96-002855

DATE ENTERED: 6/26/1997

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1996/96002855.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

BRYON K. EHLMANN,	)	
	)	
Petitioner,	)	
	)	
vs.	)	Case No. 96-2855
	)	
FLORIDA A & M UNIVERSITY,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

Pursuant to notice, this cause came on for final hearing before P. Michael Ruff, duly designated Administrative Law Judge of the Division of Administrative Hearings, in Tallahassee, Florida.

APPEARANCES

For Petitioner: Bryon K. Ehlmann, pro se
4728 Highgrove Road
Tallahassee, Florida 32308

For Respondent: Bishop C. Holifield, Esquire
Avery D. McKnight, Esquire
Florida A & M University
Lee Hall, Room 300
Tallahassee, Florida 32307

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding concern whether the Petitioner suffered an unlawful employment practice pursuant to the pertinent provisions of Chapter 760, Florida Statutes, and relevant decisional law, by allegedly being the victim of disparate, discriminatory treatment based upon his race (white)

ATTACHMENT 0214

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 96-003321

DATE ENTERED: 11/25/1996

RACE: black

LINK: doah.state.fl.us/ROS/1996/96003321.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

EMMA J. PUSEY,	)	
	)	
Petitioner,	)	
	)	
vs.	)	CASE NO. 96-3321
	)	
GEORGE KNUPP, Lake County Sheriffs Office,	)	
	)	
Respondent.	)	
_____	)	

SUMMARY

RECOMMENDED ORDER

This cause may be disposed of upon undisputed facts and recognized legal principles, without a formal hearing.

STATEMENT OF THE ISSUE

This cause came on for consideration upon Respondent's Motion to Dismiss the Petition for Relief from a "Determination: No Cause," order entered by the Florida Commission on Human Relations.

PRELIMINARY STATEMENT

Petitioner has filed a Petition for Relief from a "Determination: No Cause" order entered by the Florida Commission on Human Relations upon Petitioner's claim that she was discriminated against by her employer both as retaliation and due to her race (Black).

This cause came on for consideration upon Respondent's Motion to Dismiss.

Oral argument was heard by telephonic conference call on August 14, 1996. Thereafter, the parties were permitted to file further written argument, factual allegations, and case citations. All of the subsequent pleadings, memoranda, and letters which address the motion to dismiss or the oral argument on the motion have been considered. None offer any specific reason for late filing of the Petition for Relief after June 14, 1996.

By an October 8, 1996 "Order Requiring Further Advices and to Show Cause," the parties were presented with the material facts as presumably agreed by them. They were given until October 30, 1996 in which to file any disagreement with the facts as understood by the undersigned Administrative Law Judge. Nothing was filed by either party to vary the facts proposed in that October 8, 1996 order. Therefore, the facts as set out therein are deemed to be undisputed.

Also by the October 8, 1996 order, Petitioner was specifically given until October 30, 1996 to show cause why she did not timely file her Petition for Relief between May 31, 1996 and June 18, 1996.

ATTACHMENT 0215

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 96-004162

DATE ENTERED: 10/15/1997

RACE: black

LINK: doah.state.fl.us/ROS/1996/96004162.PDF

PAGE(S): 8

FINDINGS OF FACT

1. Petitioner is a forty-one-year-old black male. He is a 1977 graduate of the University of Florida with a bachelor's degree in Business Administration. His undergraduate major was Finance. Petitioner has approximately 30 credit hours in Accounting from the University of North Florida, which he earned between 1983 and 1988.

2. Petitioner is currently enrolled in the University of North Florida's Masters of Public Administration program. He has completed 30 of the 39 required credit hours in that program.

3. From November of 1979 to March of 1991, Petitioner worked for Occidental Chemical Company as an accountant. After leaving this job, Petitioner was self-employed from April of 1991 to December of 1991.

4. Respondent's District Two office in Lake City, Florida, hired Petitioner on March 6, 1992, as a Purchasing Agent I. Respondent hired Petitioner under administrative rules pertaining to career service employees as promulgated by the Department of Management Services.

5. Petitioner received a copy of Respondent's disciplinary and conduct standards when he was hired.

6. Petitioner worked as a Purchasing Agent I until September of 1992. His salary during that time was $609.00 bi-weekly.

ATTACHMENT 0216

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 96-004360

DATE ENTERED: 6/13/1997

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1996/96004360.PDF

PAGE(S): 7

FINDINGS OF FACT

1. Petitioner is a forty-one-year-old black male. He is a 1977 graduate of the University of Florida with a bachelor's degree in Business Administration. His undergraduate major was Finance. Petitioner has approximately 30 credit hours in Accounting from the University of North Florida, which he earned between 1983 and 1988.

2. Petitioner is currently enrolled in the University of North Florida's Masters of Public Administration program. He has completed 30 of the 39 required credit hours in that program.

3. From November of 1979 to March of 1991, Petitioner worked for Occidental Chemical Company as an accountant. After leaving this job, Petitioner was self-employed from April of 1991 to December of 1991.

4. Respondent's District Two office in Lake City, Florida, hired Petitioner on March 6, 1992, as a Purchasing Agent I. Respondent hired Petitioner under administrative rules pertaining to career service employees as promulgated by the Department of Management Services.

5. Petitioner received a copy of Respondent's disciplinary and conduct standards when he was hired.

6. Petitioner worked as a Purchasing Agent I until September of 1992. His salary during that time was $609.00 bi-weekly.

ATTACHMENT 0217

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 96-004382

DATE ENTERED: 3/27/1997

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1996/96004382.PDF

PAGE(S): 4

Recommended Orders. Subsequently, Tadlock informed the undersigned that he would not be filing a proposed recommended order but that he reserved the right to file exceptions. On January 22, 1997, Energy Systems filed a proposed order which was reviewed and considered by the undersigned.

FINDINGS OF FACT

1. The Petitioner, John Tadlock, (Tadlock) is a white male, age 46, and a resident of Panama City, Bay County, Florida.

2. The Respondent, Westinghouse Electric Company, d/b/a Bay County Energy Systems, Inc. (Energy Systems), was and is a corporation organized and existing under the laws of the State of Florida.

3. Energy Systems maintains a facility that collects garbage and burns it as fuel. The operation serves two basic functions. First, it disposes of unwanted garbage. Second, it produces energy by creating steam that in turn drives a turbine and produces electricity.

4. From January, 1987, until September, 1993, Tadlock was employed by Energy Systems. Tadlock began as a B-class maintenance mechanic and advanced to the position of A-class maintenance mechanic. Subsequently, Tadlock moved to the operations portion of the company where he worked on boilers.

5. Tadlock testified that he suffered injuries while at work during the years 1987, 1991, and 1993. Tadlock further testified that after each injury he recovered fully and resumed work at Energy Systems.

ATTACHMENT 0218

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 96-004383

DATE ENTERED: 4/22/1997

RACE: black

LINK: doah.state.fl.us/ROS/1996/96004383.PDF

PAGE(S): 2

760.11(7), Florida Statutes, Mr. McCray timely availed himself of the right to a formal hearing. The matter was referred by the Florida Human Relations Commission to the Division of Administrative Hearings for a formal hearing on November 18, 1996, and assigned to the undersigned administrative law judge for adjudication. Subsequently, Mr. McCray filed a Motion for Continuance stating that because he was incarcerated by the Florida Department of Corrections in Starke, Florida, and because he would not be released until December 31, 1996, he was not able to attend the hearing as scheduled. Based on the Motion for Continuance, the undersigned granted the motion and rescheduled the hearing for January 21, 1997.

At the hearing, Mr. Bruce Committee appeared as counsel for Mr. McCray. Mr. Committee called Mr. McCray and Ms. Alicia Larkins, the Petitioner's sister, and offered no exhibits. The City called five witnesses and offered four exhibits. All the exhibits were accepted. In addition, the City filed the depositions of Alicia Larkins and Sydney McCray. Pursuant to section 90.616(2)(b), Florida Statutes, Mr. William R. Whitson, the City Manager for the City of Milton, was designated as the City's representative. The parties did not invoke the rule of sequestration.

The City elected to transcribe the proceedings. At the hearing, the parties requested the right to file proposed findings of fact and conclusions of law in the form of proposed recommended orders. The proposed recommended orders of the parties were received and subsequently considered.

FINDINGS OF FACT

1. The City is an employer under the Florida Civil Rights Act.

2. Mr. McCray is a male African-American, and he is a member of a protected class.

3. In his complaint, Mr. McCray claims that on April 4, 1994, the City discriminated against him by failing to hire him for the position of laborer (maintenance worker). Specifically, Mr. McCray alleged that in response to a newspaper advertisement for a laborer's position, he and his sister, Alice Larkins, contacted the City Manager's office for the purpose of submitting their employment applications.

ATTACHMENT 0219

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 96-004672

DATE ENTERED: 7/1/1997

RACE: black

LINK: doah.state.fl.us/ROS/1996/96004672.PDF

PAGE(S): 3

When the hearing commenced on March 12, 1997, the parties presented a stipulation as to certain facts. During the formal hearing, Petitioner testified on her own behalf and presented the testimony of two witnesses. Petitioner offered six (6) exhibits which were admitted into evidence without objection.

Respondent did not call any witnesses to testify. Respondent offered six (6) exhibits which were admitted into evidence without objection.

At the conclusion of the hearing, the parties requested permission to file their proposed recommended orders sixty (60) days after the court reporter filed a copy of the transcript. The court reporter filed the transcript on March 28, 1997. Accordingly, the parties' proposed findings of facts and conclusions of law were due to be filed on or before May 27, 1997. The undersigned granted the parties' subsequent joint request for an extension of time to file the proposed orders. They timely filed their proposed recommended orders on May 30, 1997.

FINDINGS OF FACT

1. Respondent is an employer within the meaning of the Florida Civil Rights Act of 1992, as amended, Section 760.10, Florida Statutes (1993).

2. Respondent employed Petitioner, a black female, in March of 1980 as a Clerk-Typist II. Over the years, Petitioner worked in the position of Secretary II, Clerk-Typist Specialist,

ATTACHMENT 0220

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 97-000704

DATE ENTERED: 8/18/1997

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1997/97000704.PDF

PAGE(S): 3

eight exhibits were received in evidence, plus the deposition testimony of Kay Vermette, taken June 9, 1997. A transcript was ordered and was filed on July 2, 1997. The parties were allowed ten days from the hearing in which to file proposed findings of fact and conclusions of law. Petitioner had not filed proposed findings as of the date of this order. Respondent filed proposed findings on July 14, 1997.

Based upon all of the evidence, the following findings of fact are determined:

FINDINGS OF FACT

1. The Respondent is an employer as that term is defined under the Florida Civil Rights Act of 1992.

2. Petitioner was employed by Respondent as a CNA at Park Lake Nursing and Rehabilitation Center during the relevant period of time from April through July, 1995.

3. Petitioner is a white female and a licensed CNA.

4. Kay Vermette ("Vermette"), a white female, was the Director of Nursing at Park Lake and the department head over the entire nursing staff during Petitioner's tenure.

5. Vermette hired Petitioner as a CNA on April 18, 1995.

6. Petitioner worked as a CNA at Park Lake for less than ninety (90) days when she was terminated by Vermette for verbal abuse of a resident on July 1, 1995.

7. Joyce Donahue ("Donahue"), Assistant Director of Nursing at Lake Park during Petitioner's tenure, was the second in charge

ATTACHMENT 0221

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 97-003658

DATE ENTERED: 4/24/1998

RACE: black

LINK: doah.state.fl.us/ROS/1997/97003658.PDF

PAGE(S): 3

After the hearing, Petitioner filed a Motion for Extension of Time to File Proposed Recommended Order. The undersigned granted this motion on March 19, 1998.

Petitioner filed a proposed order on April 6, 1998.

On April 6, 1998, Respondent filed an Unopposed Motion for Extension of Time Within Which to File Proposed Recommended Order. The undersigned granted this motion on April 7, 1998.

The transcript of the proceeding was filed on April 13, 1998.

Respondent filed its Proposed Recommended Order on April 13, 1998.

FINDINGS OF FACT

1. Petitioner is an African-American female. From 1990 through October 1996, she worked in Respondent's Child Welfare Legal Service (CWLS) office as an administrative secretary.

2. The CWLS office handles a heavy volume of child dependency cases in the juvenile courts of several counties. The cases require the filing of certain pleadings in a timely manner. Failure to comply with the filing deadlines could result in the return of a child to an abusive or neglectful home environment.

3. At all times material to this proceeding, the CWLS office consisted of one managing attorney, two staff attorneys, one administrative secretary, and two paralegal specialists.

4. During Petitioner's employment, another African-American female, Martha Johnson, occupied one of the paralegal specialist

ATTACHMENT 0222

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 97-004830

DATE ENTERED: 10/15/1998

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1997/97004830.PDF

PAGE(S): 4,5

tenus Motion to Dismiss, and that motion has been considered within this Recommended Order.

A transcript was provided in due course. Each party's Proposed Recommended Order has been considered.

Petitioner's Proposed Recommended Order suggests that "his" witnesses were tampered with. For the reasons set out above, it is concluded that "witness tampering" has not been proven and that Petitioner's witnesses' testimony is, for the most part, credible. Petitioner's witnesses were able to credibly explain any prior inconsistent written statements they had signed on Petitioner's behalf.[1]

FINDINGS OF FACT

1. Respondent stipulated to jurisdiction, and the evidence demonstrates that by number of employees, Respondent is an "employer" as defined in Chapter 760, Florida Statutes.

2. Respondent is a freight company which ships and receives living nursery stock by truck through a depot/warehouse. Petitioner was employed there from 1993 until June 16, 1995.

3. In the course of formal hearing, Petitioner waived his Charge of Discrimination on the basis of his national origin (United States citizen). (TR-116). There is no evidence the Respondent employs anyone other than United States citizens.

4. The remainder of Petitioner's allegations were that Respondent failed to accommodate one or more handicaps and subjected Petitioner to disparate treatment from similarly

situated black employees. Petitioner also related a series of remarks and one personnel action that he considered to be harassing and abusive due to his handicaps.

5. The "handicaps" that Petitioner testified to were high blood pressure, an undefined heart condition requiring medication, "bad knees," and problems with his back.

6. At formal hearing, no medical physician or health care professional corroborated the foregoing conditions.

7. However, it is undisputed that on or about January 9, 1995, Petitioner presented a physician's excuse to Respondent's Warehouse Supervisor, Jeff Bradner. That physician's excuse stated that Petitioner could return to work on that date, working 10 hours per day, 5 days per week, doing medium lifting, that is, "lifting 30 pounds and frequently lifting and/or carrying objects weighing 25 pounds." The excuse further stated that Petitioner was to avoid squatting, kneeling, and climbing.

8. Mr. Bradner informed Eddie Payne, Petitioner's immediate supervisor, that the foregoing January 9, 1995, medical restrictions were to be observed for Petitioner.

9. Attached to both Petitioner's initial Charge of Discrimination and his later Petition for Review was another physician's letter dated January 29, 1993. It stated, in pertinent part:

> [Petitioner], patient of record, suffers from high blood pressure, anxiety, and arterial coronary disease. These conditions are

ATTACHMENT 0223

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 97-004835

DATE ENTERED: 6/18/1998

RACE: black

LINK: doah.state.fl.us/ROS/1997/97004835.PDF

PAGE(S): 2

PRELIMINARY STATEMENT

This cause arose upon the filing of a Charge of Discrimination by the Petitioner with the Florida Commission on Human Relations. The charge was originally filed on or about July 7, 1995. In the Charge of Discrimination the Petitioner alleged that she received an unsatisfactory employment performance rating on June 22, 1995. She also alleges that on April 11, 1995, she was suspended for removing records from the Respondent agency's building and place of business. She also alleges that on September 30, 1994, she was suspended for "misuse of position." She maintains that each of these employment disciplinary actions were racially motivated. She is Black.

On November 27, 1996, the Petitioner executed an Election of Rights form before the Florida Commission on Human Relations choosing that, since more than one hundred-eighty days (180) had elapsed since the Charge of Discrimination was filed, she would withdraw the charge and file a Petition for Relief so as to proceed with an administrative hearing as provided for under Section 760.11(11), Florida Statutes. That procedure was followed and ultimately the subject proceeding ensued.

The cause came on for hearing as noticed. At the hearing the Petitioner presented the testimony of twelve (12) witnesses. The Respondent produced the testimony of three (3) witnesses and forty-seven (47) exhibits, all of which were admitted into evidence without objection. Upon conclusion of the proceeding,

ATTACHMENT 0224

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 97-005058

DATE ENTERED: 6/3/1998

RACE: black

LINK: doah.state.fl.us/ROS/1997/97005058.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

TERRANCE D. DAVENPORT,	)	
	)	
Petitioner,	)	
	)	
vs.	)	Case No. 97-5058
	)	
VILLAGE ON THE GREEN,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

A formal hearing was held before the Division of Administrative Hearings by Daniel M. Kilbride, Administrative Law Judge, on March 11, 1998, by video conference to Orlando, Florida. The following appearances were entered:

APPEARANCES

For Petitioner: Terrance D. Davenport, pro se
861 Carver Street
Winter Park, Florida 32789

For Respondent: John Griffin, Qualified Representative
Director of Human Resources
Life Care Retirement Communities, Inc.
d/b/a Village on the Green
200 East Grand, Suite 390
Des Moines, Iowa 50309

STATEMENT OF THE ISSUE

Whether Petitioner was demoted from his position as a security officer, and later terminated from his position with the Respondent as a groundskeeper on or about May 22, 1995, on the basis of his race (Black) or sex (male), in violation of Section 760.10(1)(a), Florida Statutes (1995).

ATTACHMENT 0225

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 97-005981

DATE ENTERED: 10/2/1998

RACE: black

LINK: doah.state.fl.us/ROS/1997/97005981.PDF

PAGE(S): 2

On October 12, 1995, the Petitioner filed a Charge of Discrimination with the Florida Commission on Human Relations (FCHR), asserting that her reassignment on October 23, 1994, from police corporal to police officer constituted discrimination on account of race and gender. In October 1997, the FCHR issued a "no-cause" determination. The Petitioner filed a Petition for Relief in November 1997. The FCHR referred the petition to the Division of Administrative Hearings, which scheduled the matter for hearing.

At the hearing, the Petitioner presented the testimony of five witnesses, testified on her own behalf, and had Exhibits numbered 1-8 admitted into evidence. The Respondent presented the testimony of three witnesses and had Exhibits numbered 1-13 and 16-20 admitted into evidence.

A transcript of the hearing was filed. Both parties filed proposed recommended orders.

FINDINGS OF FACT

1. Beginning in 1982, the City of Tampa Police Department (Respondent) employed Linda Baker-James (Petitioner) as a police officer.

2. The Petitioner is a black female.

3. The Petitioner has been involved in multiple incidents resulting in imposition of disciplinary action by the Respondent. These disciplinary actions include a suspension related to untruthfulness in department matters, numerous reprimands and

ATTACHMENT 0226

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 98-000173

DATE ENTERED: 7/23/1998

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1998/98000173.pdf

PAGE(S): 3

accepted into evidence. Petitioner testified on her own behalf and presented the testimony of six witnesses. The court file also contains copies of Petitioner's medical records which were filed with DOAH as ex parte communications by Dr. Micki Kantowitz and by Christine Clark, MA, Med, MSW, LCSW. These medical records were not admitted as evidence in these consolidated cases.

Respondents presented the testimony of two witnesses. They offered Exhibits R-1 through R-7 which were accepted into evidence.

The parties did not elect to file a copy of the transcript or proposed recommended orders with DOAH.

FINDINGS OF FACT

1. In the spring of 1994, Respondent CSD began operating a residential detention program for juvenile offenders pursuant to a contract with the Department of Juvenile Justice. The purpose of the program, commonly known as Hamilton House, was to provide redirection to the lives of its youthful residents/clients.

2. Hamilton House had 48 beds divided between two dormitories. Respondent CSD assigned each resident to the appropriate dormitory, level six or level eight, depending on the type of security and rehabilitative services required. The program included an educational program as well as facilities for vocational and recreational activities.

3. Respondent CSD employed Petitioner, a 51 year-old white female, as a resident advisor at Hamilton House from March 24,

ATTACHMENT 0227

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 98-000183

DATE ENTERED: 12/1/1998

RACE: black

LINK: doah.state.fl.us/ROS/1998/98000183.pdf

PAGE(S): 4

3. Ms. Harrison is an African-American woman. At the time that she was hired by Ms. Jones in March 1994, her substantial work experience was in real estate and property management.

4. Service representatives at Jodan perform the intake process with temporary employees (application, interview and testing); they take orders from clients and place temporary employees with those clients. Jodan provides a detailed training program for its employees, including its service representatives.

5. Upon the commencement of her employment with Jodan, Ms. Harrison began a training program known as Professional Service 1 (PS-1) under the supervision of Margaret Jones. PS-1 is a self study course where the employee learns the policies and procedures of a Manpower franchise through tapes and other training materials. It is the responsibility of the employee to keep track of and complete PS-1. Normally it takes between three and six months for an employee to complete PS-1; however, it can take longer, depending on the employee's office work load at the time.

6. Disgruntled and upset by what she perceived as criticism of her management and hiring decisions, Ms. Jones left the employ of Jodan on or about August 1, 1994. Prior to that time, Ms. Harrison had completed all but three or four minor details in the PS-1 training. Ms. Harrison was satisfied by her training under Ms. Jones and she admits that no one at Jodan attempted to prevent her from completing PS-1.

ATTACHMENT 0228

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 98-000716

DATE ENTERED: 6/8/1998

RACE: black

LINK: doah.state.fl.us/ROS/1998/98000716.pdf

PAGE(S): 7

cancel the Petitioner again on October 11 and not to use her again.

15. Inconsistent with the Petitioner's testimony that Stott agreed to discuss the Petitioner's status on October 11, 1995, the Petitioner consulted an attorney, Mark Zilberberg, on October 10, 1995, for assistance in requiring Stott to put the Petitioner on the work schedule. In the Petitioner's presence, Zilberberg telephoned Stott at approximately 12:15 p.m. on October 10, 1995, to request that the Petitioner be put back on the work schedule. Stott hung up on him and did not take his call back. At 12:33 p.m., Stott telephoned the Petitioner's home and left a message on the Petitioner's answering machine that Stott was canceling the Petitioner for October 11, 1995, and that RCOF would not be having any further need for the Petitioner's services.

16. The Petitioner interpreted these events to signify that Stott was terminating the Petitioner in retaliation for the Petitioner's consulting an attorney and having the attorney intervene. But Stott's testimony to the contrary is accepted--the decision not to use the Petitioner any more already had been made after the Petitioner refused to work extra hours for Stott on October 1, 1995.

17. During the time period from August through October 1995, Stott's PRN pool included four African-American PRN therapists: the Petitioner; Artesa; Shana; and Shawana.

ATTACHMENT 0229

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 98-001722

DATE ENTERED: 6/24/1999

RACE: black

LINK: doah.state.fl.us/ROS/1998/98001722.pdf

PAGE(S): 35

Curry was fully reinstated as a UPS driver, performing his former duties.

CONCLUSIONS OF LAW

23. The Division of Administrative Hearings has jurisdiction of the subject matter of and the parties to this proceeding. Section 120.57(1), Florida Statutes.

I. THE RACE CLAIM:

24. The Petitioner contends that he was terminated because of racial discrimination. He must thus prove that the Respondent UPS acted with a discriminatory motive. There are two ways to establish such discriminatory animus. First, intentional discriminatory treatment can be proven through the presentation of "direct evidence" of discriminatory intent. See Early vs. Champion International Corporation, 907 F.2d 1081 (11th Circuit 1990). Absent direct evidence intentional discrimination can be proven through the methods of proof set forth in McDonald-Douglas Corporation vs. Green, 411 U.S. 792 (1973), and Texas Department of Community Affairs vs. Burdine, 450 U.S. 248 (1981).

25. In the instant situation there is no direct evidence of discriminatory intent. "Direct evidence of discrimination would be evidence, which, if believed, would prove the existence of a fact without inference or presumption." Carter vs. City of Miami, 870 F.2d 578, 581 (11th Circuit 1989). Direct evidence generally takes the form of remarks made by employers that reveal discriminatory attitudes and that are both casually and

ATTACHMENT 0230

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 98-002354

DATE ENTERED: 10/12/1998

RACE: black

LINK: doah.state.fl.us/ROS/1998/98002354.pdf

PAGE(S): 3

1. Petitioner Ada J. Sims is an African-American female born October 28, 1934. She resides in Orlando, Orange County, Florida.

2. During the 1993/94 school year, Ms. Sims was employed as an occupational specialist by the Orange County School Board (OCSB). She was assigned to Cypress Creek High School. Ms. Sims worked for the OCSB for 26 years; the first 4 or 5 were in clerical positions, and the last 22 years were as an occupational specialist at various schools. Ms. Sims does not have a college degree.

3. Sometime during the 1993/94 school year, Ms. Sims was offered and accepted an early retirement opportunity. She expressed her intent to retire effective December 1994.

4. The last day of school was the end of May 1994. At that time Ms. Sims understood that she still had a job at Cypress Creek High School for the beginning of the 1994/95 school year.

5. Sometime during the early summer in 1994, the superintendent of schools and the OCSB realized the need to reduce instructional positions in order to keep expenditures within an available budget. The certification area, "occupational specialist," was identified for the reduction in force.

6. On or about July 19, 1994, Cypress Creek assistant principal Cathy Thompson spoke to Ms. Sims by telephone to inform

ATTACHMENT 0231

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 98-002539

DATE ENTERED: 1/8/1999

RACE: black

LINK: doah.state.fl.us/ROS/1998/98002539.pdf

PAGE(S): 3,4

May 22, 1998, "Petition for Relief" and FCHR's "Notice of Transmittal" dated May 29, 1998. I have taken official recognition of this letter and attachment.

Prior to commencing the motion hearing, Jesse W. Jones was examined on the record and accepted as Petitioner's Qualified Representative for purposes of this case only.

Therefore, all procedural aspects of the case(s) were considered, various stipulations were entered into by the parties, and oral rulings were made. Because these procedural aspects affect jurisdiction of this case and the merits of one or more of Petitioner's sequential Charges of Discrimination, and because no transcript was provided, these matters will be covered in the following Findings of Fact and Conclusions of Law.

Petitioner presented the oral testimony of Turner Johnson, Jr., Turner Johnson, Sr., and Naomi Hall. Petitioner testified on his own behalf and had nineteen exhibits admitted.

Respondent presented the oral testimony of Constance Schott.

Respondent's Proposed Recommended Order was filed October 26, 1998. Petitioner's Proposed Recommended Order was filed November 4, 1998. By agreement of the parties, both submittals have been considered in the preparation of this Recommended Order.

FINDINGS OF FACT

1. Petitioner is a black male. His birth date is March 1,

1933. At various times, he has filed three Charges of Discrimination with FCHR.

2. The entity named in the May 22, 1998, Petition for Relief is "Shands at Alachua General Hospital/Santa Fe Health Care." "Shands at Alachua General Hospital" is the only entity which timely received FCHR's May 29, 1998, Notice of Transmittal. It also is the only entity which has appeared in this proceeding as a potential Respondent or for formal hearing herein.

3. It was stipulated that in 1992, Petitioner filed a Charge of Discrimination with FCHR. Neither party hereto has a copy of that charge. To the best of Petitioner's recollection, his 1992 Charge of Discrimination was made against "Alachua General Hospital" for refusing to hire him and no charge was made at that time against "Shands at Alachua General Hospital." Apparently, that Charge was lost within FCHR. That Charge has never been before the undersigned, and I find as a matter of fact and law that it cannot be considered herein.[1]

4. On October 25, 1993, Petitioner filed a second Charge of Discrimination with FCHR. This was the Charge transmitted to DOAH on May 29, 1998, together with a May 22, 1998, Petition for Relief, and which gave rise to the instant proceeding. By this 1993 Charge, Petitioner had alleged discrimination against himself by Mid-American Food Services of Florida. The 1993 Charge also alleged that the last act of discrimination by Mid-American had occurred on February 28, 1991. Petitioner

ATTACHMENT 0232

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 98-002813

DATE ENTERED: 4/14/1999

RACE: black

LINK: doah.state.fl.us/ROS/1998/98002813.pdf

PAGE(S): 4

FINDINGS OF FACT

Based upon all of the evidence, the following findings of fact are determined:

1. In this proceeding, Petitioner, Jerrylene Barr, who is an African-American, contends that in May 1994, Respondent, Columbia Ocala Regional Medical Center (Respondent), unlawfully terminated her from employment as a registered nurse on account of her race. Respondent has denied the charges and contends instead that Petitioner was terminated after she negligently overmedicated a patient, in addition to her prior performance of medication errors over a two-year period. After a preliminary investigation was conducted by the Commission on Human Relations (Commission), which took some three years to complete, the Commission issued a Notice of Determination: No Cause on April 27, 1998.

2. Although not specifically established at hearing, it can be reasonably inferred from the evidence that Respondent employed at least fifteen employees for each working day in each of twenty or more calendar weeks in the current or preceding year and thus is an employer within the meaning of the law.

3. Petitioner began working for Respondent as a nurse in January 1992. Between September 1992 and May 1994, a period of seventeen months, Petitioner had twelve documented errors in giving medications to patients under her supervision. This was more than any other employee at Respondent's facility.

ATTACHMENT 0233

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 98-003083

DATE ENTERED: 4/2/1999

RACE: black

LINK: doah.state.fl.us/ROS/1998/98003083.pdf

PAGE(S): 4

Center president, Donald J. "Jerry" Feulner.

5. Bill Ferguson was the ARC program director when Dana Monroe was hired. Mr. Ferguson was a cordial, low-key professional administrator. When Mr. Ferguson left he was replaced with Scurry Miller sometime in late 1994. Mr. Miller's management style was very different from his predecessor's. As described by both superiors and subordinates, Mr. Miller was bold, abrasive, unorthodox, and strict. He began disciplining employees for matters which Mr. Ferguson had evidently ignored. Some employees found him a charismatic leader; others found him disagreeable and offensive.

6. In December 1994, Dana Monroe received his first verbal warning for inappropriate use of physical force. A written memorandum documenting the meeting between Dana Monroe and Scurry Miller is dated December 15, 1994. A copy was provided to Finn Kavanaugh, the assistant director of ARC. The incident confirmed Mr. Kavanaugh's own observations of Dana Monroe's growing tendencies to yell and use physical intervention with clients or to inappropriately lose his temper.

7. On March 3, 1995, Mr. Kavanaugh personally counseled Dana Monroe, by telephone, after Mr. Monroe failed to appear for work the preceeding day, March 2. Mr. Monroe's immediate supervisor, Vince Hennessy, an African-American male, had called Mr. Monroe at home when he did not appear for work and was told that Mr. Monroe was ill. The nature of the work and need for

ATTACHMENT 0234

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 98-003683

DATE ENTERED: 1/6/1999

RACE: black

LINK: doah.state.fl.us/ROS/1998/98003683.pdf

PAGE(S): 6

8. No evidence was presented to establish that Petitioner's termination from employment with Respondent was the result of his race.

CONCLUSIONS OF LAW

9. The Division of Administrative Hearings has jurisdiction over the parties and the subject matter in this case. Section 120.57(1), Florida Statutes.

10. Petitioner claims that his dismissal from employment with Tredit was based not on his performance and attitude but on the fact that he is African-American and, therefore, constitutes unlawful discrimination. Section 760.10(a), Florida Statutes, makes it an unlawful employment practice to discharge or to otherwise discriminate against any individual in employment because of that individual's race, color, religion, sex, national origin, age handicap, or marital status. Section 760.11, Florida Statutes, provides that any person aggrieved by a violation of the statute may file a complaint with the Commission on Human Relations which, pursuant to the provisions of Section 760.11(4), may result in an administrative hearing under Sections 120.569 and 120.57, Florida Statutes. At such a hearing, the burden is upon the aggrieved person to show, by a preponderance of the evidence, that the alleged discriminatory practice took place.

11. The burden of proof in this case rests upon the Petitioner to establish discriminatory practices on the part of the Respondent by a preponderance of the evidence. Petitioner

ATTACHMENT 0235

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 98-004682

DATE ENTERED: 3/23/1999

RACE: black

LINK: doah.state.fl.us/ROS/1998/98004682.pdf

PAGE(S): 5

first. Petitioner was then interviewed as well, but Ms. Bradford was given the position because, Petitioner was told, she was more qualified than he was.

4. What bothers Petitioner about the situation is that while he was being interviewed, Disbro kept interrupting to get Petitioner to do other things. When Petitioner later complained to the CEO about this, he was told Disbro would be counseled about it and that he should overlook Disbro's conduct.

5. At this particular time, the only black employees at MARC were Petitioner and Mr. Lee. Others were hired later. Petitioner contends that a black female employee quit because of similar working conditions, but there is no identification of the employee or independent evidence of when or why she quit. It also appears other black employees were employed on a routine basis.

6. When Petitioner came to work on January 31, 1995, he was told he did not get the job he had been interviewed for before Christmas. It seemed to Petitioner that everyone but him knew the job had gone to the female employee. He relates that another female employee told him that she could have had the job because of her close relationship with management. Again, however, there is no independent evidence to support this claim.

7. Petitioner contends that the environment within his section was uncomfortable for him. That is why he applied for other jobs within the organization. It was to get out of the

ATTACHMENT 0236

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-000507

DATE ENTERED: 6/6/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99000507.pdf

PAGE(S): 3

FINDINGS OF FACT

1. The School Board of Orange County, Florida, (Respondent) is an employer within the definition found in Section 760.02, Florida Statutes.

2. Dexter V. Thomas (Petitioner) was an employee of Respondent, as defined in Section 760.02, Florida Statutes, during the relevant time period.

3. Petitioner timely filed his Charge of Discrimination (Charge) with the Commission, pursuant to the Florida Civil Rights Acts of 1992, on August 4, 1995. The Commission failed to make a Cause/No Cause Determination within 180 days of the filing of the Charge. Petitioner filed a form with the Commission on January 27, 1998, seeking to withdraw his Charge and filed a Petition for Relief to proceed to an administrative hearing. Petitioner has not filed a Petition with the Commission. However, the Commission forwarded Petitioner's Charge to the Division of Administrative Hearings for a formal hearing on February 2, 1999, and this proceeding followed.

4. Petitioner is an adult male and a United States citizen of African-American descent.

5. Petitioner worked as a custodian at Apopka Middle School on the day shift from 1989 until his termination on November 22, 1995.

6. Petitioner testified that he had received good evaluations until the fall of 1994, when a new principal took

ATTACHMENT 0237

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-001780

DATE ENTERED: 2/24/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99001780.pdf

PAGE(S): 1,2,6

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MAE VANESSA HAMPTON,	)	
	)	
Petitioner,	)	
	)	
vs.	)	Case No. 99-1780
	)	
SEMINOLE COUNTY SCHOOL BUS DRIVERS' ASSOCIATION,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

A formal hearing was held before the Division of Administrative Hearings by Daniel M. Kilbride, Administrative Law Judge, on January 5, 2000, in Sanford, Florida. The following appearances were entered:

APPEARANCES

For Petitioner: Mae Vanessa Hampton, pro se
5414 Temple Elm Lane
Tampa, Florida 33617

For Respondent: Anthony D. Demma, Esquire
Meyer & Brooks, P.A.
2544 Blairstone Pines Drive
Post Office Box 1547
Tallahassee, Florida 32301

STATEMENT OF THE ISSUES

Whether Respondent failed to properly represent Petitioner when she was terminated from her position as a school bus driver by the Seminole County School District on or about June 1994, on the basis of her race (African-American)

and handicap, in violation of Section 760.10(1)(a), Florida Statutes (1995).

PRELIMINARY STATEMENT

Petitioner filed a Charge of Discrimination with the Florida Commission on Human Relations (FCHR) on May 5, 1995, charging Respondent with employment discrimination. On or about January 28, 1999, a determination of No Cause was issued by the FCHR. On or about February 19, 1999, Petitioner sought an extension of time from the FCHR in which to file her Petition for Relief. On March 17, 1999, the FCHR granted Petitioner's request, allowing her to file the Petition on or before April 5, 1999. Petitioner filed a Petition for Relief with the FCHR on April 5, 1999. This matter was subsequently referred by FCHR to the Division of Administrative Hearings for formal hearing de novo on April 15, 1999. Respondent subsequently filed a Motion to Dismiss for Lack of Jurisdiction and a Motion for Summary Final Order. A ruling on both motions was reserved until this Recommended Order. Following a continuance granted at the request of Petitioner and completion of discovery, a formal hearing was held on January 5, 2000.

At the hearing, Petitioner appeared pro se. Respondent's Motion for Summary Final Order was denied, without prejudice. The Contract between Respondent and the Seminole County School

of the grievance process. Further, there was no obvious race-related pattern in the District's decision to retain only some of the drivers. Three of the eight drivers were African-American, and three white drivers and two African-American drivers from among them were ultimately retained by the District in June 1994.

12. Petitioner experienced depression, a brief period of situational grief due to the unexpected death of a boyfriend, in early 1994 but suffered from no other medical condition during the 1993-94 school year. At the end of January 1994, Petitioner's treating physician (Dr. Fraser) authorized her to return to work after a short leave period. Petitioner, in fact, returned to her job as a driver for the rest of the 1993-94 school year. Petitioner fully recovered from her "depression" several months later and was able to return to full-time employment elsewhere by the end of 1994.

13. Although information about Petitioner's situational depression and her medical and other absence excuses was presented to Joseph Wise, Transportation Director (Wise), at the Step I Grievance hearing and to Dr. Paul J. Hagerty, Superintendent (Superintendent), at the Step II Grievance hearing, the School District's decision-makers (Wise and Superintendent Hagerty) determined there was just cause for Hampton's termination due to her long history of excessive

ATTACHMENT 0238

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-002213

DATE ENTERED: 2/29/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99002213.pdf

PAGE(S): 1,2,9

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

MAE VANESSA HAMPTON,	)	
	)	
Petitioner,	)	
	)	
vs.	)	Case No. 99-2213
	)	
SCHOOL BOARD OF SEMINOLE COUNTY,	)	
	)	
Respondent.	)	
_____	)	

RECOMMENDED ORDER

A formal hearing was held before the Division of Administrative Hearings by Daniel M. Kilbride, Administrative Law Judge, on January 6, 2000, in Sanford, Florida. The following appearances were entered:

APPEARANCES

For Petitioner: Mae Vanessa Hampton, pro se
Laurel Oaks Apartments
8775 Orange Oaks Circle
Tampa, Florida 33687

For Respondent: Ned N. Julian, Jr., Esquire
School Board of Seminole County
400 East Lake Boulevard
Sanford, Florida 32773-7127

STATEMENT OF THE ISSUES

Whether the non-renewal of Petitioner's annual employment contract as a school bus driver at the end of the 1993-94 school year was due to discrimination against her, on the basis of her race (African American) or disability

(depression), in violation of Section 760.10(1)(a), Florida Statutes (1995).

PRELIMINARY STATEMENT

Petitioner filed a Charge of Discrimination with the Florida Commission on Human Relations (FCHR) on May 30, 1995, charging Respondent with employment discrimination. On or about February 11, 1999, a No Cause determination was issued by the FCHR. Petitioner filed a Petition for Relief with the FCHR on March 15, 1999. On May 13, 1999, the FCHR notified Respondent that the Petition had been filed. This matter was referred by FCHR to the Division of Administrative Hearings for formal hearing de novo on the same date. Respondent filed a Motion to Dismiss which was denied by Order dated June 8, 1999. Following discovery and a continuance granted at the request of Petitioner, a formal hearing was held on January 6, 2000.

At the hearing, Petitioner appeared pro se. Petitioner testified in her own behalf and offered 11 exhibits which were received in evidence. Respondent presented the testimony of two witnesses and eight exhibits were received in evidence. A Transcript was ordered and was filed on February 10, 2000. The parties were allowed ten days from the date of hearing in which to file proposed findings of fact and conclusions of law. Petitioner timely filed proposed findings of fact by

to work on May 12, 1994, with no limitations.

40. Petitioner had a doctor's note dated May 11, 1994, which states that Petitioner has been depressed since her boyfriend was killed. Petitioner had some trouble adjusting to medication which she was given for this condition.

41. Petitioner requested and was seen by a counselor with The Allen Group, the Employee Assistance Program for the School Board, on four occasions in early 1994.

42. On January 26, 1994, Petitioner reported feeling angry and depressed because her boyfriend had been shot and killed. She had learned at his funeral that her boyfriend had several other girlfriends during this time, one of whom was pregnant.

43. Petitioner consulted with a counselor on March 7 and March 10, 1994.

44. On March 21, 1994, Petitioner reported to her counselor that she was feeling better.

45. Petitioner's last visit with her counselor was on May 11, 1994, when she reported that her job was in jeopardy because of too many absences.

46. By letter dated May 15, 1994, the Superintendent advised Petitioner that he would be recommending to the School Board that her employment as a school bus driver be

ATTACHMENT 0239

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-004035

DATE ENTERED: 3/10/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99004035.pdf

PAGE(S): 2,3

(1997). (All chapter and section references are to Florida Statutes (1997) unless otherwise stated).

PRELIMINARY STATEMENT

Petitioner filed a Charge of Discrimination with the Florida Commission on Human Relations (the "Commission") on June 28, 1996. Within 180 days, the Commission did not make a determination regarding Petitioner's charge of discrimination. On August 7, 1999, the Commission issued a Notice of Determination: No Cause. On September 7, 1999, Petitioner filed a Petition for Relief and thereby requested an administrative hearing. On September 27, 1999, the Commission referred the matter to DOAH to conduct an administrative hearing.

At the hearing, Petitioner testified and submitted one exhibit for admission in evidence. Respondent called one witness and submitted 18 exhibits for admission in evidence.

The identity of the witnesses and exhibits, and any attendant rulings, are set forth in the Transcript of the hearing filed on February 14, 2000. Petitioner did not file a proposed recommended order ("PRO"). Respondent timely filed its PRO on February 24, 2000.

FINDINGS OF FACT

1. Petitioner is a member of a protected class. Petitioner is Haitian and African-American. Respondent employed Petitioner up to the time of the alleged discrimination.

2. On January 30, 1995, Respondent conducted a plant-wide meeting to introduce, distribute, and explain a new edition of Respondent's employee handbook (the "handbook"). The policies

and procedures contained in the handbook, including a new attendance policy, became effective on February 1, 1995.

3. Petitioner attended the plant-wide meeting along with Respondent's other employees. Respondent gave each employee at the meeting, including Petitioner, a copy of the handbook.

4. Petitioner never indicated to anyone that he did not understand the contents of the handbook. Petitioner never asked any questions concerning the contents of the handbook, including the new attendance policy.

5. Petitioner signed an acknowledgment of receipt form dated January 30, 1995. By signing the form, Petitioner agreed he had received and read the handbook and understood its contents, including the new attendance policy.

6. Respondent's office and personnel manager (the "office manager") explained to the employees in attendance at the plant-wide meeting that they could take up to one week to review the handbook and sign and return the acknowledgment form to her. Petitioner chose not to use the allotted week.

7. Respondent used a majority of the time at the plant-wide meeting to explain the new attendance policy contained in the handbook. The new attendance policy adopted a no-fault point system intended to implement an objective, non-discretionary attendance policy that eliminated employee excuses and management discretion concerning employee absences.

8. The new attendance policy assessed each employee a prescribed number of points that ranged from a half point to five points for each absence or tardy attendance depending on the

DONE AND ENTERED this 10th day of March, 2000, in Tallahassee, Leon County, Florida.

DANIEL MANRY
Administrative Law Judge
Division of Administrative Hearings
The DeSoto Building
1230 Apalachee Parkway
Tallahassee, Florida 32399-3060
(850) 488-9675 SUNCOM 278-9675
Fax Filing (850) 921-6847
www.doah.state.fl.us

Filed with the Clerk of the
Division of Administrative Hearings
this 10th day of March, 2000.

COPIES FURNISHED:

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Garwood, McKenna, McKenna
and Wolf, P.A.
Post Office Box 60
Orlando, Florida 32802-0060

NOTICE OF RIGHT TO SUBMIT EXCEPTIONS

All parties have the right to submit written exceptions within 15 days from the date of this Recommended Order. Any exceptions to this Recommended Order should be filed with the agency that will issue the final order in this case.

ATTACHMENT 0240

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-004037

DATE ENTERED: 3/29/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99004037.pdf

PAGE(S): 3

addition, claims for monetary damages were also stricken. Finally, at the final hearing, an allegation pertaining to a position subsequently transferred by the Legislature in 1999 to the Florida Fish and Wildlife Conservation Commission was dismissed from this case and transferred to Case No. 99-4331, which involves another charge of discrimination by Petitioner against that agency.

At the final hearing, Petitioner testified on his own behalf. Also, he offered Petitioner's Exhibits 1-6, which were received in evidence. Respondent presented the testimony of Robert Eshleman, senior personnel manager; Patsy G. Bedsole, personnel services specialist; and Valerie K. Huegel, a senior management analyst II. Also, it offered Respondent's Exhibits 1-15, which were received in evidence.

A Transcript of the hearing was filed on February 11, 2000. By agreement of the parties, the time for filing proposed findings of fact and conclusions of law was extended to March 17, 2000. The same were timely filed by the parties, and they have been considered by the undersigned in the preparation of this Recommended Order.

FINDINGS OF FACT

Based upon all of the evidence, the following findings of fact are determined:

1. In this case, Petitioner, Ausbon Brown, Jr. (Petitioner), an African-American male born on April 25, 1943,

ATTACHMENT 0241

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-004038

DATE ENTERED: 3/29/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99004038%20ATAFO.PDF

PAGE(S): 3

addition, claims for monetary damages were also stricken. Finally, at the final hearing, an allegation pertaining to a position subsequently transferred by the Legislature in 1999 to the Florida Fish and Wildlife Conservation Commission was dismissed from this case and transferred to Case No. 99-4331, which involves another charge of discrimination by Petitioner against that agency.

At the final hearing, Petitioner testified on his own behalf. Also, he offered Petitioner's Exhibits 1-6, which were received in evidence. Respondent presented the testimony of Robert Eshleman, senior personnel manager; Patsy G. Bedsole, personnel services specialist; and Valerie K. Huegel, a senior management analyst II. Also, it offered Respondent's Exhibits 1-15, which were received in evidence.

A Transcript of the hearing was filed on February 11, 2000. By agreement of the parties, the time for filing proposed findings of fact and conclusions of law was extended to March 17, 2000. The same were timely filed by the parties, and they have been considered by the undersigned in the preparation of this Recommended Order.

FINDINGS OF FACT

Based upon all of the evidence, the following findings of fact are determined:

1. In this case, Petitioner, Ausbon Brown, Jr. (Petitioner), an African-American male born on April 25, 1943,

ATTACHMENT 0242

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-004039

DATE ENTERED: 3/29/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99004039%20Opinion.PDF

PAGE(S): 3

addition, claims for monetary damages were also stricken. Finally, at the final hearing, an allegation pertaining to a position subsequently transferred by the Legislature in 1999 to the Florida Fish and Wildlife Conservation Commission was dismissed from this case and transferred to Case No. 99-4331, which involves another charge of discrimination by Petitioner against that agency.

At the final hearing, Petitioner testified on his own behalf. Also, he offered Petitioner's Exhibits 1-6, which were received in evidence. Respondent presented the testimony of Robert Eshleman, senior personnel manager; Patsy G. Bedsole, personnel services specialist; and Valerie K. Huegel, a senior management analyst II. Also, it offered Respondent's Exhibits 1-15, which were received in evidence.

A Transcript of the hearing was filed on February 11, 2000. By agreement of the parties, the time for filing proposed findings of fact and conclusions of law was extended to March 17, 2000. The same were timely filed by the parties, and they have been considered by the undersigned in the preparation of this Recommended Order.

FINDINGS OF FACT

Based upon all of the evidence, the following findings of fact are determined:

1. In this case, Petitioner, Ausbon Brown, Jr. (Petitioner), an African-American male born on April 25, 1943,

ATTACHMENT 0243

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-004040

DATE ENTERED: 3/29/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99004040%20ATAFO.PDF

PAGE(S): 3

addition, claims for monetary damages were also stricken. Finally, at the final hearing, an allegation pertaining to a position subsequently transferred by the Legislature in 1999 to the Florida Fish and Wildlife Conservation Commission was dismissed from this case and transferred to Case No. 99-4331, which involves another charge of discrimination by Petitioner against that agency.

At the final hearing, Petitioner testified on his own behalf. Also, he offered Petitioner's Exhibits 1-6, which were received in evidence. Respondent presented the testimony of Robert Eshleman, senior personnel manager; Patsy G. Bedsole, personnel services specialist; and Valerie K. Huegel, a senior management analyst II. Also, it offered Respondent's Exhibits 1-15, which were received in evidence.

A Transcript of the hearing was filed on February 11, 2000. By agreement of the parties, the time for filing proposed findings of fact and conclusions of law was extended to March 17, 2000. The same were timely filed by the parties, and they have been considered by the undersigned in the preparation of this Recommended Order.

FINDINGS OF FACT

Based upon all of the evidence, the following findings of fact are determined:

1. In this case, Petitioner, Ausbon Brown, Jr. (Petitioner), an African-American male born on April 25, 1943,

ATTACHMENT 0244

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-004041

DATE ENTERED: 3/29/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99004041%20ATAFO.PDF

PAGE(S): 3

addition, claims for monetary damages were also stricken. Finally, at the final hearing, an allegation pertaining to a position subsequently transferred by the Legislature in 1999 to the Florida Fish and Wildlife Conservation Commission was dismissed from this case and transferred to Case No. 99-4331, which involves another charge of discrimination by Petitioner against that agency.

At the final hearing, Petitioner testified on his own behalf. Also, he offered Petitioner's Exhibits 1-6, which were received in evidence. Respondent presented the testimony of Robert Eshleman, senior personnel manager; Patsy G. Bedsole, personnel services specialist; and Valerie K. Huegel, a senior management analyst II. Also, it offered Respondent's Exhibits 1-15, which were received in evidence.

A Transcript of the hearing was filed on February 11, 2000. By agreement of the parties, the time for filing proposed findings of fact and conclusions of law was extended to March 17, 2000. The same were timely filed by the parties, and they have been considered by the undersigned in the preparation of this Recommended Order.

FINDINGS OF FACT

Based upon all of the evidence, the following findings of fact are determined:

1. In this case, Petitioner, Ausbon Brown, Jr. (Petitioner), an African-American male born on April 25, 1943,

ATTACHMENT 0245

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-004042

DATE ENTERED: 3/29/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99004042%20ATAFO.PDF

PAGE(S): 3

addition, claims for monetary damages were also stricken. Finally, at the final hearing, an allegation pertaining to a position subsequently transferred by the Legislature in 1999 to the Florida Fish and Wildlife Conservation Commission was dismissed from this case and transferred to Case No. 99-4331, which involves another charge of discrimination by Petitioner against that agency.

At the final hearing, Petitioner testified on his own behalf. Also, he offered Petitioner's Exhibits 1-6, which were received in evidence. Respondent presented the testimony of Robert Eshleman, senior personnel manager; Patsy G. Bedsole, personnel services specialist; and Valerie K. Huegel, a senior management analyst II. Also, it offered Respondent's Exhibits 1-15, which were received in evidence.

A Transcript of the hearing was filed on February 11, 2000. By agreement of the parties, the time for filing proposed findings of fact and conclusions of law was extended to March 17, 2000. The same were timely filed by the parties, and they have been considered by the undersigned in the preparation of this Recommended Order.

FINDINGS OF FACT

Based upon all of the evidence, the following findings of fact are determined:

1. In this case, Petitioner, Ausbon Brown, Jr. (Petitioner), an African-American male born on April 25, 1943,

ATTACHMENT 0246

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-004331

DATE ENTERED: 3/29/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99004331%20ATAFO.PDF

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misconstrued the manner in which the rule is applied, and the evidence shows that the Department fully complied with all DMS personnel rules when it filled the questioned positions.

24. Petitioner further contended that the investigation conducted by the Florida Commission on Human Relations (Commission) was flawed, and that the reason given by the Commission investigator for recommending a determination of no cause was not true. He also criticized the length of time it took to complete the investigation, saying this deprived him of an opportunity to seek redress in state courts. Since Petitioner was given a de novo hearing to challenge the Commission's preliminary determination, the investigator's conclusions are irrelevant. At the same time, the Department should not be faulted for the Commission's delay in processing the complaint.

25. Finally, Petitioner contended that his educational background surpassed that of the successful applicants, and that his rejection is a clear indication of discrimination on the part of the Department. The positions in question, however, are highly technical in nature; besides the educational requirements, a candidate must also satisfy essential and preferred selection criteria that fit the duties of the job. In most cases, these can only be met through direct work experience in the specified areas, which the evidence shows that Petitioner lacked. On the other hand, all of the successful applicants satisfied these essential and preferred selection criteria.

ATTACHMENT 0247

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-004333

DATE ENTERED: 1/31/2003

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1999/99004333.PDF

PAGE(S): 4

submission at the agreed-upon time. His motion was denied and the undersigned provided Mr. Priskie the opportunity to file an amended post-hearing submission. An extension of time was granted for the filing of the post-hearing submissions. Omni timely filed its post-hearing submission, and Mr. Priskie chose not to file an amended post-hearing submission, having been provided an opportunity to do so. Included as a part of Omni's post-hearing submission was argument regarding certain documents Mr. Priskie alleged to be "missing." The undersigned finds Omni's arguments persuasive and determines that Omni committed no wrongdoing associated with the documents alleged to be "missing."[1] The parties' post-hearing submissions were considered in the preparation of this Recommended Order.

FINDINGS OF FACT

1. No dispute exists that at all times material hereto, Omni was an employer as defined by the Florida Civil Rights Act of 1992, as amended.

2. No dispute exists that Mr. Priskie is a white, Jewish male.

3. Mr. Priskie began his employment with the Colonnade Hotel in 1992 as a Catering Manager. The Colonnade Hotel was then managed by The Continental Companies.

4. As a Catering Manager, Mr. Priskie was in a sales position. He was the Manager of the Year in 1993 and 1994.

ATTACHMENT 0248

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-005113

DATE ENTERED: 7/28/2006

RACE: *non-black*

LINK: doah.state.fl.us/ROS/1999/99005113.PDF

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hearing submissions was set for more than ten days following the filing of the transcript. The Transcript, consisting of 12 volumes, was filed on September 14, 27, 28, and December 23, 2005, and January 24, 2006. Ms. Webster filed her post-hearing submission prior to the conclusion of the hearing, and, therefore, she was permitted to file an amended post-hearing submission. The Clerk requested an extension of time to file its post-hearing submission; the request was granted, and the post-hearing submission was accepted. Subsequently, Ms. Webster requested to file an amendment to her post-hearing submission, to which the Clerk did not file a response; the request was granted, and the amendment was accepted. The Recommended Order was further delayed by the undersigned's surgery.

The parties' post-hearing submissions were considered in the preparation of this Recommended Order.

FINDINGS OF FACT

1. Ms. Webster is a female, Caucasian, who prefers to be referred to as "a White Anglo," and a Quaker of German descent. She was born on September 7, 1943. At the time of the hearing, she was married. She is a member of the protected class as it relates to discrimination.

2. At all times material hereto, the Clerk was an employer as defined by the Florida Civil Rights Act of 1992, as amended.

3. Ms. Webster has a Bachelor of Business Administration

ATTACHMENT 0249

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 99-005114

DATE ENTERED: 6/26/2000

RACE: black

LINK: doah.state.fl.us/ROS/1999/99005114.pdf

PAGE(S): 4

documented discipline that was relied upon by Respondent in making its decision to terminate Williams from employment.

Both parties filed Proposed Findings which were read and considered.

FINDINGS OF FACT

1. Petitioner is a black male.

2. At all times material, Petitioner was employed by Respondent in probationary status at Century Work Camp.

3. Petitioner was terminated on May 3, 1995, while still on probationary status.

4. Ledel Williams, brother of Petitioner, testified. His wife, Bessie Williams, worked for the Department prior to his brother's employment. She filed a sexual harassment charge with the Human Resources Department of Century Correctional Institution. Petitioner asserts he was discharged in retaliation for her claim of harassment.

5. Department personnel attendance records indicate that on November 29, 1994, in violation of Department rules, Petitioner Williams failed to call in prior to or during his normal shift to inform staff that he would be absent.

6. Department personnel records indicate that on February 1, 1995, Williams left inmates unattended while working with bush axes and swing blades, in violation of Department rules for which he was disciplined.

ATTACHMENT 0250

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-000405

DATE ENTERED: 6/15/2000

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2000/00000405.PDF

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Petitioner's Exhibits 6 and 7. The Department of Environmental Protection presented the testimony of James Leftheris. Three exhibits offered by Respondent were accepted.

A Transcript of the hearing was filed on May 9, 2000. Proposed orders were, therefore, required to be filed on or before May 30, 2000. Mr. Bollinger filed a pleading on May 23, 2000. Respondent filed a Proposed Recommended Order on May 30, 2000. Mr. Bollinger's pleading and Respondent's Proposed Recommended Order have been fully considered in entering this Recommended Order.

FINDINGS OF FACT

1. Petitioner, Edwin R. Bollinger, is a Caucasian male, born March 18, 1936. At the time of the alleged unlawful employment practice at issue in this case, Mr. Bollinger was 58 to 59 years of age.

2. Mr. Bollinger was employed by the State of Florida from at least 1982 until his termination in May 1995. At all times relevant to this matter, Mr. Bollinger was employed by Respondent, the Department of Environmental Protection (hereinafter referred to as the "Department"), or, prior to its absorption into the Department, the Department of Natural Resources.

3. Prior to July 1994 Mr. Bollinger served as a park officer in the Florida Park Service of the Department. Mr.

ATTACHMENT 0251

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-000737

DATE ENTERED: 8/21/2000

RACE: black

LINK: doah.state.fl.us/ROS/2000/00000737.pdf

PAGE(S): 4

6. Subsequently, a promotional position became open. Petitioner applied for the opening. He was qualified for the position. He was not promoted.

7. Petitioner is a black male.

8. Petitioner asserts that he was not promoted because he is a black male.

9. The evidence shows that Petitioner did touch a female co-worker inappropriately, and that Respondent gave him a reprimand for this conduct. He received a poor performance evaluation. Such evaluations are by their nature subjective; however, the reprimand and his poor job performance were sufficient cause to reduce his evaluation.

10. The promotional position was filled by a black female employee of the company who had more experience than Petitioner, and who had previously performed similar duties.

11. There was no showing that the grievances, evaluations, or failure to promote were racially motivated.

CONCLUSIONS OF LAW

12. The Division of Administrative Hearings has jurisdiction over the parties and subject matter of this hearing pursuant to Section 120.57(1), Florida Statutes.

13. Petitioner has the burden of proof in this case to show that he was discriminated against on the basis of race. See McDonnell Douglas v. Green, 411 U.S. 792 (1973). Section

ATTACHMENT 0252

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-001133

DATE ENTERED: 12/4/2002

RACE: black

LINK: doah.state.fl.us/ROS/2000/00001133.PDF

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FINDINGS OF FACT

1. Petitioner is a member of a protected class. Petitioner is an African-American female. Respondent employed Petitioner as a registered nurse from sometime in November 1990 until Petitioner resigned from her employment on July 15, 1996.

2. Petitioner claims that Respondent perceived Petitioner as being handicapped or disabled due to her obesity and discriminated against her by creating a hostile work environment that led to a constructive discharge on July 15, 1996. Petitioner also claims that Respondent created the hostile work environment in retaliation for a previous charge of racial discrimination that is not at issue in this proceeding.

3. On February 25, 1995, a therapist employed by Respondent observed that Petitioner did not bend down to assist a patient suffering from a "pseudo-seizure" at Respondent's facility where the therapist and Petitioner both worked. The therapist concluded that Petitioner was physically unable to tend to the patient.

4. Petitioner actually refused to tend to the patient. As Petitioner explained in her testimony, everyone at the facility knew the patient faked the seizures, and Petitioner was overworked and preoccupied with a more pressing matter. Petitioner did not refute the need for a competent health care

ATTACHMENT 0253

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-001217

DATE ENTERED: 8/2/2000

RACE: black

LINK: doah.state.fl.us/ROS/2000/00001217.PDF

PAGE(S): 2

Americans. The issues in this proceeding are whether that discrimination occurred, and if so, what relief is appropriate.

PROCEDURAL MATTERS

Ms. Alexander's case was initially forwarded to the Division of Administrative Hearings (DOAH) by the Florida Commission on Human Relations (FCHR) on August 23, 1999. The form attached to that file, however, indicated that Ms. Alexander wished to withdraw her charge with FCHR and to proceed in state or federal court. The Administrative Law Judge remanded the file to FCHR on September 8, 1999 (Case No. 99-3579).

On December 10, 1999, Ms. Alexander sent a letter to FCHR asking specifically for an administrative hearing and FCHR again forwarded the request to DOAH where the case was assigned, set, and heard as described above.

At the hearing Ms. Alexander testified and presented the additional testimony of LaDonna Hillsman, Cynthia Rose Maddox, Ruby Beasley, Elimarie Lopez, and Jim Kidd.

Gabriel Marrero testified on behalf of the Respondent and presented the additional testimony of Carmen Alicea.

The Transcript of the hearing was filed on June 26, 2000. Ms. Alexander filed her written closing argument on May 26, 2000.

Findings of Fact

1. Felicia Alexander is an African-American woman who was employed by Dynair Services, Inc.(Dynair) as an aircraft cleaner from June 5, 1997, until approximately March 5, 1998.

ATTACHMENT 0254

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-001219

DATE ENTERED: 5/1/2001

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2000/00001219.PDF

PAGE(S): 6

extent they do not include uncorroborated hearsay. Exhibit No. 31, consisting entirely of newspaper clippings, was excluded from admission into evidence.

During the hearing, the undersigned reserved ruling on the admissibility of some of Petitioner's proposed exhibits. The following exhibits are hereby admitted to the extent they do not contain uncorroborated hearsay: P6, P9-10, P12-P13, P16, P21, and P29.

Respondent presented no witnesses. Respondent offered no exhibits for admission into evidence.

The Transcript was filed on March 8, 2001. On March 28, 2001, Respondent filed a Motion for Extension of Time to File Proposed Recommended Order. By order dated March 29, 2001, this motion was granted.

Petitioner filed a Proposed Recommended Order on April 3, 2001. Respondent filed a Proposed Recommended Order on April 6, 2001.

FINDINGS OF FACT

1. Petitioner is a white male. According to Respondent's unilateral Prehearing Stipulation, Petitioner began working as a correctional officer for Respondent in 1982 and was 56 years old when Respondent terminated his employment.

2. Petitioner earned a bachelor-of-arts degree, with a major in criminal justice, from the University of Central

ATTACHMENT 0255

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-001781

DATE ENTERED: 9/28/2001

RACE: black

LINK: doah.state.fl.us/ROS/2000/00001781.PDF

PAGE(S): 4

FINDINGS OF FACT

Based upon all of the evidence, the following findings of fact are determined:

1. In this discrimination case, Petitioner, Sandra Jackson, who is an African-American, has alleged that on April 8, 1996, she was unlawfully terminated from employment with Respondent, Halifax Medical Center, on account of her race. Although the record does not specifically address the issue of whether Respondent is an "employer," it can be reasonably inferred from the evidence that Respondent employed at least 15 employees for each working day in each of 20 or more calendar weeks in the current calendar year, and is thus subject to the jurisdiction of the Florida Commission on Human Relations (Commission).

2. Halifax Medical Center, located in Daytona Beach, is a part of the Halifax Community Health Systems network serving East and Central Florida. Petitioner was first hired by Halifax Medical Center on February 13, 1989, as a pharmacy technician. She remained in that position until April 16, 1990, when she transferred to a position of Social Worker I at the Hospice of Volusia/Flagler (Hospice), which performs hospice services for the Halifax network in Volusia and Flagler Counties. In that position, Petitioner's duties included assisting the various supervisors, taking care of

ATTACHMENT 0256

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-001791

DATE ENTERED: 5/31/2002

RACE: black

LINK: doah.state.fl.us/ROS/2000/00001791.PDF

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Both parties filed Proposed Recommended Orders which have been reviewed and considered in the preparation of this Recommended Order.

FINDINGS OF FACT

1. Petitioner Lince Musgrove Favors, a single African-American female (who has since married), began working for DCF as a Human Services Counselor III with the Aging and Adult Services Program in DCF's Panama City, Florida, office on October 3, 1988. In this capacity, Petitioner occupied Department Position Number 50790.

2. Petitioner's duties involved services designed to help elderly persons remain in the community. One of her colleagues, fellow Human Services Counselor III Rebecca Schwetz, had the duties of implementing the Home Care for the Elderly and Home Care for the Disabled Programs, which focused on finding residential placements for the elderly and disabled in adult living facilities and adult family homes.

3. In September 1995, due to budget cuts and the transfer of certain functions from DCF to the Department of Elder Affairs, a memorandum issued from DCF state headquarters announcing that 134 positions in DCF's Aging and Adult Services Program would be eliminated.

4. District II of DCF, the District in which Petitioner worked, would eliminate 11 of these positions. George Benner,

ATTACHMENT 0257

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-001796

DATE ENTERED: 12/29/2000

RACE: black

LINK: doah.state.fl.us/ROS/2000/00001796.pdf

PAGE(S): 4

7. There was insufficient evidence to prove that Quinn's derogatory remarks of a social nature were directed toward Petitioner.

8. On December 5, 1994, Petitioner was terminated from her position as a payroll clerk.

9. Quinn alleged that Petitioner was terminated because of her poor work performance and reporting to work late on more than one occasion while on probation.

10. Petitioner, who is an African-American female, was replaced in her position by a Caucasian female.

11. Respondent's company presently has been administratively dissolved, as of September 24, 1999.

12. There is no evidence that the corporation is active, is a subsidiary to another company, or that it has any remaining assets.

CONCLUSIONS OF LAW

13. The Division of Administrative Hearings has jurisdiction over the subject matter of this proceeding, and the parties thereto, pursuant to Subsections 120.569 and 120.57(1), Florida Statutes.

14. Petitioner contends that she was unlawfully discharged by Respondent because it discriminated against her due to her race. Petitioner relies on the Florida Civil Rights Act of 1992, Section 760.10, et seq., Florida Statutes (1994). The

ATTACHMENT 0258

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-002315

DATE ENTERED: 4/9/2001

RACE: black

LINK: doah.state.fl.us/ROS/2000/00002315.PDF

PAGE(S): 2

unlawful employment practices based on Petitioner's race (African-American)?

PRELIMINARY STATEMENT

Subsequent to a "Determination: No Cause," by the Florida Commission on Human Relations, Petitioner timely filed a Petition for Relief, which was referred to the Division of Administrative Hearings on or about July 7, 2000.

The history of pleadings, discovery, orders and pre-trial compliance, or lack thereof, is documented in the case file.

At the disputed-fact hearing on February 19, 2001, Petitioner presented the oral testimony of Benjamin McMillon and testified on his own behalf. Respondent presented the oral testimony of Mark Maxwell and had seven of nine exhibits admitted in evidence. Respondent's Exhibit 10, an affidavit of Herschel Shepard, deceased, was accepted, but a ruling on its admission in evidence, vel non, was reserved subject to argument within Respondent's proposed recommended order.

A Transcript was filed on March 19, 2001. Both parties have filed proposals which have been considered.

Upon consideration, Respondent's Exhibit 10 is not admitted and has not been considered.[1]

FINDINGS OF FACT

1. Petitioner is a Black male.[2]

ATTACHMENT 0259

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-002624

DATE ENTERED: 10/12/2001

RACE: black

LINK: doah.state.fl.us/ROS/2000/00002624.PDF

PAGE(S): 4

Continuance and Re-Scheduling Hearing was entered on that date. The Order reset the hearing for July 20, 2001.

On July 9, 2001, counsel for Respondent entered his appearance. On July 17, 2001, Respondent filed its Motion to Continue Hearing and Request for Status Conference, Order Establishing Discovery Procedure, and Directing Parties to Discuss Settlement. That motion was denied and the hearing proceeded as scheduled on July 20, 2001.

During the hearing, Petitioner testified on her own behalf. She did not call any other witnesses, and did not offer any exhibits for submission into evidence.

Respondent presented the testimony of one witness, and offered eight exhibits that were accepted into evidence without objection.

The hearing concluded on July 20, 2001. The Transcript of the hearing was filed July 30, 2001.

FINDINGS OF FACT

1. Petitioner is a black female and is a member of a protected class. Respondent employed Petitioner at the time of the alleged discrimination.

2. Petitioner was employed by Respondent for approximately three and a half months, from her date of hire on December 17, 1994, through her date of termination on March 30, 1995. She was fired for insubordination.

ATTACHMENT 0260

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-002655

DATE ENTERED: 2/13/2001

RACE: black

LINK: doah.state.fl.us/ROS/2000/00002655.PDF

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FINDINGS OF FACT

1. Petitioner was previously employed by the Auditor General, Division of Public Assistance Fraud. That program, along with Petitioner, co-workers, and the persons in her chain of command, were later legislatively transferred to the Florida Department of Law Enforcement.

2. On January 28, 1999, Petitioner filed a complaint of Discrimination with the Florida Commission on Human Relations (FCHR), alleging that the State of Florida, Office of the Auditor General discriminated against Petitioner in violation of the Florida Civil Rights Act of 1992, Sections 760.01-760.11, Florida Statutes (1999). Allegedly, the discrimination was based on Petitioner's race (African-American) and sex (female). Petitioner claimed that Respondent's actions created a hostile work environment as a consequence of her race and/or sex.

3. Petitioner has not been demoted, reassigned, or terminated by her employer.

4. Petitioner complained of certain events that occurred in 1994 regarding the assignment of particular cases. She alleged that she was not being fairly treated in the assignment of pending cases. These events, which occurred in 1994, are time-barred from further consideration by virtue of

ATTACHMENT 0261

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-002657

DATE ENTERED: 10/30/2000

RACE: black

LINK: doah.state.fl.us/ROS/2000/00002657.PDF

PAGE(S): 3

FINDINGS OF FACT

1. The Petitioner, Joeann F. Nelson, is a Black female. In 1997, she was employed as an aide working with developmentally disabled persons at Sunrise Community, Inc.

2. The Respondent, Sunrise Community, Inc. (hereafter "Sunrise") is an employer within the meaning of the Florida Civil Rights Act of 1992.

3. On or about April 24, 1997, the Petitioner was suspended from her employment for a number of days by Sunrise. The Petitioner filed a complaint with the Florida Commission on Human Relations (hereafter "the Commission") on May 8, 1997, alleging that her suspension was racially motivated, and a violation of Chapter 760, Florida Statutes.

4. The staff of the Commission investigated the complaint, and issued its Determination of No Cause on May 16, 2000. At the same time, the Commission gave the Petitioner notice of her right to an administrative hearing on the Commission's findings.

5. The Petitioner, while employed by the Respondent, was asked by her immediate supervisor to participate in taking residents of the facility to their group home. The Petitioner refused to take the residents complaining that another co-worker was scheduled to take the residents on the day in question. The supervisor told the Petitioner that the person who was scheduled to take the residents was too old to handle that job, and the Petitioner got into an argument about this matter.

ATTACHMENT 0262

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-002659

DATE ENTERED: 10/20/2000

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2000/00002659.pdf

PAGE(S): 3

cancelled due to extreme weather resulting from Tropical Storm Helene. The hearing was reset for October 6, 2000, and was duly held.

At the formal hearing Petitioner testified in her own behalf. Petitioner also presented the testimony of her husband, Lewis O. McGill, and offered three documents which were accepted into evidence. Respondent was not present. No transcript was filed. Proposed recommended orders were, therefore, due on October 16, 2000. A Proposed Recommended Order was timely filed by Mrs. McGill, and has been duly considered in this Recommended Order.

FINDINGS OF FACT

1. Petitioner, Christina D. McGill is a Caucasian woman who at the time of the alleged unlawful employment practice at issue was 41 years of age.

2. Mrs. McGill worked at the Moorings Restaurant in Pensacola Beach, Florida, as a cook. The restaurant employed from 18 to 20 people during the operative time and all of these employees were of the Caucasian race. Both men and women were employed at the Moorings Restaurant.

3. Prior to six months before October 11, 1997, Mrs. McGill was a cook at the restaurant. Candy Montague was one of her fellow employees. Mrs. McGill believes that Ms. Montague was approximately 25 or 26 or perhaps even 27 years

ATTACHMENT 0263

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-003015

DATE ENTERED: 2/7/2001

RACE: black

LINK: doah.state.fl.us/ROS/2000/00003015.PDF

PAGE(S): 4

by the FCHR, and also to prevent her from re-litigating the issues set forth above that were previously decided by the Public Employee Relations Commission (PERC). In accord with Austin v. Florida Power Corporation, DOAH Case No. 90-5137 (Recommended Order entered June 20, 1991, Final Order entered October 24, 1991, filed October 30, 1991) and Luke v. Pic N' Save Company, DOAH Case No. 94-0294 (Recommended Order entered August 25, 1994, final Order entered December 8, 1995, filed December 12, 1995), the Motion was granted by order dated October 18, 2000.

Thereafter the cause came on for hearing as noticed. At the hearing, the Petitioner presented ten witnesses including her own testimony and had three exhibits admitted into evidence. The Respondent presented five witnesses and had five exhibits admitted into evidence. Upon conclusion of the hearing, the parties were given the right to submit Proposed Recommended Orders. The Respondent Department presented a Proposed Recommended Order which as been considered in the rendition of the Recommended Order in this proceeding.

FINDINGS OF FACT

1. At times pertinent hereto, the Petitioner was employed by the Respondent Department of Corrections at the Central Florida Reception Center. The Petitioner is an African-American woman who is dyslexic and is Jewish.

ATTACHMENT 0264

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-003106

DATE ENTERED: 4/8/2002

RACE: black

LINK: doah.state.fl.us/ROS/2000/00003106.PDF

PAGE(S): 3

had it transcribed and requested an extended schedule for submission of proposed recommended orders. This was granted and the Proposed Recommended Orders were submitted and have been considered in the rendition of this Recommended Order.

FINDINGS OF FACT

1. The Petitioner, Joseph Farris, is a black male who resides in Pensacola, Florida, and was an employee of the AES corporation at times pertinent hereto. AES produces thermoplastic elastomers and vulcanized rubber products, with operations in Pensacola, Florida, and with its headquarters in Akron, Ohio. On or about August 8, 1994, the Petitioner completed an application for employment having heard that the company was hiring.

2. The Petitioner inflated his educational experience and work credentials on his application by including inaccurate information. The Petitioner was subsequently called for an interview and was interviewed by a committee of persons who were apparently all white. Mr. Farris testified, however, that the interview went very well and that no racial bias was involved.

3. Shortly thereafter, the Petitioner was hired as a process technician as part of a class of 16 new employees. He commenced employment on November 14, 1994. Four of the new employees out of 16 were black.

ATTACHMENT 0265

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-003426

DATE ENTERED: 8/14/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/003426/00003426081400i02.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
98 JAN 14 AM 8:59
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION	FCHR No. 97-1008, Amended
Name (Indicate Mr., Ms., or Mrs.) Bobbi Debose	Social Security Number / Date of Birth
Street Address 1129 NE 24th Street	Home Telephone Number (area code)
City, State, and Zip Code Gainesville, Florida 32641	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Columbia North Florida Regional Med. Ctr.	15+	352 333-4360

Street Address	City, State, and Zip Code	County
6500 Newberry Road	Gainesville, Florida 32614	Alachua

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [XX] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 12/18/96

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I was discharged from my position because of my race/black and my age, 47, after 23 years of service because of the manager's desire to get rid of the balck employees and replace them with younger white employees.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

Signature on File

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME

_____ OF _____, 19____

ATTACHMENT 0266

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-003843

DATE ENTERED: 2/2/2001

RACE: black

LINK: doah.state.fl.us/ROS/2000/00003843.PDF

PAGE(S): 2

STATEMENT OF THE ISSUES

The issues to be resolved in this proceeding concern whether the Petitioner has been discriminated against by being denied adequate training and being dismissed from her employment for reasons of her race (African-American).

PRELIMINARY STATEMENT

This cause arose upon the filing of a Charge of Discrimination and Petition for Relief by the Petitioner, Synthia Dianne Mallard. In her charge of discrimination and Petition she essentially alleges that she was discharged from her employment, and before that occurred, was denied adequate training because of her race, which is African-American. The Respondent, Florida Gulf Coast University (Gulf Coast), filed an Answer to the Petition denying the allegations and, in the Statement of Position attached and incorporated in their response, alleged in detail the various aspects of her training and the identity of the employees and managers who assisted with her training, both African-American and non-minority.

The cause came on for hearing as noticed. At the hearing, the Petitioner testified on her own behalf and offered Petitioner's composite Exhibit A into evidence. The Respondent called to testify Dr. Robert Raze, Dr. Kathleen Shea Abrams, and submitted Respondent's Exhibits A through F into evidence. Upon the conclusion of the proceeding, the parties were accorded the

ATTACHMENT 0267

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-003846

DATE ENTERED: 4/6/2001

RACE: black

LINK: doah.state.fl.us/ROS/2000/00003846.PDF

PAGE(S): 3

FINDINGS OF FACT

1. The Petitioner is an African-American male. He was employed at times pertinent hereto until his termination, by the Respondent Mold-Ex, L.L.C. The Respondent is a manufacturing company located in Milton, Florida, which operates a manufacturing facility and operation on a multi-shift basis, engaged in the manufacturing of various plastic and rubber products, particularly automotive-related parts. The Petitioner began employment with the Respondent on September 8, 1989, as a press operator. He also worked as a machine operator for about four months and was promoted to Second Shift Supervisor in the injection department. This is an injection molding operation which molds plastic and rubber parts. The Petitioner was a Second Shift Supervisor in that department for eight and one-half years. The Petitioner reported to Jerry Decker, who was his supervisor. The Petitioner is an employee and the Respondent company is an employer within the meaning of Section 760.10, Florida Statutes.

2. The Petitioner's duties included monitoring overall operation of the machinery, training, new employees, setting up machines and jobs, completing attendance reports and holding employee meetings. As many as twenty-three employees were supervised by him on the second shift. The Petitioner was the

ATTACHMENT 0268

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-003850

DATE ENTERED: 2/28/2001

RACE: black

LINK: doah.state.fl.us/ROS/2000/00003850.PDF

PAGE(S): 2

PRELIMINARY STATEMENT

Petitioner, Chester R. Cooper, a black male, was formerly employed with Respondent, Gulf Coast Treatment Center (Gulf Coast), as a Youth Care Worker. On June 30, 1999, Petitioner filed a Charge of Discrimination with the Florida Commission on Human Relations. On or about August 15, 2000, Petitioner filed an Administrative Complaint and requested a formal hearing in accordance with Chapter 120, Florida Statutes. Petitioner's request was forwarded to the Division of Administrative hearings.

At the hearing Petitioner testified in his own behalf and called three witnesses to testify. Respondent, Gulf Coast, called three witnesses to testify and offered 25 exhibits into evidence. After the hearing Petitioner and Respondent filed Proposed Recommended Orders on December 18, 2000, and December 15, 2000, respectively.

FINDINGS OF FACT

1. Petitioner, Chester R. Cooper, is an African-American male. He was employed by Respondent, Gulf Coast Treatment Center, on May 19, 1998, as a youth care worker at its facility in Fort Walton Beach, Florida (assignment center). Petitioner was terminated on November 5, 1998. During his employment, Petitioner worked the "midnight shift" from 10:00 p.m. to 6:00 a.m. His supervisor was Ollie Rainwater.

ATTACHMENT 0269

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-003866

DATE ENTERED: 9/19/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/003866/00003866091900i02.pdf

PAGE(S): 1

CHARG OF DISCRIMINATION

This form is affected by the Priva ct of 1974; See Privacy Act Statement be completing this form.

AGENCY: [X] FEPA [ ] EEOC

CHARGE NUMBER: 9[illegible]

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 1995 DEC -6 AM

Orlando Human Relations Department and EEOC
State or local Agency, if any

FILED

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Mrs. Gloria J. Holloway	(407) 671-6098

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
7853 "C" Shoals Drive	Orlando, FL 32812	01/12/59

DIVISION OF ADMINISTRATIVE HEARINGS

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
Rollins College	501+ Employees	(407) 646-2121

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
1000 Holt Avenue	Winter Park, FL 32789	095

NAME	TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER *(Specify)*

DATE DISCRIMINATION TOOK PLACE
EARLIEST / / *LATEST* 10/17/95
[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional space is needed, attach extra sheet(s)):*

I. Personal Harm:
On October 12, 1995, I was suspended and on October 17, 1995, I was discharged from my job as Custodian. For the past year I have been intimidated. I have worked for this Employer since November, 1993.

II. Respondent's Reason for Personal Harm:
Mr. Tom Waters, Director of Facilities Management, stated that I was discharged for neglect of duty and insubordination to the customers.

III. Discrimination Statement:
I believe that I have been discriminated against in violation of Title VII of the Civil Rights Act of 1964, as amended, because of my Race/Black by Intimidation, Suspension and Discharge for the following reasons:

1. On October 12, 1995, I was suspended for three days, pending an investigation. On October 17, 1995, I was discharged by Tom Waters and Frank Poudik, Consultant. These actions were taken because of alleged complaints from Rex Beach residents for shoddy work.

2. Before I was assigned to Rex Beach (late 1994), there were complaints against Hank (LNU), and John (LNU), both White. Neither was disciplined, as I was; both were transferred to other buildings. I requested transfer, but was refused by Frank Poudik.

** Text Continued on Attached Sheet(s) **

[X] I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Gloria J Holloway

Date 11/20/95 Charging Party *(Signature)*

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Gloria J Holloway

SUBSCRIBED and SWORN TO before me this DATE (Day, month, and year) 11/28/95

DIANA D. LASHMEN
NOTARY PUBLIC, STATE OF FLORIDA
My Comm. Expires AUG 10, 1999
Comm. No. CC 363281
BONDED THRU ATLANTIC BONDING CO., INC.

EEOC FORM 5 (Rev. 06/92)

ATTACHMENT 0270

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-003867

DATE ENTERED: 9/19/2000

RACE: black

LINK: https://www.doah.state.fl.us/DocDoc/2000/003867/000038670919000i03102124.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
John Knox Road, Suite 240, Building
Tallahassee, Florida 32399-1570

Loc. 97117G 00-3867

CHARGE OF DISCRIMINATION	FCHR No.
Name (Indicate Mr., Ms., or Mrs.) Mrs. Marjorie R. Ross	Telephone No. (area code) (904) 738-3754
Street Address 917 Sherwood Drive	Home
City, State, and Zip Code Deland, Florida 32720	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Deland Housing Authority	A 15-100 Emp.	(904) 736-1696

Street Address	City, State and Zip Code	County
301 Sunflower Circle	Deland, Florida 32720	Volusia

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))
[XX] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] HANDICAP
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month,day,year) February 12, 1996

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. PERSONAL HARM:

On February 12, 1996, I was fired. On February 7, 1996, I was written up. On February 9, 1996, I was suspended. I had worked for the above employer as a Project Manager's Aide since June 14, 1993.

II. RESPONDENT"S REASON FOR PERSONAL HARM:

On February 12, 1996, Ms. Linda McDonnell (White), Executive Director, informed me that I was being terminated for not completing assignments. I was written up and suspended for committing a number of actions that were against housing authority policies.

III. DISCRIMIANTION STATEMENT:

I believe that I have been discriminated against in violation of the 1992 Florida Civil Rights Act because of my Race/Black by being written up, suspended and discharged for the following reasons:

1) On February 12, 1996, I was accused of not completing assignments which I deny; however, Mellie Quonos and Melissa Stanley (both White), Project Manager's Aides, have on several occasions not completed assignments and made mistakes all the time; but, were not suspended nor terminated as I was.

2) Because I had made Ms. McDonnellaware that there was a mistake in calculating rent, in the presence of a customer, she said I was in violation of housing authority policy.

RECEIVED
FEB 6 1997
Florida Commission on Human Relations

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE

Marjorie R Ross 2/6/97

NOTARY— (Required for filing)
SUBSCRIBED AND SWORN TO BEFORE ME

Diana D Lashmen

NOTARY: DIANA D. LASHMEN
PUBLIC — State of Florida
My comm. expires Aug. 10, 1999
Comm. No. CC487701

6th OF February 19 97

[ ] Personally Known [ ] Produced I.D.

ATTACHMENT 0271

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-003912

DATE ENTERED: 9/21/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/003912/00003912092100i02.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

02
00-3912

CHARGE OF DISCRIMINATION	FCHR No. 97-2286
Name (Indicate Mr., Ms., or Mrs.) Ms. Cozettee G. Blackmon	Telephone No. (area code) 850-267-5642
Street Address 208 Madge Lane	Home
City, State, and Zip Code Seaside, FL 32459	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Sandestin Beach Resort	15+	850-267-8000

Street Address	City, State and Zip Code	County
5300 Hwy. 98 West	Destin, FL 32541	Walton

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box[es])
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month,day,year): 04/09/97

THE PARTICULARS ARE (If additional space is needed, attach extra sheet[s])

I. PERSONAL HARM:
On April 09, 1997, I applied for the position of Chef Tourant. I was denied the position and it was given to a younger, less qualified white male.

II. RESPONDENT'S REASON FOR ADVERSE ACTION:
No reason was given.

III. DISCRIMINATION STATEMENT:
I believe I have been discriminated against because of my age, 60 and race, black. I believe my rights have been violated under Title VII of the Civil Rights Act of 1964 as amended, Age Discrimination in Employment Act and the Florida Civil Rights Act of 1992 as amended.

I REQUEST THE FULL RELIEF TO WHICH I AM ENTITLED, UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

NOTARY– (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME

_____ OF _____, 19

ATTACHMENT 0272

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004158

DATE ENTERED: 10/6/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004158/00004158100600i02.pdf

PAGE(S): 1

F RIDA COMMISSION ON HUMA! ELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION		FCHR No. 98-0834 Amended
Name (Indicate Mr., Ms., or Mrs.) Mr. Lawrence James, Jr.	Social Security Number 266-80-4499	Date of Birth 11/25/48
Street Address 316 N. E. 16th Street		Home Telephone Number (area code) (352) 372-1083
City, State, and Zip Code Gainesville, Florida 32641		Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Alachua County Department of Criminal Justice Services	15+	(352) 491-4444

Street Address	City, State, and Zip Code	County
3333 N. E. 39th Avenue	Gainesville, Florida 32609	Alachua

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [X] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 02/21/97

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I filed a grievance against my employer in 1994 because I was terminated due to my disability and a situation involving a workmans compensation claim. I had an arbitration hearing and the allegation was unfounded. I was restored to my position. Since my return I have been denied benefits, disciplined, suspended, denied training and no effort was made to accommodate my disability. I was terminated again on 2/21/97.

Respondent stated that I was terminated for filing a false workmans compensation report.

I believe I have been discriminated against due to my race (Black), my disability and in retaliation for filing my initial claim. This treatment is a violation of the Florida Civil Rights Act of 1992 as stated in Chapter 760, Florida Statutes.

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
98 APR 15 AM 12:46

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT
Lawrence James Jr.

DATE
4-13-98

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME

Iris M. Duncan

13th OF April 1998

IRIS MICHELLE DUNCAN
MY COMMISSION # CC 586370
EXPIRES: September 18, 2000
Bonded Thru Notary Public Underwriters

ATTACHMENT 0273

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004165

DATE ENTERED: 10/9/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004165/00004165100900i03.pdf

PAGE(S): 1

sing Discrimination
nplaint

U.S. Department of Housing and Urban Development
Office of Fair Housing and Equal Opportunity

06-4165

OMB Approval No. 2529-0011 (exp. 09/30/95)

ype or print this form - Don't write in the shaded area

eporting Burden for this collection of information is estimated to average 1.0 hours per response, including the time for reviewing instructions, searching existing
ources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or
her aspect of this collection of information, including suggestions for reducing this burden, to the Reports Management Officer, Office of Information Policies and
ns, U.S. Department of Housing and Urban Development, Washington, D.C. 20410-3600 and to the Office of Management and Budget, Paperwork Reduction Project
-0011), Washington, D.C. 20503. Do not send this completed form to either of these addresses.

ictions: Read this form and the instructions on reverse carefully before completing. All questions should be answered. However, if you do not know the answer or if
estion is not applicable, leave the question unanswered and fill out as much of the form as you can. Your complaint should be signed and dated. Where more than one
idual or organization is filing the same complaint, and all information is the same, each additional individual or organization should complete boxes 1 and 7 of a
rate complaint form and attach it to the original form. Complaints may be presented in person or mailed to the Regional Office covering the State where the complaint
s (see list on back of form), and local HUD Field Office, or to the Office of Fair Housing and Equal Opportunity, U.S. Department of HUD, Washington, D.C. 20410

is section is for HUD use only:

mber :	(check applicable box) :	Jurisdiction :	Signature of HUD personnel who established Jurisdiction:
ing Date :	☐ Referral and Agency (specify)	☐ Yes ☐ No	
		☐ Additional Info	
	☐ Systemic ☐ Military Referral		

Name of aggrieved person or organization (last name, first name, middle initial) (Mr. Mrs. Miss, Ms.) | Home Phone : | Business Phone :

Keith Wilson | | (904) 532-8935

reet Address (city, county, State & zip code)

894 Crawford Street, Deltona, FL 32725, Volusia County

Against whom is this complaint being filed? Name (last name, first name, middle initial) | Phone No.:

Christina Quintana, | (407) 328-8515

reet Address (city, county, State & zip code)

120R Rose Hill Trail, Sanford, FL 32773, Semánole County

heck the applicable box or boxes which describe(s) the party named above.

☐ Builder ☐ Owner ☒ Broker ☐ Salesperson ☐ Supt. or Manager ☐ Bank or Other Lender ☐ Other

you named an individual above who appeared to be acting for a company in this case, mark this box ☐ and write the name and address of the company in this space:

lame: Sunland Investments | Address:

lame and identify others (if any) you believe violated the law in this case.

What did the person you are complaining against do? Check all that apply and give the most recent date these act(s) occurred in block No. 6a below.

☒ Refuse to rent, sell, or deal with you
☐ Falsely deny housing was available
☐ Engage in blockbusting
☐ Discriminate in broker's services
☐ Discriminate in the conditions or terms of sale, rental occupancy, or in services or facilities.
☐ Advertise in a descriminatory way
☐ Discriminate in financing
☐ Intimidated, interfered, or coerced you to keep you from the full benefit of the Federal Fair Housing Law
☐ Other (explain)

. Do you believe that you were discriminated against because of your race, color, religion, sex, handicap, the presence of children under 18, or a pregnant female in the family or your national origin? Check all that apply:

☒ Race or Color ☒ Black ☐ White ☐ Other	☐ Religion (specify)	☐ Sex ☐ Male ☐ Female	☐ Handicap ☐ Physical ☐ Mental	☐ Familial Status ☐ Presence of children under 18 in the family ☐ Pregnant female	☐ National Origin ☐ Hispanic ☐ American Indian or Alaskan Native ☐ Asian or Pacific Islander ☐ Other (specify)

What kind of house or property was involved?	Did the owner live there?	Is the house or Property:	What is the address of the house or property? (street, city, county, State & zip code)
☐ Single-family house ☐ A house or building for 2, 3, or 4 families ☐ A building for 5 families or more ☐ Other, including vacant land held for residential use (explain)	☐ Yes ☐ No ☒ Unknown	☐ Being Sold? ☒ Being rented?	2422 Evergreen Ave. Deltona, FL Volusia County

Summarize in your own words what happened. Use this space for a brief and concise statement of the facts. Additional details may be submitted on an attachment.
te: HUD will furnish a copy of the complaint to the person or organization against whom the complaint is made.

On or about Jan. 15, 1999, I signed a residential lease, paid a security deposit, and was given the keys. Later, I walked around the property and waved to one of the neighbors. I was latter told that the property could not be rented to me because there was an underground gas leak, and it would take some time to correct the problem. I contacted the gas company they had no record of any problems, and about 3 weeks later the property was rented to someone else.

6a. When did the act(s) checked in Item 3 occur?
(Include the most recent date if several dates are involved)
January 18, 1999

are under penalty of perjury that I have read this complaint
ling any attachments) and that it is true and correct.

Signature & Date : 31 March 99

dition, dated, 11/92, may not be used.
ons may be used until stock is exhausted.

form HUD-903.1 (11/92)
ref. Handbook 8025.1

ATTACHMENT 0274

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004168

DATE ENTERED: 10/9/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004168/00004168100900i02.pdf

PAGE(S): 3

FLOP INTAKE QUESTIONNAIRE: 00-4168 FCHR USE
COMMISSION ON HUMAN RELATI Intake Counselor: --

03

(Please Type of Print)

FILED
00 OCT -9 AM 8:57
DIVISION OF ADMINISTRATIVE HEARINGS

Today's Date: 05-22-98

NAME: Charity B. Rittman
(First) (Middle Name or Initial) (Last)

SOCIAL SECURITY NUMBER: 264-86-0657 DATE OF BIRTH: 4-9-57

ADDRESS: Rt 4 Box 1015

CITY: Quincy STATE FL ZIP 32351

COUNTY YOU LIVE IN: Gadsden COUNTY YOU WORKED) IN: N/A

HOME TELEPHONE NO.: (850) 875-4115 WORK PHONE NO.: (850) 509-0732

PLEASE PROVIDE THE NAME OF AN INDIVIDUAL AT A DIFFERENT ADDRESS WHO IS IN THE LOCAL AREA AND WHO WOULD KNOW HOW TO REACH YOU:

NAME: Teresa Rittman PHONE NO. 671-5858

Have you sought assistance, or filed a complaint, about the action you believe to have been discriminatory? If so, with which agency of government, your union, an attorney, or from any other source? If yes, please complete below.

Name of Source of Assistance: _____

When did you seek assistance (date): _____ Results, if any: _____

Have you previously filed a complaint/charge of discrimination with FCHR, EEOC, or any other agency?

☒ No ☐ Yes (If yes, please complete below)

Approximate date filed: _____ Who was the Respondent/Employer: _____

Complaint/Charge Number, if known: _____

Do you believe that you were discriminated against based upon one of the following? Check only the basis that applies to you.

Race [ ] Color [ ] Religion [ ] National Origin [ ] Age [ ]

Sex [ ] Retaliation [ ] Familial Status [ ] Marital Status [ ] Disability/Handicap [ ]

Please indicate the following as relevant to your particular complaint:

Your sex (if complaint is based on sex): Male [ ] Female [ ]

Your race (if complaint is based on race): Black [ ] White [ ] Hispanic [ ]

American Indian [ ] Asian/Pacific Islander [ ] Alaskan National [ ]

Your national origin (if complaint is based on national origin): _____

Your religion (if complaint is based on religion): _____

Your handicap/disability (if complaint is based on disability): _____

Your marital status (if complaint is based on marital status): Married [ ] Single [ ] Widowed [ ] Divorced [ ]

What was the most recent date that you were allegedly discriminated against? 04-98 Aug, 1997

1998 MAY 20 AM 8:01

FLORIDA COMMISSION ON HUMAN RELATIONS
RECEIVED

1

ATTACHMENT 0275

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004169

DATE ENTERED: 10/9/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004169/00004169100900i02.pdf

PAGE(S): 2

AFFIDAVIT

I, Anita King hereby say:

I have been given assurances by a representative of the Florida Commission on Human Relations that this Affidavit will be considered confidential by the Agency and the U.S. Equal Employment Opportunity Commission, if applicable, and will not be disclosed as long as the case remains open unless it becomes necessary for them to produce this Affidavit in a formal proceeding. Upon the closing of this case, this Affidavit may be subject to disclosure in accordance with Agency policies.

I am 37 years of age; my gender is Female; my racial identity is Black; my social security number is 263-49-5015; and my date of birth is 02-02-68.

I reside at: 108 Alice Street
(Number/Street)

Perry (City) Fla. (State) Taylor (County) 32347 (Zip)

My telephone number is (including area code): 850-584-3502

My complaint is against: Taylor Correctional

which is located at Perry, Fla.
(Number/Street)

Perry (City) Fla. (State) Taylor (County) 32347 (Zip)

Telephone number (including area code): 850 (838-4000)

Personnel Director is Angela Ratliff. The Corporate office is located at:
(Number/Street)

Tallahassee (City) Fla. (State) Leon (County) (Zip)

Telephone number (including area code):

My job classification is/was/applying for: Correctional Officer Sergeant
(Job Title)

My immediate supervisor is/was: "Captain"
(Name/Job Title)
Captains: Simmons, Buchtmann, Russell

Page ___ of ___

FILED
98 OCT 29 AM 8:3
FLORIDA COMMISSION ON HUMAN RELATIONS

RECEIVED
1998 JAN 30 PM 10:34
FLORIDA COMMISSION ON HUMAN RELATIONS

2

ATTACHMENT 0276

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004425

DATE ENTERED: 10/27/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004425/00004425102700i03.pdf

PAGE(S): 3

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

Williams 980248

CHARGE OF DISCRIMINATION	FCHR No.
Name (Indicate Mr., Ms., or Mrs.) Ms Maggie Pearl Vinson	Telephone No. (area code) 352-528-2462
Street Address 9950 NE 15th Ave	Home 352-528-9462
City, State, and Zip Code Williston, Fl 32696	Work (if possible to call you there) —

00 OCT 27 PM 4:33 DIVISION OF ADMINISTRATIVE HEARINGS

1997 OCT 20 PM 1:30 FLORIDA COMMISSION ON HUMAN RELATIONS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
North Fl Evaluation & Treatment	200+	352-375-8484
Street Address	**City, State and Zip Code**	**County**
1200 NE 55th Blvd	Gainesville, Florida 32641	Alachua

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☒ HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 6/3/97

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)): I am a Black female with a Back/leg injure I received from this job. I was denied incentive increase for 1996 and 1997 in which whites on Building 8 received and were not eligible. Also Building 5. I worked over 11 years giving 110% of Myself, Never no thing but, "I am a troublemaker." I was rejected over 25 times for Supervisor I, Some units interviewed me, others chose not to, Some stated, "As you know, you did not get the job, but continue to apply," "we found someone best suited for the job," Thus, denying me as a single family to increase my family financial as many whites (Single) and both White husband and wife. I contened Written, Management for falsification of timesheets, I was shoved by staff, lied on, staff was warned not to talk nor communicate with me as they were doing (job), Continue harassment, ridiculed, ridicule me when I complained, never acknowledged legitimate duty work Status from 1/94 - 12/24/96, Then terminated on 6/3/97,

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Maggie P. Vinson DATE: 10/1/97

NOTARY— (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME
OFFICIAL NOTARY SEAL
TRACY M BRADFORD
NOTARY PUBLIC STATE OF FLORIDA
COMMISSION NO. CC594715
MY COMMISSION EXP. OCT. 20,2000

01 OF October, 19 97

ATTACHMENT 0277

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004429

DATE ENTERED: 10/27/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004429/00004429102700i02.pdf

PAGE(S): 2

AFFIDAVIT

I, Benjamin Edwards, hereby say:

I have been given assurances by a representative of the Florida Commission on Human Relations that this Affidavit will be considered confidential by the Agency and the U.S. Equal Employment Opportunity Commission, if applicable, and will not be disclosed as long as the case remains open unless it becomes necessary for them to produce the Affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in acordance with the Agency policies.

I am 29 years of age; my gender is male; my racial identity is black; my social security number is 261-59-0035; and my date of birth is 6-28-1970

I reside at: 1712 Secretariat Lane North, Jacksonville, FL 32218

My telephone number is (including area code): (904) 696-1936

My complaint is against: United Parcel Service, Inc.
which is located at 4420 Imeson Road, Jacksonville, FL 32219

Telephone number (including area code): (904) 693-8391

Personnel director is unknown to me. The Corporate office is located at: 55 Glenlake Parkway, NE, Atlanta, GA 30328

Telephone number (including area code):

My job classification is/was/applying for: part time supervisor

My immediate supervisor is/was: Jerry Billett

ATTACHMENT 0278

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004431

DATE ENTERED: 10/27/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004431/00004431102700i02.pdf

PAGE(S): 1

FLORI. . .OMMISSION ON HUMAN REL. . . .NS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

00-4431

AMENDED

JW **CHARGE OF DISCRIMINATION**

00 OCT 27 PM 4:38 DIVISION OF ADMINISTRATIVE HEARINGS

FCHR No. 97-1534

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Ms. Jarrilyn D. Black		
Street Address	**Home Telephone Number (area code)**	
3000 Coronet Ln. 235	904-727-9307	
City, State, and Zip Code	**Work (if possible to call you there)**	
Jacksonville, FL 32207		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Clerk of Courts Duval County	15+ 15+	904-630-2039
Street Address	**City, State, and Zip Code**	**County**
301 E. Bay St.	Jacksonville, FL 32202	Duval

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[X] RACE [X] COLOR [X] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [X] MARITAL STATUS [X] RETALLATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 04/16/97

I. PERSONAL HARM

I have been employed with the Clerk's Office since 1/29/90. I have been unduly harassed for years, and recently it has become unbearable and life threatening to me.

II. RESPONDENT'S REASON FOR ADVERSE ACTION

No reason have been given for this harrassment.

III. DISCRIMINATION STATEMENT

I believe I have been discriminated against because of my Marital Status and Race, Black, for the following reasons:

This type of harrassment has never happened to a white person. I am a single parent with health problems caused by stress on the job. I have been denied time off to seek medical attention, promoted but continued with the duties and pay of my lesser position. I was warned by three white assistant clerks that if I filed a grievance it would have an effect on my job. I believe these mean an cruel actions were taken entirely because of my race, sex, marital status, color, retaliation and known disability.

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I REQUEST THAT I MAY FILE THIS CHARGE UNDER THE LAW(S) THAT I HAVE CHECKED. I ALSO WANT THIS AGENCY, IF I AM ENTITLED TO ONE, TO SEEK THE RELIEF TO WHICH I AM ENTITLED.

SIGNATURE OF COMPLAINANT
SIGNATURE ON FILE

DATE
4/8/97

NOTARY - (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME

_____ OF _____, 19____

ATTACHMENT 0279

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004634

DATE ENTERED: 11/14/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004634/00004634111400i03.pdf

PAGE(S): 4

FILED
00 NOV 14 AM 8:59
DIVISION OF
ADMINISTRATIVE
HEARINGS

On the other hand Debra Mann who is another analyst, "falsified" her time sheet(s). On several occasions she would leave work at 5:00pm, or 5:15pm and sign her time sheet to show that she left at 5:30pm, when she really left earlier.

This happened during the time we were helping the claims department with their suspense for the months of June-August 1994.

No-one said anything to her about it, as Linda Kaplitz favored Debra Mann over everyone, because they were very close friends at work and outside of work.

Linda also put Debra Mann in charge of doing her job. Debra was often responsible for doing the weekly time sheets for Linda.

Everyone in Linda's department was aware of Debra "falisifying" her time sheet(s), as we often discussed it over lunch or after work.

Debra Mann is still working at Blue Cross/Blue Shield Of Florida Inc. Linda didn't terminate Debra, instead she has helped Debra to get a promotion so that she can remain working with her.

Linda also used Debra Mann to write false information about me in my yearly review after I had already signed it, and she had Debra to give her written report(s) on me.

This happened September 8, 1994. (Review date)-March 24, 1994 written report(s).

I am an African American Female.

Debra Mann and Linda Kaplitz are both White Americans Female(s).

This will conclude why I believe that I have been discriminated against.

Sincerely,
April D. Adeshile

[signature] 12/14/95
(Claimant) FL Drlic A324004436 43 **(Date)**

Linda Ludwig 12-14-95
(Witness) **(Date)**

LINDA M. LUDWIG
MY COMMISSION # CC 200880 EXPIRES
May 23, 1996
BONDED THRU TROY FAIN INSURANCE, INC.

ATTACHMENT 0280

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004872

DATE ENTERED: 4/5/2001

RACE: black

LINK: https://www.doah.state.fl.us/DocDoc/2000/004872/00004872040501i02094457.pdf

PAGE(S): 1

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Date: 4/4/01 Time: 5:14 PM
Pages: 33 5 Sender:
Remote CSID: 04/04/01 16:11 FAX 002

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CESSLEY Y. CARTER, **BRANDY R. PRUITT,** **CARMEN A. CUNNINGHAM,** **SCHERRIE L. BUTLER,** **TORI M. MARSHALL,** **Petitioners,** **vs.** **THE BOYKIN MANAGEMENT COMPANY, LLC, d/b/a/ RADISSON RESORT DAYTONA BEACH,** **Respondent.**	)	**Case Nos.** **00-4872** **00-4874** **00-4875** **00-5082** **00-5092**

RESPONDENT'S MOTION FOR (1) ORDER COMPELLING DISCOVERY OR, ALTERNATIVELY, ORDER EXCLUDING PETITIONER'S EVIDENCE; AND (2) ORDER EXCLUDING CLAIMS NOT INCLUDED IN PETITIONER'S CHARGE OF DISCRIMINATION AND MEMORANDUM OF LAW IN SUPPORT THEREOF

Comes now, Respondent, Boykin Management Company, Limited Liability Company, d/b/a Radisson Resort, Daytona Beach, by and through the undersigned counsel and pursuant to General Procedures 60Y-4.017, hereby files the following Motion And Memorandum Of Law In Support Thereof and as grounds states the following:

1. On April 5, 2000, Petitioners filed Charge of Discrimination alleging they were discriminated against by the Respondent on the basis of their race (African-American), in violation of the Florida Civil Rights Act of 1996, as amended, by having to wear bright neon bracelets during their stay at Respondent's hotel and their observation that Caucasian people in the lobby on April 7, 1999 were not wearing such bracelets. The Charges also state that

ATTACHMENT 0281

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004874

DATE ENTERED: 4/5/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004872/00004872040501i02094457.pdf

PAGE(S): 1

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Date: 4/4/01 Time: 5:14 PM
Pages: 33 5 Sender:
Remote CSID: 04/04/01 16:11 FAX 002

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CESSLEY Y. CARTER, **BRANDY R. PRUITT,** **CARMEN A. CUNNINGHAM,** **SCHERRIE L. BUTLER,** **TORI M. MARSHALL,** **Petitioners,** **vs.** **THE BOYKIN MANAGEMENT COMPANY, LLC, d/b/a/ RADISSON RESORT DAYTONA BEACH,** **Respondent.**	)	**Case Nos.** **00-4872** **00-4874** **00-4875** **00-5082** **00-5092**

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ATTACHMENT 0282

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004875

DATE ENTERED: 4/5/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004872/00004872040501i02094457.pdf

PAGE(S): 1

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STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CESSLEY Y. CARTER, **BRANDY R. PRUITT,** **CARMEN A. CUNNINGHAM,** **SCHERRIE L. BUTLER,** **TORI M. MARSHALL,** **Petitioners,** **vs.** **THE BOYKIN MANAGEMENT COMPANY, LLC, d/b/a/ RADISSON RESORT DAYTONA BEACH,** **Respondent.**	)	**Case Nos.** **00-4872** **00-4874** **00-4875** **00-5082** **00-5092**

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ATTACHMENT 0283

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-004876

DATE ENTERED: 12/6/2000

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004876/00004876120600i08.pdf

PAGE(S): 2

LOG OF COMPLAINT ACTIVITY

DATE DUE: 09/06/97

FCHR No. 97-1511

BASIS: race, Black sex, Female

EEOC No. none

ISSUE: I1

COMPLAINANT(S)

Ms. Cassondra A. Davis

ADDRESS
180 Bounty Street, Apt. 106

Merritt Island, FL 32952

TELEPHONE

407-455-9725

AUTHORIZED REPRESENTATIVE

~ ~

ADDRESS

TELEPHONE

RESPONDENT(S)

Florida Dept. of Corrections
Brevard Correctional Institute

ADDRESS
P.O. Box 340

Sharpes, FL 32959

TELEPHONE

407-634-6027

AUTHORIZED REPRESENTATIVE

Ms. Marian Deadwiley
Supervisor, Civil Rights Unit

ADDRESS

2601 Blairstone Road

Tallahassee, FL 32399-2500

TELEPHONE

850
~~904~~-487-6214

DATE	ACTION
04/09/97	FILED
04/10/98	DOCKETED
04/10/98	FCHR NOTICE OF RECEIPT MAILED TO COMPLAINANT
04/10/98	FCHR NOTICE OF FILING MAILED TO RESPONDENT
04/10/98	DOCUMENT REQUEST LETTER MAILED TO COMPLAINANT
04/10/98	DOCUMENT REQUEST LETTER MAILED TO RESPONDENT
~~03/07/99~~	~~AMENDED~~

4/13/98 File to Unit JMW

4-21-00 Case assigned to Spec. Burnett JAB

4-27-00 Case file completed. No Cause F.M. written JAB

5/2000 Case file forwarded to Ms. Ron Snell for review. JAB

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00 DEC -6 PM 1:38
DIVISION OF ADMINISTRATIVE HEARINGS

ATTACHMENT 0284

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-005082

DATE ENTERED: 4/5/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004872/00004872040501i02094457.pdf

PAGE(S): 1

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Pages: 33 5 Sender:
Remote CSID: 04/04/01 16:11 FAX 002

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CESSLEY Y. CARTER, **BRANDY R. PRUITT,** **CARMEN A. CUNNINGHAM,** **SCHERRIE L. BUTLER,** **TORI M. MARSHALL,** **Petitioners,** **vs.** **THE BOYKIN MANAGEMENT COMPANY, LLC, d/b/a/ RADISSON RESORT DAYTONA BEACH,** **Respondent.**	)	**Case Nos.** **00-4872** **00-4874** **00-4875** **00-5082** **00-5092**

RESPONDENT'S MOTION FOR (1) ORDER COMPELLING DISCOVERY OR, ALTERNATIVELY, ORDER EXCLUDING PETITIONER'S EVIDENCE; AND (2) ORDER EXCLUDING CLAIMS NOT INCLUDED IN PETITIONER'S CHARGE OF DISCRIMINATION AND MEMORANDUM OF LAW IN SUPPORT THEREOF

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ATTACHMENT 0285

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-005083

DATE ENTERED: 12/18/2000

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2000/005083/00005083121800i10.pdf

PAGE(S): 1

FLOR COMMISSION ON HUMAN RE IONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION

FCHR No.98-1074

Name (Indicate Mr., Ms., or Mrs.) Mr. Allen Locklear, Jr. 00-5083	Social Security Number: 239-70-4067 / Date of Birth: 1-24-45
Street Address 1108 S. Bartow Road, Apt. 67	Home Telephone Number (area code) 941-683-2891
City, State, and Zip Code Lakeland, FL 33801	Work (if possible to call you there) 941-6666-2433

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name of FL Orange County, Inc.	No. of Employees 15+	Telephone No. (area code) 941-533-0551
Street Address 2020 Hwy. 17 South	City, State, and Zip Code Bartow, FL 33831-2158	County Polk

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 11/14/97

FLORIDA COMMISSION ON HUMAN RELATIONS RECEIVED 1998 DEC 18 PM 4:56

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

On November 14, 1997, I was constructively discharged from my position as a mechanic.
10/20/97 is correct date for harassment based on race - terminated 11-14-97 as I would not quit.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

Management stated I was not performing my job duties.

FILED 00 DEC 18 AM 9:00 DIVISION OF ADMINISTRATIVE HEARINGS

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against because of my race, American Indian. I believe my rights have been violated under Title VII of the Civil Rights Act of 1964 as amended and the Florida Civil Rights Act of 1992 as amended.

1. I was told by a fellow co-worker that management would prefer a person of another race in my position.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Allen J. Locklear DATE 12-17-98

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME
Rebecca C. Teel
17 OF Oct., 1998

REBECCA C. TEEL
Notary Public - State of Florida
My Commission Expires Dec 25, 1999
Commission # CC519144

ATTACHMENT 0286

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 00-005092

DATE ENTERED: 4/5/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2000/004872/00004872040501i02094457.pdf

PAGE(S): 1

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Date: 4/4/01 Time: 5:14 PM
Pages: 33 5 Sender:
Remote CSID: 04/04/01 16:11 FAX 002

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

CESSLEY Y. CARTER, **BRANDY R. PRUITT,** **CARMEN A. CUNNINGHAM,** **SCHERRIE L. BUTLER,** **TORI M. MARSHALL,** **Petitioners,** **vs.** **THE BOYKIN MANAGEMENT COMPANY, LLC, d/b/a/ RADISSON RESORT DAYTONA BEACH,** **Respondent.**	)	**Case Nos.** **00-4872** **00-4874** **00-4875** **00-5082** **00-5092**

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ATTACHMENT 0287

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-000246

DATE ENTERED: 1/17/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/000246/01000246011701i04.pdf

PAGE(S): 1

Re Case 98-1823

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
1998 APR 16 PM 5:35

FILED
1998 APR 16 PM 5:54

CHARGE OF DISCRIMINATION

FCHR No. 98-1823

Name (Indicate Mr., Ms., or Mrs.) Mr. ISOME Francis 01-0246	Telephone No. (area code) 850 875-1744
Street Address Rte 6 Box 700	Home 850 875-1744
City, State, and Zip Code Quincy, Fl. 32351	Work (if possible to call you there) 850 627-3394

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
G.R.N. Security Company	10 + or -	850 222 4296
Street Address	**City, State and Zip Code**	**County**
	Tallahassee Fl	Leon

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box[es])
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month,day,year) 4-3-98

THE PARTICULARS ARE (If additional space is needed, attach extra sheet[s]):

I, Isome Francis, being a black male, who have been with this company for more than 5 years, was appointed site Supervisor at the Tallahassee Democrat by Col. Moran, who is in charge of the company. On april 3, I was told that he wanted to have a meeting with me on Saturday, April 4, 1998. on Saturday morning as I was about to leave my home in Quincy to meet with him, he called and informed me that I was ordered fired of my duty as site supervisor from The Tallahassee Democrat. I asked what I did wrong He said that the faxes that I sent to him was the reason.

The faxes was about a situation that was occuring at the democrat. An employee that worked with the Sucurity company and at the Democrat on Weekends was leaving the Post with the keys and when he was Needed, he couldn't be found. Also this same employee had been seen removeing employees food from the Frigerdaire. I told him that this empl was no longer welcome at this site. He sent him back to work at this site on Several other occasions, Each time I informed him Not to sent this employee back to the site. On the last occasion, I told him that I wes tired on the people at the site Complaining to me about this indivinal.

I feel like he wanted to get rid of me because he had lost all jobs that the company had at Golden Eagles and he wanted to give James smith the Supervisor job at the democrat. That did happen. James is now supervisor at the democrat. Now there is no other supervisor who is black that I know of.

I have never been written up or given any trouble at any job site that I had been assigned to. I have never called in sick nor have I a history of being late to work or coming to work. I have been loyal to this company since I was employed by them.

This was a shock and it did hurtme because I have never been fired from a Job.

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Isome Francis
DATE: 4/16/98

NOTARY– (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME

ALESIA JOHNSON
MY COMMISSION # CC 417843
EXPIRES: October 31, 1998
Bonded Thru Notary Public Underwriters

Alesia Johnson

16 OF April 19 98

ATTACHMENT 0288

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-000666

DATE ENTERED: 2/16/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/000666/01000666021601i04.pdf

PAGE(S): 1

Williams 01-0666

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

FILED 1998 NOV 19 PM 3:42 FCHR

1998 NAY 19 PM 3:42 FCHR

01 FEB 16 AM 8:57 DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

FCHR No.

Name (Indicate Mr., Ms., or Mrs.)
Cassandra L. Jones

Telephone No. (area code)

Street Address
4745 Jackson Bluff Rd lot 202

Home
850-574-0616

City, State, and Zip Code
Tallahassee, Florida 32310

Work (if possible to call you there)
850-576-8425

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
E-Z-Serve & Citgo	E-Z Serve & Citgo 4208	850-576-8425

Street Address	City, State and Zip Code	County
4208 Captial Circle	Tall Fl. 32310	Leon

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))
☑ RACE ☑ COLOR ☐ SEX ☐ RELIGION ☐ HANDICAP
☐ NATIONAL ORIGIN ☑ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) Apr. 17, 1998

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

(1) I Cassandra constantly subjected to a hostile working environment cause by my supervisor.

(2) I had been promise days shift for the last 6 weeks and my supervisor told me, Soon as he get some one trained for 3rd shift that I would get me on days, but After he train Employer, they still be on 1st shift. And he allways have excuses why he have not put me on 1st shift. So my Employees that I work with Asked him why are you doing Cassie like that. He tells them its no concern of you'll.

(3) I beleive And feel that I am discrimated against me Because of my race. (black) because he want talk to me and allways telling me he will try to put me on 1st shift

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.
FLORIDA J520-112-61-524-0

SIGNATURE OF COMPLAINANT — DATE
Cassandra L. Jones 5-19-98

NOTARY— (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME
Angel L. Diaz
MY COMMISSION # CC550123 EXPIRES
April 24, 2000
BONDED THRU TROY FAIN INSURANCE, INC.

19TH OF May, 1998

ATTACHMENT 0289

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-000692

DATE ENTERED: 2/20/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/000692/01000692022001i06.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS 01-0697
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
01 FEB 20 PM 1:
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

FCHR No. 97-2756

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Otis Ware	264-39-9363	15Oct57

Street Address	Home Telephone Number (area code)
Bx 2155	352-463-1381

City, State, and Zip Code	Work (if possible to call you there)
Trenton FL 32693	Fired

List the public lodging and/or public food service facility which discriminated against you.

Name	No. Of Employees	Telephone No. (area code)
Lancaster CI		

Street Address	City, State, and Zip Code	County
		Gilchrist

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)

[X] RACE [X] COLOR [ ] SEX [ ] RELIGION [X] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE. (month, day, year) 15Sept97

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

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1997 SEP 16 PM 5:26
FLORIDA COMMISSION ON HUMAN RELATIONS

I. PERSONAL HARM: I worked for Lancaster CI and had my emotional health adversely effected. When I complained I was fired. When I was able to file a claim the information was taken out of context and used to destroy me.

II. RESPONDENT'S REASON FOR PERSONAL HARM: After attempting to file a workman's compensation claim I was fired. No reason was publicly given. A letter was hastily typed up to get rid of me.

III. DISCRIMINATION STATEMENT: I believe I was discriminated because of my race as an Negro who spoke his mind but was not tolerated. My color is Black and Mr Jerry Poe who is grossly incompetent is white he was not fired. Doris Jones was not fired and she has been out for sickness for a greater period than I. Therefore my disability is a basis for discrimination. Lastly vital and confidential medical information used for the claim I was initially denied ability to file was utilized to retaliate against and ultimately to destroy me.

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Otis Ware DL W600-640-57-375-0 DATE 16Sept97

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME
CLERK CIRCUIT COURT
GILCHRIST COUNTY, FLORIDA
Joseph Gilliam
By Annie C Hilliard, Dep Clk
16th OF September, 19 97

ATTACHMENT 0290

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-001493

DATE ENTERED: 4/18/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/001493/01001493041801i07.pdf

PAGE(S): 1

01-1493

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

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96 APR 18 PM 1:54
FLORIDA COMMISSION ON HUMAN RELATIONS
ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

FCHR No.

Name (Indicate Mr., Ms., or Mrs.) Cynthia Busby	Social Security Number 144-36-4895 Date of Birth 1/4/48
Street Address 20 Cedar Circle	Home Telephone Number (area code) 352-680-1841
City, State, and Zip Code Ocala, Fl. 34472	Work (if possible to call you there) 352-742-6330

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Charlene Bartsch a HRS personnel	No. of Employees 15+	Telephone No. (area code) 352-620-3035
Street Address	City, State, and Zip Code	County Marion County

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)

[✓] RACE [✓] COLOR [✓] SEX [ ] RELIGION [✓] HANDICAP

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [✓] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 9-96

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

see attached documents

RECEIVED
1996 DEC 20 PM 4:31
FLORIDA COMMISSION ON HUMAN RELATIONS

II. RESPONDENT'S REASON FOR PERSONAL HARM:

III. DISCRIMINATION STATEMENT:

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Cynthia Busby DATE 12/16/96

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME
CYNTHIA KAY BARGER
MY COMMISSION # CC366009 EXPIRES
April 20, 1998
BONDED THRU TROY FAIN INSURANCE, INC.

Cynthia Kay Barger

16th OF December, 1996

ATTACHMENT 0291

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-001686

DATE ENTERED: 5/3/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/001686/01001686050301i05.pdf

PAGE(S): 1,2

01-1686

FILED
99 MAY -3
DIVISION OF ADMINISTRATIVE HEARINGS

FLORI COMMISSION ON HUMAN REL IONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION

FCHR No. 99-3807

Name (Indicate Mr., Ms., or Mrs.) Mr. Allison Ivey	Social Security Number: 267-45-3525 / Date of Birth: 04-22-1959
Street Address P.O. Box 20082	Home Telephone Number (area code) (850) 576-2200
City, State, and Zip Code Tallahassee, FL 32316	Work (if possible to call you there) (850) 414-4180

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name: Florida Department of Transportation	No. of Employees: 15+	Telephone No. (area code) (850) 414-5305
Street Address: 605 Suwannee St	City, State, and Zip Code: Tallahassee, FL 32399	County: Leon

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [✓] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year): 10/30/97

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

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99 FEB -4 PM 4:53
FLORIDA COMMISSION ON HUMAN RELATIONS

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: [signature] DATE: 2/4/99

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME

[signature] Robert E. Moultrie, II

NOTARY PUBLIC STATE OF FLORIDA

MY COMMISSION # CC743409 EXPIRES May 17, 2002

BONDED THRU TROY FAIN INSURANCE, INC.

4th OF February, 19 99

OL# I100-000-59-142-0

Complaint#: FCHR No. 97-J177 and EEOC No. 15D971224 (Mr. Allison Ivey)

I. Personal Harm:

I am constantly subjected to a hostile working environment due to my supervisor and the office manager. They have threatened me with reprimands on several occasions. In the office, minorities are treating with terms and conditions different from the white employees. On 10/30/97, I was verbally threatened by Mr. Robert C. Griner with a reprimand for no apparent reasons. He also personally presented me a letter of reprimand on 9/11/98 in presence of our office manger. And on 1/22/99, he verbally threatened me for the second time with another reprimand.

II. Respondent's Reason for adverse action(Personal Harm):

a) On 10/30/97, respondent quoted that I was insubordinate to him and threatened me with a reprimand.

b) On 1/22/99, respondent told me that I will be given another reprimand if one of my assignments, the Quality Assurance Review Plan, were not completed by 2/1/99. This particular assignment is an added- duty which was verbally assigned to me on 10/7/98 by the respondent but has not officially recorded on or added to my Career Service System Position Description until 2/1/99, after I sent a series of E-mails to some upper-level managers regarding this additional assignment .

c) In a letter of reprimand I received on 9/11/98, respondent quoted that I displayed rudeness and threatening behavior accompanied by offensive, loud (as quoted) language toward him, and I called him a racist and a liar. However, all allegations are absolutely unfounded. In the same letter, he also stated that I already had an oral reprimand by him on file in his office on 8/7/97, previously. Unfortunately, I have never received a formally documented copy of this oral reprimand.

d) Respondents told me that I do not deserve a Superior Proficiency Special Recognition although I did all the technical estimates for other non-minority(white) employees.

III. Retaliation and Continuous Discrimination Statement:

I believe why I have been continuously retaliating and discriminated against, by Mr. Robert C. Griner because of my race (black) for the following reasons:

1. I expressed my opinion to my Supervisor and the Office Manager that the minority employees with engineering college degrees are being treated unfairly as regard to salary raise, performance recognition and opportunity of promotion.

2. I informed my supervisor and office manager that the lead estimator is incapable and not qualified to take charge of projects which required the engineering and technical knowledge. On many occasions he has solicited my assistance to complete his assignment and solve other technical problems (including his home work assignments).

ATTACHMENT 0292

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-002078

DATE ENTERED: 5/25/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/002078/01002078052501i02.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 John Knox Road, Suite 240, Buildir
Tallahassee, Florida 32303-4149

01-2078

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2000541 J. Moran	
Name (Indicate Mr., Ms., or Mrs.) Sylvester A. Holly, Jr.	Social Security # 266-74-5780	Date of Birth 7/17/44
Street Address P. O. Box 301	Home Telephone Number (area code) 850/968-3100	
City, State, and Zip Code Cantonment, FL 32533	Work (if possible to call you there)	

FILED
01 MAY 25 PM 1:47
DIVISION OF ADMINISTRATIVE HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Solutia	No. of Employees 15+	Telephone No. 850/968-7000
Street Address 3000 Chemstrand Road	City, State, and Zip Code Gonzalez, FL 32507	County Escambia

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [x] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 10/31/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

In approximately July of 1999 I was denied a promotion to Lead Maintenance. I was constructively discharged (forced to retire) on October 31, 1999.

II. Respondent's Reasons for Personal Harm:

No reason has been given directly to me for the discrimination. I have heard that I was considered too old and that there were enough Black employees already working in that area.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black and Age - over 40, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. In July of 1999 I was passed over for a promotion, although I have over 20 years of experience. The person selected for the position was a White male, under the age of 40, with less than 5 years of experience.

2. As a result of what I perceive to be unfair labor practices, I retired on October 31, 1999.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Sylvester A. Holly, Jr. DATE 1-5-00

ATTACHMENT 0293

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-002079

DATE ENTERED: 5/25/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/002079/01002079052501i02.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

01-2079

CHARGE OF DISCRIMINATION		FCHR No. 2003573 Amended DG
Name (Indicate Mr., Ms., or Mrs.) Ms. Katrina Shannon 00 SEP 15 ... 2:00	Social Security Number	Date of Birth
Street Address 2805 East Strong Street	Home Telephone Number (area code) 850-434-3234	
City, State, and Zip Code Pensacola, Florida 32503	Work (if possible to call you there)	

FILED
01 MAY 25 PM 1:47
DIVISION OF ADMINISTRATIVE HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Workforce 2000	15+	1-800-522-9778

Street Address	City, State, and Zip Code	County
1903 Central Drive, Suite 200	Bedford, Texas 76021	Escambia

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

Date Most Recent Or Continuing Discrimination Took Place (month, day, year) April 14, 2000

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

I have been employed with Workforce 2000 for almost four years, and I was terminated from my position as Store Manager on April 14, 2000.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

I was $4,900.00 short during store audit.

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against because of my race (black) which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. I have never been written up or given a verbal warning of any kind, while I was the store manager. On April 11, 2000 we were audited, I had never had an audit this bad before. I was terminated on April 14, 2000.

2. Frances Rush (white employee) was $3,800.00 short and she still has her position.

3. Bruce Graham, my District Manager in January of 2000 changed my audit figures. I came back from maternity leave at the end of December of 1999, which means by the time of the audit I had just returned back to work. Richard the guy they hired to do the audit counts, said the beer was well over a thousand short. Mr. Graham said he knew it was not my fault because I had just gotten back and he changed the amount he sent to the office. By changing the amount of my beer shortage, the amount he took off will carry over to every audit. I was fired over something that was not my fault, he said if I told anyone he would deny it.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

Ms Katrina Shannon

DATE

Sep 13, 2000

ATTACHMENT 0294

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-002204

DATE ENTERED: 6/5/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/002204/01002204060501i05.pdf

PAGE(S): 1

01-2204

FLORID MMISSION ON HUM N RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

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01 JUN -5 AM 10:47
DIVISION OF ADMINISTRATIVE HEARINGS

RM

CHARGE OF DISCRIMINATION

Name (Indicate Mr., Ms., or Mrs.) Ms. Betty J. Davis	FCHR No. 97-J111 Telephone No. (area code)
Street Address Route 2, Box 309	Home 904-656-2647
City, State, and Zip Code Tallahassee, FL 32311	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Wal-Mart Stores, Inc.	15+	904-656-2732

Street Address	City, State and Zip Code	County
1212 Capital Circle S.E.	Tallahassee, FL 32301	Leon

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box[es])
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month,day,year) 05/14/97

THE PARTICULARS ARE (If additional space is needed, attach extra sheet[s]):

I. PERSONAL HARM
On May 14, 1997, I suspended from my position as a Department Manager.

II. RESPONDENT'S REASON FOR ADVERSE ACTION
Authorities accused me of stealing from the store.

III. DISCRIMINATION STATEMENT
I believe I have been discriminated against because of my race, black. I believe my rights have been violated under Title VII of the Civil Rights Act of 1964 as amended and the Florida Civil Rights Act of 1992 as amended.

1. Management accused me stealing from Wal-Mart; I maintain my innocence to this moment.
2. My white counterparts are not suspended without reason; why was I suspended.

I REQUEST THE FULL RELIEF TO WHICH I AM ENTITLED, UNDER THE LAW(S).

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
1997 MAY 19 AM 11:23

who produced FL Drivers License

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Betty J. Davis 05-19-97
SIGNATURE OF COMPLAINANT DATE

NOTARY– (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME
Ronald E. Snell
NOTARY PUBLIC STATE OF FLORIDA
MY COMMISSION # CC550131 EXPIRES
April 24, 2000
BONDED THRU TROY FAIN INSURANCE, INC.

19 OF May , 19 97

ATTACHMENT 0295

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-002408

DATE ENTERED: 6/15/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/002408/01002408061501i06.pdf

PAGE(S): 1

FLO COMMISSION ON HUMA LATIONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

01-2408

FILED
01 JUN 5 AM 9:24

CHARGE OF DISCRIMINATION	FCHR No. 18FA2285
Name (Indicate Mr., Ms., or Mrs.) Mr. Randall Carter	**Home Telephone No. (Area Code)** (407) 298-1028
Street Address 5424 Kingwood Drive	**Work (if possible to call you there)**
City, State and Zip Code Orlando, Florida 32810	**County** Orange

List the employer, labor organization, employment agency, apprenticeship committee, governmental agency, or other person who discriminated against you.

Name		Telephone Number
Golden Corral		(407) 352-6606
Street Address	**City, State and Zip Code**	**County**
8032 International Drive	Orlando, Florida 32819	Orange

Cause of Discrimination Based On (Check appropriate box(es)
[XX] Race [ ] Color [ ] Sex [ ] Religion [ ] Handicap
[ ] National Origin [XX] Age [ ] Marital Status [ ] Retaliation

Date most recent or continuing discrimination took place (month, day, year)
June 6, 1998

The Particulars Are (If additional space is needed, attach extra sheet(s)):

I. PERSONAL HARM:

On June 6, 1998, I was subjected offensive racial comments. In April, 1998, I was denied a promotion while in my position as a Cook. I have worked for my employer since August, 1995.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

No reasons were given.

III. DISCRIMINATION STATEMENT:

I believe that I have been discriminated against in violation of the Florida Civil Rights Act of 1992 because of my Race/Black and my Age/39 by intimidation (racial slurs) and promotion denial for the following reasons:

1) In April, 1998, I was not promoted to Kitchen Manager, in favor of Mr. William (LNU), a much younger Black Male, even though I have far more experience as a Kitchen Manager; and, I have more seniority.

2) On June 6, 1998, Mr. Keith Pringle (White), General manager, told Mr. William (LNU) {Black}, Kitchen Manager (while in my presence), to drop all the chicken because a busload of Black people just pulled into the parking lot.

3) On June 6, 1998, I also overheard Ms. Karen (LNU) {White}, Lead Waitress, tell Ms. Benise Matthews (White), Lead Prep., to cut all the watermelon because a busload of Blacks just pulled in.

1998 01 JUN 5 AM 9:24

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Signature of Complainant Randall Carter Date 6-15-98

Notary (Required For Filing)

NOTARY DIANA D. LASHMET
STATE OF FLORIDA
COMM. NO. CC487700
MY COMM. EXPIRES AUG. 10, 1999

Subscribed And Sworn To Before Me
My comm. expires Aug. 10, 1999
Comm. No. CC487700
this 15 day of June, 19 98

ATTACHMENT 0296

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-002580

DATE ENTERED: 7/2/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/002580/01002580070201i04.pdf

PAGE(S): 1

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY: [X] FEPA [ ] EEOC

CHARGE NUMBER: 01-2580

FLORIDA COMMISSION ON HUMAN RELATIONS and EEOC
State or local Agency, if any

RECEIVED JUL -2 AM 8:45 COMMISSION ON HUMAN RELATIONS TALLAHASSEE FLORIDA

NAME (*Indicate Mr., Ms., Mrs.*) Mr. Andre Lovett

HOME TELEPHONE (Include Area Code) 813-823-5282

STREET ADDRESS, CITY, STATE AND ZIP CODE 2224 17th Street, South, St. Petersburg, FL 33712

D.O.B 7-21-69

COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME Pepsi-Cola

NUMBER OF EMPLOYEES 300+

TELEPHONE NUMBER 813-971-5755

STREET ADDRESS, CITY, STATE AND ZIP CODE 11315 North 30th Street, Tampa, FL 33612

COUNTY Hill.

NAME Pepsico, Inc.

TELEPHONE NUMBER (Include Area Code) 914-253-2000

STREET ADDRESS, CITY, STATE AND ZIP CODE 700 Anderson Hill Road, Purchase, NY 10577-1444

COUNTY Wes.

CAUSE OF DISCRIMINATION BASED ON (*Check appropriate box(es)*)
[X] RACE [X] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [X] DISABILITY [ ] OTHER (*Specify*)

DATE DISCRIMINATION TOOK PLACE
[10/2/95] EARLIEST [1/2/96] LATEST [ ] CONTINUING

RECEIVED 1996 DEC 21 AM 8:45 COMMISSION ON HUMAN RELATIONS TALLAHASSEE FLORIDA

THE PARTICULARS ARE (*If additional space is needed, attach extra sheet(s)*):

I. **PERSONAL HARM:**

I am a 27 year old African-American man. I had worked for the above referenced Company for one and one half years. In the location where I worked there are about 70 employees of which about 4 are African-American. I had good reviews and there was nothing negative in my personnel file. On August 28, 1995, I started receiving a Physician's care and treatment for Clinical Depression, following an attempted suicide. I continued to be under the Physician's care and treatment until 11/13/95. I was not released to work by my Physician until 10/2/95. When I attempted to return to work, the Company barred my return until I provided them with a "legitimate written medical excuse" for the period of 9/25/95 through 10/2/95. My Physician provided documentation indicating my ability to return to work on 10/2/95, which the Company rejected. The Company imposed upon me the obligation to provide them with a "legitimate written medical excuse" from my Physician by 12/24/96 or I would be terminated for repeated violation of the Company's excused absence and absenteeism policies. My Physician indicated that he had provided the Company with his standard medical excuse releasing me to return to work on 10/2/95 and did not understand the Company's refusal of his form. As a direct result of the Company's refusal to accept the release form from my Physician, I was terminated on 1/2/96. I believe that my termination was due to my race (African-American), my color (Black), and my disability (Clinical Depression).

II. **RESPONDENT'S REASON(S) FOR ADVERSE ACTION(S):**

The Company told me I was terminated do to repeated violation of the Company's excused absence and absenteeism policies. I believe these reasons to be pretextual.

III. **DISCRIMINATION STATEMENT:**

I believe that I have been discriminated against because of my Race (African-American), Color (Black), and Disability (Clinical Depression), in violation of Title VII and Chapter 760 of the Florida Statutes.

NOTARY PUBLIC STATE OF FLORIDA
March Bell Jr.
My Commission CC516778
Expires Dec. 06, 1999

[X] I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY – (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

Date 12-24-96

Charging Party (*Signature*) Andre Lovett

SIGNATURE OF COMPLAINANT Andre Lovett

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year) 24TH December 96

March Bell, Jr.

NOTARY Public-March Bell Jr.

EEOC FORM 5

ID Produced: FLA. Driver License L130-012-69-261-0

ATTACHMENT 0297

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-002582

DATE ENTERED: 7/2/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/002582/01002582070201i02.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS 01-2582
John Knox Road, Suite 240, Building
Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION	FCHR No. 9941294
Name (Indicate Mr., Ms., or Mrs.) Ms. Sybil V. Rivers	Social SecurityNumber / Date of Birth
Street Address 2493 Nugget Lane	Home Telephone Number (area code)
City, State, and Zip Code Tallahassee, FL 32303	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
American Home Title Insurance	15+	

Street Address	City, State, and Zip Code	County
6703 N. Hines Avenue	Tampa, FL 33614	Hillsborough

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 03/05/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On March 05, 1999, I was terminated from my position as a Closing Agent.

II. Respondent's Reasons for Personal Harm:

Management stated I was terminated because of excessive absenteeism, insubordination and failure to comply with written instructions.

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
99 APR 22 PM 1:09

III. Discrimination Statement:

I believe I have been discriminated against because of my race, black. I believe my rights have been violated under Title VII of the Civil Rights Act of 1964 as amended and the Florida Civil Rights Act of 1992 as amended.

1. Ms. Lori Grills, a white co-worker, was excessively absent and she was not terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

Sybil V. Rivers

DATE

4/22/99

ATTACHMENT 0298

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-002693

DATE ENTERED: 7/10/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/002693/01002693071001i05.pdf

PAGE(S): 1

FLOR COMMISSION ON HUMAN RE IONS 01-2693
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
DIVISION OF ADMINISTRATIVE HEARINGS
96 DEC 10 AM 9:15

CHARGE OF DISCRIMINATION	FCHR No. 01 96-1528
Name (Indicate Mr., Ms., or Mrs.) Thomas E. (Hollywood) Hall	Social Security Number 266-51-4096 / Date of Birth 04/28/67
Street Address 6556 Julia Drive	Home Telephone Number (area code) (904) 623 3591
City, State, and Zip Code Milton, FL 32570	Work (if possible to call you there) (904) 623 2994 (904) 623-8867

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Mex of Santa Rosa, Inc. (Taco Bell #4170)	15+ 150	(904) 626 2311

Street Address	City, State, and Zip Code	County
1613 Berryhill Rd	Milton, FL 32570	Santa Rosa County

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)
[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] HANDICAP
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 6/96

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

Indignity, Lost pay raises, lost opportunity to advance, lost advancements, lost pay while out of work, mental anguish, intentionally exposed to leaking natural gas causing me mental anguish. Attorney's fees and cost demanded.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

None

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FLORIDA COMMISSION ON HUMAN RELATIONS
1996 DEC -9 PM 1:11

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against on the basis of my race inasmuch as, Dawn Young (General Manager) asked me why my Fiance (who Dawn Young knew was having my child) was white, and further stated that blacks and whites should not have children together. Although I have qualified for raises and position advancement, I was never advanced and did not receive pay raises that I deserved. I completed written training wrok thatqualified me for advancements and raises. My race is Negroe. I did not receive the training that others received.
In violation of Florida Civil Rights Act of 1992 and U.S. Civil Rights Act of 1964, Title VII.

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Thomas E. Hall — DATE: 12-3-96

THE PERSON I AM NOTARIZING THIS DOCUMENT FOR:
[X] IS PERSONALLY KNOWN TO ME
[ ] PRODUCED I.D. FL D

NOTARY- (Required for FL)
SUBSCRIBED AND SWORN TO BEFORE ME
Dabatha M Godwin
Notary Public, State of Florida
My Comm. Expires Aug 22, 2000
No. CC578797
Bonded Thru: Official Notary Service
1-(800) 723-0121

3rd OF December, 19 96

ATTACHMENT 0299

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-002818

DATE ENTERED: 7/17/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/002818/01002818071701i01090732.pdf

PAGE(S): 2

FLORI COMMISSION ON HUMAN REL ONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION	FCHR No. 99-V1528 RM
Name (Indicate Mr., Ms., or Mrs.) Ms. Margie Israel Mrs Margie R. Ismael	Social Security Number 263-33-8546 Date of Birth 9.5.57
Street Address 2940 Carve Lane 2940 Carver Lane	Home Telephone Number (area code) 850-483-8418
City, State, and Zip Code Marianna, FL 32446 Marianna FL 32446	Work (if possible to call you there) N/A

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you. Management/Mista Milrone/Tim Peterson/Farris Slater, Tim Travis Wilson

Name	No. of Employees	Telephone No. (area code)
Wal-Mart Wal-Mart Store #1375	15+ 15+ possible	850-526-5744

Street Address	City, State, and Zip Code	County
2800 Hwy. 71 2800 Hwy 71 North	Marianna, FL 32446 Marianna FL 32446	Jackson Jackson

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[✓] RACE [✓] COLOR [ ] SEX [✓] RELIGION [✓] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [✓] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIM. TOOK PLACE (month, day, year) 04/17/99
April 17th 1999

I. Harm Statement:
On April 17, 1999, I was terminated from my position as a Cashier. Prior to my termination, I was denied a promotion to assistant manager.

II. Respondent's Reasons for Personal Harm:
Management stated I was fired because of behavioral problems. No reason was given for not being promoted.

III. Discrimination Statement:
I believe I have been discrimnated against because of my race, black. I believe my rights have been violated under Title VII of the Civil Rights Act of 1964 as amended and the Florida Civil Rights Act of 1992 as amended.

1. Allegedly, I violated procedures while doing my assigned duties; but my white co-workers do the same thing and they are not dismissed.
2. As for the promotion, I was already doing the job of an assistant manager but management would not officially **train me to do the job;** as a result, a white woman was hired to do the same duties I was doing.

Also because of my disability I was denied promotions
The American Disability Act has not use for me at all.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Margie R. Ismael 6/29/99

ATTACHMENT 0300

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-003302

DATE ENTERED: 3/26/2002

RACE: black

LINK: doah.state.fl.us/ROS/2001/01003302.PDF

PAGE(S): 5

Respondent presented the testimony of seven witnesses. Respondent offered 18 exhibits, which were accepted as evidence.

The court reporter filed a copy of the hearing Transcript on February 18, 2002.

Respondent filed the deposition of T. K. Wetherell on February 27, 2002.

As of the date of this Recommended Order, Petitioner had not filed proposed findings of fact and conclusions of law. Respondent filed Board's Proposed Recommended Order on March 11, 2002.

FINDINGS OF FACT

1. Respondent is an employer within the meaning of the Florida Civil Rights Act of 1992.

2. Petitioner, an African-American female, began working in the Financial Aid Office at Florida State University as a student from 1978 to 1983. After receiving her undergraduate degree, Petitioner worked for Florida State University as a Financial Aid Specialist, administering Pell Grants from 1983 to 1989.

3. In September of 1989, Respondent hired Petitioner to work in its Financial Aid Office as a Financial Aid Specialist. In July 1991, Petitioner became Respondent's Director of Financial Aid; she worked in that capacity during the 1996-97 school term.

ATTACHMENT 0301

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-003323

DATE ENTERED: 8/21/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/003323/010033230821O1i02115347.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

01-3323

CHARGE OF DISCRIMINATION

FCHR No. 01-00233

FILED
01 AUG 21 8:50
FLORIDA COMMISSION ON HUMAN RELATIONS
ADMINISTRATIVE HEARINGS

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
KENNETH TERRELL GRAHAM	591-[illegible]5071	1-23-67

Street Address	Home Telephone Number (area code)
2857 DUFFTON LOOP	850 562-3285

City, State, and Zip Code	Work (if possible to call you there)
TALLAHASSEE FLORIDA 32303-2511	850 877-5570

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
PIER I	15+	850 877-9500

Street Address	City, State, and Zip Code	County
1407 E. LAFAYETTE STREET	TALLAHASSEE, FLORIDA 32301	LEON

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)
[X] RACE [ ] COLOR [X] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 10-18-99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

PERSONAL HARM: ON 10-18-99, I WAS GIVEN A WRITTEN REPRIMAND BY MY IMMEDIATE SUPERVISOR.

REASON FOR PERSONAL HARM: I WAS INFORMED THE REPRIMAND WAS BECAUSE OF EXCESSIVE ABSENTEEISM/TARDINESS.

DISCRIMINATION STATEMENT: I believe I WAS DISCRIMINATED AGAINST BECAUSE OF MY RACE/BLACK AND GENDER/MALE WHICH IS A VIOLATION OF Title VII OF THE Federal Civil Rights Act of 1964, AS AMENDED, AND Florida Statutes 760.1 For The Following REASON(S):

1. I was INFORMED BY my SUPERVISOR, A white female, the REPRIMAND WAS because I did not show up FOR A scheduled meeting.
2. Although I went to said meeting I was late by approximately 20 minutes.
3. However, another COWORKER, A white Female, did not show up for said meeting nor DID SHE CALL to be excused.
4. Said COWORKER WAS NOT reprimanded, suspended or discharged.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S)

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT DATE

Kenneth Graham 22nd OF October, 19 99

ATTACHMENT 0302

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-003338

DATE ENTERED: 8/23/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/003338/01003338082301i07141732.pdf

PAGE(S): 1

FLORIDA C[illegible]ISSION ON HUMAN [illegible]ATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

FILED
01 APR 23 AM 8:10
DIVISION OF ADMINISTRATIVE HEARINGS

01-3390

CC CHARGE OF DISCRIMINATION	FCHR No. 95-G343
Name (Indicate Mr., Ms., or Mrs.) Mr. Hugh F. Brockington II	Telephone No. (area code)
Street Address P. O. Box 180923	Home 407-634-6155
City, State, and Zip Code Casselberry, FL 32718-0923	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Florida Department of Corrections	15+	407-634-6155

Street Address	City, State and Zip Code	County
P. O. Box 340	Sharpes, FL	Brevard

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box[es])
☑ RACE ☐ COLOR ☑ SEX ☐ RELIGION ☐ HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month,day,year) 10/21/94

THE PARTICULARS ARE (If additional space is needed, attach extra sheet[s]):

I. PERSONAL HARM
On October 21, 1994, I was reprimanded in my position as a Human Service Counselor F/C. Prior to this time I had been racially harassed, given different terms and conditions of my employment and retaliated against for for having reported violations within the department. I have been employed since January 20, 1989.

II. RESPONDENT'S REASON FOR ADVERSE ACTION
Mr. Bruce A. Quick (White), Supervisor of Counseling and Social Services, told me that I was being reprimanded for willful violation of abuse of sick leave.

III. DISCRIMINATION STATEMENT
I believe I have been discriminated against because of my Race (Black), and Gender (Male) in violation of the Florida Civil Rights Act of 1992 and Title VII of the U. S. Civil Rights Act of 1964.

I REQUEST THE FULL RELIEF TO WHICH I AM ENTITLED, UNDER THE LAW(S).

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
1995 APR 24 PM 3:58

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT
Hugh F. Brockington II
DATE 4/24/95

NOTARY– (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME
Paul O. Spurlock
Term Expires 7/19/95
THIS 24th DAY OF April, 19 95

Verified by FHAC Rules 1

ATTACHMENT 0303

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-003353

DATE ENTERED: 8/24/2001

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2001/003353/010033530824O1i05155433.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

01-3353

FILED
01 AUG 24 AM 8:48
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

FCHR No.98-3258

Name (Indicate Mr., Ms., or Mrs.) Ms. Mary Jane Hall	**Social Security Number** 266-83-1849 / **Date of Birth** 6-19-60
Street Address 1821 Ernest Street	**Home Telephone Number (area code)** (407) 846-3630
City, State, and Zip Code Kissimmee, FL 34741	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Sunshine Cleaning Systems, Inc.	**No. of Employees** 15+	**Telephone No. (area code)** 407-294-7222
Street Address 2500 Silver Star Road	**City, State, and Zip Code** Orlando, FL 32804	**County** Orange

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 08/06/98

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

On August 06, 1998, I was terminated from my position as a Restroom Cleaner.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

Management stated I started rumors about other employees.

99 JAN 28 PM 3:39

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against because of my race, white. I believe my rights have been violated under Title VII of the Civil Rights Act of 1964 as amended and the Florida Civil Rights Act of 1992 as amended.

1. A meeting was held with spanish speaking co-workers only and as a result of the meeting I was terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Mary Jane Hall **DATE** 1-25-99

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME

Audrey J. Packard

25TH OF January 19 99

NOTARY PUBLIC STATE OF FLORIDA
OFFICIAL NOTARY SEAL
AUDREY JEAN PACKARD
COMMISSION NUMBER
CC734670
MY COMMISSION EXPIRES
APR. 16,2002

ATTACHMENT 0304

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-003751

DATE ENTERED: 9/21/2001

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2001/003751/01003751092101i03163729.pdf

PAGE(S): 1

CHARGE OF DISCRIMINATION

This form is affected by the Priv Act of 1974; See Privacy Act Statement before completing this form.

AGENCY: ☐ FEPA ☒ EEOC

CHARGE NUMBER: 99-0814

FLORIDA COMMISSION ON HUMAN RELATIONS and EEOC 01-3751

State or local Agency, if any

FILED

01 SEP 21 AM 8:54

DIVISION OF HUMAN RELATIONS

SS# 589-28-3527

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Ms LORI WILSON	(850) 626 6368

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
6591 Maddox Rd	Milton, FL	10 / 2 / 79

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTE STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Co
Mex of Santa Rosa	100+	(850) 626 7894

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
5837 Kirkland Drive	Milton, FL	Santa Rosa

NAME	TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☐ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE

EARLIEST: 1 / 6 / 98 LATEST: 7 / 18 / 98

☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

Beginning 1/6/98 thru 7/18/98 I was subjected to a racially hostile environment created by the store (Milton store where I worked, 6281 Highway 90, Milton, FL 32570) general manager (Eilean McCray) and multi-store manager ("Scooter"). Remarks were regularly made about my interacial personal relationships and about my interracial child. I was told that I was hired because the store needed a white person on my shift. There was no one else to report this to other than those who participated in making the remarks--Eileen McCray and Scooter.

I believe I have been discriminated against on account of my race and interracial personal relationships outside of work. I believe my rights have been violated under Title VII of the Civil Rights Act of 1964 as amended and the Florida Civil Rights Act of 1992 as amended.

I request the full relief to which I am entitled under the laws.

VIRGINIA P. [illegible]
"Notary Public-State of Fl"
Comm. Exp. Nov. 24, 2000
Comm. No. CC603[illegible]

☐ I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Date Charging Party (Signature)

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief

SIGNATURE OF COMPLAINANT

Lori Wilson

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)

11-25-98

EEOC FORM 5 (Rev. 06/92)

ATTACHMENT 0305

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-003882

DATE ENTERED: 10/5/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/003882/01003882100501i02071131.pdf

PAGE(S): 1

01-3882

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

OCT 5 9 07 AM '01

DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

FCHR No. 21022226

Name (Indicate Mr., Ms., or Mrs.)	Telephone No. (area code)
Ms. Vanessa Brown	(407) 293-7237
Street Address	**Home**
2710 Clearfield Avenue	(407) 293-7237
City, State, and Zip Code	**Work (if possible to call you there)**
Orlando, FL 32808	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Sleep Inn	15+	(813) 988-4048
Street Address	**City, State and Zip Code**	**County**
12282 Morris Bridge Road,	Temple Terrace, FL 33637-1024	Hillsborough

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

[X] RACE [X] COLOR [ ] SEX [ ] RELIGION [ ] HANDICAP
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month,day,year) 05/27/2000

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I believe I have been discriminated against because of my race and color (black) when I was refused rental of a room in a public hotel in violation of Florida Statute 509.142 and the Florida Civil Rights Act as stated in Chapter 760, Florida Statutes and the Federal Civil Rights Act, 42 U.S.C. Sec. 2000 et seq (1964)

See attachments for details.

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
01 MAY 24 PM 2:06

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

Vanessa Brown 10-18-00

NOTARY (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME

18 of October 2000

Tricia A Madden
My Commission CC742563
Expires May 14, 2002

ATTACHMENT 0306

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-003929

DATE ENTERED: 10/11/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/003929/01003929101101i02153448.pdf

PAGE(S): 1

FL IDA COMMISSION ON HUMAN I LATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

0-3929

CHARGE OF DISCRIMINATION-PUBLIC ACCOMMODATION

FCHR No. 2102399

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Ms. Kim Vasquez	117 62 0530	11/12/1967

OCT 11 8 56 AM '01
DIVISION OF ADMINISTRATIVE HEARINGS

Street Address	Home Telephone Number (area code)
7925 South Colony Circle, Apt. 110	(954) 720 - 6197
City, State, and Zip Code	Work (if possible to call you there)
Tamarac, Florida, 33321	

FLORIDA COMMISSION ON HUMAN RELATIONS RECEIVED JUN 11 P 3:33

List the public lodging and/or public food service facility which discriminated against you.

Name	Telephone Number (area code)
GAMEWORKS GRILL RESTAURANT	(954) 845-8740

Street Address	City, State, and Zip Code	County
2608 Sawgrass Mills Circle Suite 1303,	Sunrise, FL 33323	Broward

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY [ ] NATIONAL ORIGIN [ ] CREED

Date Most Recent Or Continuing Discrimination Took Place. (month, day, year) 8/4/2000

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

I was charged an extra 15% gratuity charge at the restaurant of a nationally known entertainment chain, because I am black.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

The additonal gratuity charge was not given to other patrons that were similarly situated to me, because they were not members of the black race.

III. DISCRIMINATION STATEMENT:

I believe have been discriminated against because of my race (black) which is a violation of Florida Statutes 760. for the following reasons:

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT DATE

5-23-01

ATTACHMENT 0307

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004015

DATE ENTERED: 10/18/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/004015/01004015101801i02085619.pdf

PAGE(S): 1

FLORI COMMISSION ON HUMAN REL TIONS
32 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

01-4015

FILED
OCT 18 8 54 AM '01
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION		FCHR No. 99R452 J. Moran
Name (Indicate Mr., Ms., or Mrs.) Michael Greene		Social Security # 151-56-1586 / Date of Birth 1/26/56
Street Address 8229 Squire Road		Home Telephone Number (area code) 850/477-9530
City, State, and Zip Code Pensacola, FL 32514		Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Cross Creek HC	No. of Employees 15+	Telephone No. (area code) 850/474-0570
Street Address 10040 Hillview Road	City, State, and Zip Code Pensacola, FL 32514	County Escambia

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[x] RACE [ ] COLOR [x] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 3/4/99

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
99 MAY -6 PM 2:56

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On March 4, 1999, I was terminated from my position as Nurse. Prior to this, I was passed over for a promotion, and demoted from my position as Assistant Restorative Nurse to Medications Nurse.

II. Respondent's Reasons for Personal Harm:

Mary Bowden stated that I did not get the position because Cindy was more experienced. With regard to my termination, Respondent's reason was that I had falsified documents.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race (Black) and Sex (Male), which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reasons;

1. In September 1998, I was the Assistant Restorative Nurse to Mary Joyner, RN (I am the only black male nurse in the facility). When Ms. Joyner retired and her position opened, my supervisor broke company policy by not posting the job. It was just given to Cindy Ard (White Female). I was not even considered for the position. I was told that Cindy was more experienced, which is not true.
2. In December, I was told by Peggy Hoster, R.N. "Oh by the way, Libby Davis (White Female) is going to be the new ARN and you will be going back to passing meds (Medications Nurse)". When I asked why I was being demoted, I was told that they needed someone to stay from 10 a.m. to 6 p.m. At the time, Libby was leaving at 3. After a 2 week period, I noted that Libby continued to leave at 3, despite the explanation I was given about them needing someone to stay until 6 p.m. To the best of my knowledge, she is **still** leaving at 3 p.m.
3. On February 13, 1999, I was the nurse that admitted a particular patient. I did a complete body assessment and noted only a scar. There were no other scars or open areas. The nurses on the next 2 shifts did not note a breakdown or open areas on the patient. Even the facility who sent us the patient did not note anything of this kind. On February 18, 1999, the patient's doctor came in and saw blisters on the patient's heels. By the 21st his heels were really bad and I believe they needed someone to blame, so they went back to me since I admitted him.
4. On February 25, I was written up for not stating that the patient's cocyx and both heels had blisters in my assessment. A body can break down in 8 to 10 hours, and this write up occurred 12 days later. There were no bruises when I inspected the body, and no one prior to or after I did my assessment noted any blisters, yet I was the one who was blamed.
3. On March 4, 1999, I received a certified letter that I was being terminated for falsifying documents.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Michael Greene DATE 5-4-99

ATTACHMENT 0308

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004315

DATE ENTERED: 11/2/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/004315/01004315110201i03164223.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

01-4315

FILED
01 NOV -2 AM 12:44
DIVISION OF ADMINISTRATIVE HEARINGS

CC CHARGE OF DISCRIMINATION	FCHR No. 95-1100
Name (Indicate Mr., Ms., or Mrs.) Mr. Eddie L. Swinson	Telephone No. (area code)
Street Address 504 N. 22nd St., Apt. C172	Home 904-329-9824
City, State, and Zip Code Palatka, Fl 32177	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
CDR Systems Corporation	15+	904-325-0690

Street Address	City, State and Zip Code	County
2 Kay Larkin Circle	Palatka, Fl 32177	Putnam

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))
☑ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month,day,year) 02/07/95

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. PERSONAL HARM
On February 7, 1995, I was terminated from my position as a Production Supervisor. Prior to this time I was given different terms and conditions of employment. I have been employed for ~~3 1/2 years~~ 5½ years E. S.

II. RESPONDENT'S REASON FOR ADVERSE ACTION
Mr. Richard Ramirez (Hispanic), Supervisor, told me that I was being laid off because the "big box" production was being moved to Oklahoma.

III. DISCRIMINATION STATEMENT
I believe I have been discriminated against because of my Race (Black) in violation of the Florida Civil Rights Act of 1992 and Title VII of the U. S. Civil Rights Act of 1964.

I REQUEST THE FULL RELIEF TO WHICH I AM ENTITLED, UNDER THE LAW(S).

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
1996 JAN -2 PM 4:08

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
1996 DEC 23 PM 4:07

NOTARY PUBLIC STATE OF FLORIDA
CATHERINE H SHEFFIELD
My Commission CC467886
Expires May. 25, 1999
Bonded by ANB
800-852-5878

Who presented his Fl. drivers license # S525-212-59-068-0.

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE
X Eddie Swinson — 12/28/95

NOTARY– (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME
Catherine H Sheffield.
28th OF Dec. 19 95

3

ATTACHMENT 0309

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004316

DATE ENTERED: 11/2/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/004316/01004316110201i04164131.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
32[illegible] John Knox Road, Suite 240, Building
Tallahassee, Florida 32303-4149

01-4316

CHARGE OF DISCRIMINATION FILED	FCHR No. 972169	J. Moran
Name (Indicate Mr., Ms., or Mrs.) LaDoris G. Tutson 01 NOV -2 AM 12:45	Social Security # 264-02-8487	Date of Birth 1-13-52
Street Address 2000 S.W. 57th Avenue DIVISION OF ADMINISTRATIVE HEARINGS	Home Telephone Number (area code) (954) ~~305/962-0598~~ 965-8396	
City, State, and Zip Code Pembroke Pines, FL 33023	Work (if possible to call you there) (954) 967-7157	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
South Florida State Hospital	15+	954/967-7000
Street Address 1000 S. W. 84th Avenue	**City, State, and Zip Code** Pembroke Pines, FL 33025	**County** Broward

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 6/17/97

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

Since 1991, I have been overlooked for promotions that I qualified for.

II. Respondent's Reasons for Personal Harm:

The reason given was that the applicant they chose was more suitable for the job.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black, which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reasons;

1. On 2 occasions when I was the most likely applicant from within the agency, a White applicant from the outside was selected.
2. More recently, the hospital advertised for the positions of 2 Unit Treatment and Rehabilitation Directors. 2 Blacks and 3 Whites were interviewed. I met all of the qualifications for one of the positions. The committee selected a Black Female and White Male, but when the Black Female turned down the position, instead of offering it to me, they deleted it. The White male chosen was not more qualified than myself.
3. Most of the persons promoted hold no more than a Bachelors degree, while I hold a Masters Degree in Public Administration.

99 APR 14 PM 2:15
RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT
LaDoris G. Tutson

DATE
4/29/99

ATTACHMENT 0310

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004348

DATE ENTERED: 11/7/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/004348/01004348110701i05080404.pdf

PAGE(S): 1

99-1367
01-4348

CHARGE OF DISCRIMINATION

NAME: MRS. GLORIA J. BROWDY
ADDRESS: 3337 GRAYTON DRIVE, SPRING HILL, FL. 34609
DATE OF BIRTH: 11/02/58
HOME PHONE NUMBER: 352-686-5316

FILED
01 NOV -7 PM 12:21
DIVISION OF ADMINISTRATIVE HEARINGS

NAMED IS THE EMPLOYER,LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME.

NAME: FLORIDA DEPARTMENT OF CORRECTIONS
ADDRESS: 2601 BLAIR STONE ROAD, TALLAHASSEE, FL. 32399-2500
PHONE NUMBER: (850) 410-4532
NUMBER OF EMPLOYEES, MEMBERS- 1,000+

CAUSE OF DISCRIMINATION BASED ON RACE AND RETAILATION.
DATE DISCRIMINATION TOOK PLACE, EARLIEST- 8/27/98
CONTINUING ACTION.

99 FEB -5 PM 12:36

I. PERSONAL HARM:

1. I WAS DENIED AN ADVERTISED POSITION OF CORRECTIONAL OFFICER AT SUMTER CORRECTIONAL INSTITUTION, SEVERAL LESS EXPERIENCED WHITE OFFICERS WERE HIRED.

2. I FILED A COMPLAINT TO THE DEPARTMENT OF CORRECTIONS ABOUT BEING DENIED THE POSITION. I FELT THAT THE FACT THAT I HAD BEEN A MEMBER OF THE UNITED STATES CLASS ACTION LAWSUIT AGAINST THE DEPARTMENT PLAYED A PART IN THE ADVERSE ACTION.

II. RESPONDENT'S REASON(S) FOR ADVERSE ACTION:

1.ONLY ONE POSITION WAS AVAILABLE, THE BEST PERSON WAS HIRED.

2. THE DECISION NOT TO HIRE, HAD NOTHING TO DUE WITH ME BEING A MEMBER OF A CLASS ACTION LAWSUIT.

III. STATEMENT OF DISCRIMINATION: I BELIEVE I HAVE BEEN THE VICTIM OF EMPLOYMENT DISCRIMINATION DUE TO MY RACE(AFRICIAN AMERICAN COLOR (BLACK), BECAUSE I HAVE COMPLAINED ABOUT DISCRIMINATION IN VIOLATION OF THE CIVIL RIGHTS LAWS, INCLUDING TITLE VII AND THE FAIR EMPLOYMENT PRACTICES ACT.

I DECLARE UNDER PENALTY OF PERJURY THAT THE FOREGOING IS TRUE AND CORRECT.

DATE: 2/3/99

Mrs Gloria J. Browdy
CHARGING PARTY(SIGNATURE)

ATTACHMENT 0311

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004447

DATE ENTERED: 11/15/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/004447/01004447111501i05153208.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS 01-4447
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

CHARGE OF DISCRIMINATION FILED	FCHR No. 991754
Name (Indicate Mr., Ms., or Mrs.) Mrs. Lula D. Hannah 01 NOV 15 AM 11:12	Telephone No. (area code) (850) 487-8634
Street Address Route 9 Box 940 DIVISION OF ADMINISTRATIVE HEARINGS	Home (850) 562-8567
City, State, and Zip Code Tallahassee, Florida 32303	Work (if possible to call you there) (850) 487-8634

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Department of Health	30	(850) 488-3875
Street Address	City, State and Zip Code	County
1311 Winewood Boulevard	Tallahassee, FL 32303	Leon

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) Nov. 3, 1998

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. Personal Harm:

I applied for an Administrative Assistant I position twice in the Child Care Nutrition section which I have been employed since 1989. I have been denied Promotional Opportunities twice. (Nov. 3, 1998) White female Selected - Teresa Hall

II: Bureau Chief Phillip Reeves, white male stated that he only interviewed me and the other black employee Sarah Crooms which applied as a Courtesy. He just wasted his time as well as ours. He had not planned to select us for the position - 2 Blacks.

III: I believe I have been discriminated because of my race Black and retaliated against because of a Prior grievance. I have been demoted to administrative secretary duties rather than staff Assistant which he also removed my technical assistance duties which would qualify me for Professional opportunities

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.
FL Drlic # 500-524-59-730-0

SIGNATURE OF COMPLAINANT — DATE
Lula D. Hannah 3/4/99

NOTARY — (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME
Angel L. Diaz
MY COMMISSION # CC550123 EXPIRES April 24, 2000
BONDED THRU TROY FAIN INSURANCE, INC.
DAY OF ____, 19 ____

ATTACHMENT 0312

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004552

DATE ENTERED: 11/28/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/004552/01004552112801i05175636.pdf

PAGE(S): 1

01-4552 Amended

FLORIDA COMMISSION ON HUMAN RELATIONS

3 n Knox Road, Suite 240, Buildin
Tallahassee, Florida 32303-4149

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS

20-00625

CHARGE OF DISCRIMINATION

FCHR No. A. Williams

FILED
1999 DEC -8 AM 11:42
01 NOV 28 AM 9:05
DIVISION OF ADMINISTRATIVE HEARINGS

Name (Indicate Mr., Ms., or Mrs.) Mrs. Tonia L. Kelly	Social Security Number 313-84-8518 / Date of Birth 01/01/69
Street Address 5748 Etowah Court	Home Telephone Number (area code) (850) 5[illegible]388
City, State, and Zip Code Tallahassee, FL 32303	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Heritage Health Care	15+	(850) 877-2177

Street Address	City, State, and Zip Code	County
815 Ginger Drive	Tallahassee, FL 32308	Leon

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 09/18/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

On September 18, 1999 I was denied a promotion to Assistant Director of Nursing. After making a complaint of racial discrimination in regards to the promotion, I was subjected to a hostile working environment and retaliation.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

No reason was given for the personal harm.

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against because of my Race/Black and Retaliation which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. Lisa Taylor/*White* Nurse was promoted to Assistant Director of Nursing. By promoting Taylor to this position, Management failed to follow the proper policy and procedure of the hiring guidelines.

2. After complaining to the Group Human Resource Manager, I was constantly harassed by the Director of Nursing and the Executive Director. I was reprimanded, denied retro pay that was due to me and subjected to comments that are stereotypical of black people.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

DATE

Nov 28, 99

ATTACHMENT 0313

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004661

DATE ENTERED: 12/5/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/004661/0100466112050104134737.pdf

PAGE(S): 1

State of Florida
Florida Commission on Human Relations
An Equal Opportunity Employer • Affirmative Action Employer

01-4661

Jeb Bush
Governor

COMMISSIONERS

Rita Barreto Craig, Chair
Palm Beach Gardens

Roosevelt Paige, Vice Chair
Orange Park

Clarethea Brooks
Jacksonville

Gayle Cannon
Lake City

Donna Elam
Thonotosassa

George Farrell
Tierra Verde

Leonie Hermantin
Miami

Juan Montes
Miami

Sharon Ofuani
Tallahassee

Keith A. Roberts
Dania Beach

Aristides Sosa
Miami

Billy Whitefox Stall
Panama City

Derick Daniel
Executive Director

FCHR Case No.: 21-01999

Complainant

LESTER DOVE
1591 Lane Avenue South
Apartment 33-S
Jacksonville, Florida 32210

Respondent

FMS MANAGEMENT SYSTEMS, INC.
d/b/a INTERNATIONAL HOUSE
OF PANCAKES
c/o John B. Atkinson, Esquire
Suzanne A. Singer, Esquire
Rumberger, Kirk & Caldwell, P.A.
Brickell Bayview Centre, Suite 3000
80 Southwest 8th Street
Post Office Box 01-9041
Miami, Florida 33101

FILED
01 DEC -5 AM 9:42
DIVISION OF ADMINISTRATIVE HEARINGS

DETERMINATION - NO CAUSE

On May 22, 2001, LESTER DOVE, Complainant, filed a Public Accommodation Charge of Discrimination with the Florida Commission on Human Relations ("Commission") alleging that FMS MANAGEMENT SYSTEMS, INC., d/b/a INTERNATIONAL HOUSE OF PANCAKES, Respondent, discriminated against him on the basis of his race (African-American) and physical disability in violation of the Florida Civil Rights Act of 1992, §§760.01-760.11 and §509.092, *Florida Statutes* (2000). An investigation into this matter has been concluded by the Commission's Office of General Counsel, pursuant to Rules 60Y-5.004 and 60Y-10.005, *Florida Administrative Code.*

FACTS

1. On April 22, 2001, at approximately 10:40 p.m., the Complainant and a friend, who is Caucasian, entered the Respondent's restaurant with the intention of ordering a meal.

2. The Complainant's and Respondent's version of the facts differs significantly; however, both parties agree that the incident escalated into an unpleasant situation and that profanity was used.

3. It is undisputed that a waitress greeted the Complainant and his friend upon entering the restaurant and informed them that the restaurant was closed, even though it was not the normal closing time of 11:00 p.m., and that no other customers would be served that evening. The Complainant requested to talk to the manager.

ATTACHMENT 0314

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004799

DATE ENTERED: 10/16/2002

RACE: black

LINK: doah.state.fl.us/ROS/2001/01004799.PDF

PAGE(S): 2

PRELIMINARY STATEMENT

Petitioner has filed a myriad of allegations against numerous entities who are not parties to any proceeding before the Division of Administrative Hearings. The only allegations over which the Division of Administrative Hearings has jurisdiction is the allegation Petitioner filed with the Florida Commission on Human Relations (FCHR) pertaining to his eviction from an apartment by the owner (Respondent Park Place By The Bay) and its manager (Respondent Robin Fisher). Petitioner alleged that Respondents discriminated against him based on his race (African-American), his religion (Baptist), and his physical handicap (unspecified). Following an investigation of the alleged housing discrimination, the FCHR issued a document, styled "Determination of No Reasonable Cause" which found that ". . . reasonable cause does not exist to believe that a discriminatory housing practice has occurred. . . ." Thereafter, Petitioner elected to refer the matter to the Division of Administrative Hearings, and this proceeding followed.

At the formal hearing, Petitioner testified and offered numerous exhibits, three of which were admitted into evidence. Petitioner's offered exhibits not admitted into evidence have been bundled together and labeled as Petitioner's Rejected Exhibits. Respondents presented the testimony of Lisa Gonzalez

ATTACHMENT 0315

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004801

DATE ENTERED: 12/13/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/004801/0100480112130105100126.pdf

PAGE(S): 1

FLO[illegible]DA COMMISSION ON HUMAN R[illegible]ATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

01-4801

CHARGE OF DISCRIMINATION	FCHR No. 2000245
Name (Indicate Mr., Ms., or Mrs.) Ms. Gloria Hackworth MS GLORIA HACKWORTH	Social Security Number 041-66-3450 Date of Birth 07-19-63
Street Address 519 Corday St. #16 X 607 W. Belmont ST	Home Telephone Number (area code) (850) 473-6584 X 850-433-4216
City, State, and Zip Code Pensacola, Florida 32503 32501	Work (if possible to call you there)

FILED
FLORIDA COMMISSION ON HUMAN RELATIONS
ADMINISTRATIVE HEARINGS
00 FEB 29 AM 9:01

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you. MRS. Sue Henry

Name	No. of Employees	Telephone No. (area code)
Debonair Cleaners	15+	(850) 837-3977

Street Address	City, State, and Zip Code	County
50007 N. Davis Hwy	Pensacola, Florida 32503	Okaloosa

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[X] RACE [ ] COLOR [X] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 04-14-99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. **PERSONAL HARM:** In March of 1999 I was consistently subjected to hostile work environment caused by Manager Sue Henry. She made jokes aboout me and in my presence made a racial slur about a customer.

II. **RESPONDENT'S REASON FOR PERSONAL HARM:** No reason was given.

III. **DISCRIMINATION STATEMENT:** I believe I have been discriminated against because of my race-black, which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reasons:

1. Manager Sue Henry made a joke out of the fact that I had hade surgery. She said. "Hey Gloria- how much weight did you lose when they took that chunk of meat out of you?" I told her that I didn't take my health to be a joke. She said, "Gloria if I was black you would not have said anything. You know if I was black you would be laughing with me!"
2. Mrs. Henry would go into the back office and smoke a cigarette when black people would come into the store. I believe she did this because she did not like to wait on black people.
3. One of the cutomers complained about her pants when she came to pick them up. She snatched the pants from Mrs. Henry . Mrs Henry called her an "ignorant nigger."
4. When I refused to stay and work over my scheduled hours. Mrs. Henry threatened me, "If you mess with me. Gloria you won't have no hours at all!" I told her that if she was firing me, she needed to give it to me in writing. She refused and instead began to ask about when I would be going into the hospital. I told her that if she had read the paper I gave her instead of making a joke out of it in the first place, she would know. She just kept laughing at me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT 00 FEB 29 PM 12:06 DATE

Gloria Jean Hackworth SHOULD BE NOTARIZED IF NOT SIGNED IN THE PRESENCE OF AN FCHR EMPLOYEE 2-28-2000

ATTACHMENT 0316

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004804

DATE ENTERED: 12/13/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/004804/010048041213010609522 9.pdf

PAGE(S): 1

FLORII COMMISSION ON HUMAN REL..IONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

DI-4804

FILED
01 DEC 13 AM 8:56
DIV. OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

FCHR No. 990003 D. Davis

Name (Indicate Mr., Ms., or Mrs.)
Eddie G. Price

Social Security Number: 428-90-9678

Date of Birth: 7/23/46

Street Address
902 NW Bayshore Blvd.

Home Telephone Number (area code)
561/879-1423-1523

City, State, and Zip Code
Port St. Lucie, FL 34983

Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Florida Power & Light Company	15+	

Street Address	City, State, and Zip Code	County
6501 South A1A	Jensen Beach, FL 34957	Martin

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 10/23/97

THE PARTICULARS ARE (If additional space is needed, attach an extra sheet(s):

I. PERSONAL HARM:
On October 23, 1997, I was terminated from my position as Plant Technician.

II. RESPONDENT'S REASON FOR PERSONAL HARM:
Management stated I was being terminated for engaging in sexual harassment for the second time.

III. DISCRIMINATION STATEMENT:
I believe I have been discriminated against because of my Race-Black which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. Michael Ullman initiated a lot of blatant discriminatory remarks such as "he would never put a Black man in a position to supervise White people."

2. I was the only black employee in my department for 8 years, and my supervisors were always trying to find something to point a finger at me to keep from giving me a promotion or to fire me.

3. Michael Ullman was only given a reprimand for displaying a nude top half of a woman's body, but I was falsely accused of sexual harassment and terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TOO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

Eddie G. Price 11/2/98

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME

STATE OF FLORIDA NOTARY PUBLIC
EVELYN L. REED
My Comm Exp. 9/23/2001
No. CC 683035
(X) Personally Known ( ) Other I.D.

2nd OF November, 19 98

ATTACHMENT 0317

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 01-004805

DATE ENTERED: 12/13/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2001/004805/010048051213010509530 4.pdf

PAGE(S): 1

FLORID COMMISSION ON HUMAN REL ONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

01-4805

CHARGE OF DISCRIMINATION

FCHR No. 98-2573 D. Davis

Name (Indicate Mr., Ms., or Mrs.) Alice Brooks	Social Security Number: 266 96 0603 / Date of Birth: 7-6-48
Street Address 4820 Brantmore Court	Home Telephone Number (area code) 407/ 696-6132
City, State, and Zip Code Winter Springs, FL 32708	Work (if possible to call you there)

FILED
DIVISION OF ADMINISTRATIVE HEARINGS
98 DEC 3 AM 8:55

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Dillards Department Store	15+	407/ 696-6132

Street Address	City, State, and Zip Code	County
1000 Oviedo Market Pl. Blvd.	Oviedo, FL 32768	Seminole

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[x] RACE [ ] COLOR [X] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 5/17/98 2-98-5-98

THE PARTICULARS ARE (If additional space is needed, attach an extra sheet(s):

I. PERSONAL HARM:

On March 17, 1998, I was terminated from my position as a Sales Person, prior to my termination I was subjected to different terms and conditions.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

I was told I was terminated because of complaints about my work performance.

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against because of my Race- Black which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. White employees that have been complained about were not terminated.

2. I was treated unfairly and when I complained nothing was ever done about it.

3. I was terminated for no substantial reason.

4. As a woman I was put in position to be intimidated by two males at different intervals

5. There's a woman by the name Rose Ann Transferred to this store because everyone complained about her. Yet I was fired she was not.

FILED
98 NOV -9 AM 9:10
FCHR

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TOO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

Alice Brooks 10-6-98

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME

TAMARA S.A. PRIEBE
Notary Public, State of Florida
My comm. expires July 21, 2002
No. CC761282
Bonded thru Ashton Agency, Inc.

6 OF NOV, 19 98

ATTACHMENT 0318

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000065

DATE ENTERED: 5/31/2002

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2002/02000065.PDF

PAGE(S): 3

Subsequent to the disputed-fact hearing, Petitioner has filed numerous letters and motions, upon which orders have been entered as reflected in the case file.

Only the material designated by Petitioner as his Proposed Recommended Order and filed with the Division on April 15, 2002, has been considered as his Proposed Recommended Order. It has been considered even though it does not comply with the rules of the Division or the Post-hearing Order. Respondent's Proposed Recommended Order, also timely-filed, has likewise been considered.

FINDINGS OF FACT

1. Respondent is the Alachua County School Board and constitutes an "employer" under Chapter 760, Florida Statutes.

2. Petitioner is a white male, born in Germany, but living in the United States. He is "not yet" a United States citizen. He does not have, and never has had, a contract of employment with Respondent.

3. Petitioner holds a B.S. in Elementary Education, an M.S. in Biology/Chemistry Education, and a Ph.D. in Natural Sciences from foreign universities. He has teaching certificates from Germany and Australia and has taught with distinction in New Guinea. He has worked in scientific fields at the University of Florida and has published scientific papers.

ATTACHMENT 0319

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000132

DATE ENTERED: 1/10/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/000132/02000132011002041617 31.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
John Knox Road, Suite 240, Bui
Tallahassee, Florida 32303-4149

02-132

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2101558	
Name (Indicate Mr., Ms., or Mrs.) Mr. Charles E. Thomas, Jr.	Social Security # 266-75-9272	Date of Birth 05/01/63
Street Address 709 W. Church Street, Apt. 305	Home Telephone Number (area code) 850/838-2549	
City, State, and Zip Code Perry, Florida 32347	Time Date 1/10/02	Work (if possible to call you there)

FILED

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name K-Mart	No. of Employees 15+	Telephone No. 850/838-1870
Street Address 1809 S. Byron Butler Parkway	City, State, and Zip Code Perry, FL 32347	County Taylor

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es) [X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY [ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION	DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 03/16/00

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

I was given different terms and conditions than my white co-workers. I was also subjected to racial slurs while employed in my position as a Manager.

II. Respondent's Reasons for Personal Harm:

None given.

III. Discrimination Statement:

I believe that I have been discriminated against because of my race, black which is a violation of the Florida Civil Rights Act of 1992, as amended; Title VII of the Civil Rights of 1964, as amended and Chapter 760 of the Florida Statutes for the following reasons:

1. My pay rate was different from my white co-workers in the same managerial position as I was.
2. ~~Supervisor~~ co-worker told me to kiss her ass when I complained about the pay differential.
3. Another co-worker called me a "Nigger" and told me nothing would be done after I reported it.
4. Informed Manager of this situation and nothing was ever done about it.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Charles E. Thomas Jr. DATE 3-28-01

ATTACHMENT 0320

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000134

DATE ENTERED: 1/10/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/000134/02000134011002041620 20.pdf

PAGE(S): 1

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY	CHARGE NUMBER
FEPA	150 A0 3461
EEOC	And EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
MARJORIE HARRIS	305-655-0137

Date 1/10/02

STREET ADDRESS	CITY, STATE, AND ZIP CODE	DATE OF BIRTH
20439 NORTHEAST 10TH COURT	NORTH MIAMI BEACH, FLORIDA	5/3/61

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
RADIO SHACK	OVER 15	(954) 838-8625

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
1560 Sawgrass Corp Parkway #100	SUNRISE, FLORIDA 33323	BROWARD

NAME	TELEPHONE (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

X RACE	COLOR	SEX
AGE	RETALIATION	NATIONAL ORIGIN
DISABILITY	OTHER(Specify)	RELIGION

DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/EPA) LATEST (ALL)

MAY 12, 2000

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was an employee of Radio Shack between April, 1998 and May 12, 2000. I was subjected to a pattern and practice of harassment and discrimination because I am black. I was harassed and discriminated against in the terms of my employment and was not afforded the same employment opportunities as other non black employees. All of which resulted in a hostile work environment.

On or about May 12, 2000, I was discharged from my position, and replaced by a non black individual.

I believe I have been discriminated against and harassed because of my race, in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY – (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the bets of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

Date 01-31-02 Charging Party (Signature)

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)

ATTACHMENT 0321

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000240

DATE ENTERED: 8/16/2002

RACE: black

LINK: doah.state.fl.us/ROS/2002/02000240.PDF

PAGE(S): 4

A Transcript of the proceeding was filed July 24, 2002. Petitioner filed a post-hearing pleading styled "Request for Final Order." That pleading has been construed as being a proposed recommended order, and it has been duly considered by the undersigned in the preparation of this Recommended Order. Respondent did not file a post-hearing submittal.

FINDINGS OF FACT

1. Petitioner is a female African-American who has completed medical school.

2. On March 19, 1997, Petitioner completed an "Application for Residency," seeking to participate in Respondent's clinical anesthesiology residency program. That program is operated in conjunction with the Public Health Trust. Applicants selected to participate in the residency program become employees of Respondent. The terms and conditions of employment are subject to the policies of both Respondent and the Public Health Trust.

3. Petitioner's application to participate in the residency program related that she had completed an internship at University of Maryland/Harbor Hospital (Harbor) and two years of anesthesiology residency at King/Drew University, Los Angles (King). Petitioner signed the application on March 19, 1997.

4. On April 30, 1997, Petitioner submitted an "Application for Graduate Medical Education at the Jackson Memorial Medical Center" that required her to "list chronologically your

ATTACHMENT 0322

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000241

DATE ENTERED: 1/17/2002

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2002/000241/020002410117021i06092018.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02-241

CHARGE OF DISCRIMINATION	FCHR No. DG 2004127	
Name (Indicate Mr., Ms., or Mrs.) Joseph B. Davis	Social Security Number 263-72-3697	Date of Birth 08/17/52
Street Address 209 South Tippett Drive	Home Telephone Number 850-584-7091	
City, State, and Zip Code Perry, Florida 32347		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Dept. Of Transportation	15+	850-838-5800

Street Address	City, State, and Zip Code	County
657 Plantation Road	Perry, Florida 32347	Taylor

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

Date Most Recent Or Continuing Discrimination Took Place (month, day, year) 10/05/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:
I was terminated from my position as a Supervisor II in the Maintenance Department.

II. RESPONDENT'S REASON FOR PERSONAL HARM:
Bobby Johns told me I was being terminated because I created racial hostile environment.

III. DISCRIMINATION STATEMENT:
I believe I have been discriminated against because of my race (white) which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. I was called by radio to report to the office on October 5, 1999, I met with John Harris (Maintenance Engineer), Rick Davis (Assistant Engineer), Bobby Johns (District Engineer), Cherilyn Moses (Secretary) inside John Harris's Office. I was told by Bobby Johns as of 5:30 p.m. today I was terminated due to accusations.
2. There were five white guys called in and one black guy by the name of George Ford. All five white guys were terminated and the black guy was given three days off without pay. After he reported back to work he was given a promotion.
3. If I had been involved in any type of racial accusations, there would have been a procedure to follow, which would not have been termination for the first occurrence. I have never received a verbal or written warning out of my twenty-seven years of employment with this company.
4. Bobby Johns told me it might be possible for me to get a job with Lake City or Live Oak Department of Transportation with a cut in pay . I told Bobby you are offering me a job, and you just terminated me. I believe I was treated this way because of my race, white.

00 SEP 29 PM 2:11

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.
Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — DATE

Joseph B Davis — 9-29-00

ATTACHMENT 0323

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000287

DATE ENTERED: 12/13/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/000287/02000287121301i07132323.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, B[illegible]g F
Tallahassee, Florida 32303-4[illegible]

02-287

CHARGE OF DISCRIMINATION

FCHR No.98-3306

Name (Indicate Mr., Ms., or Mrs.) Ms. Audrey Randolph	Social Security Number: 267-84-1114 / Date of Birth: 9-8-49
Street Address 4655 Autumn Woods Way	Home Telephone Number (area code) 850-562-4369
City, State, and Zip Code Tallahassee, FL 32303-6719	Work (if possible to call you there)

01 DEC 13 AM 8:56
DIVISION OF ADMINISTRATIVE HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
The Clerk's office of the Florida Division of Administrative Hearings	15+	850-488-9675

Street Address	City, State, and Zip Code	County
1230 Apalachee Parkway	Tallahassee, FL 32399-3060	Leon

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[x] RACE [ ] COLOR [ ] SEX [x] RELIGION [x] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [x] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year)09/30/97

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

Personal Harm

I was employed by The State of Florida Division of Administrative Hearings (DOAH) Clerk's Office as the proofreader (initially as an OPS personnel) then as the senior proofreader (as a career service personnel) from June 2, 1997, to September 30, 1997, when I was terminated via constructive and wrongful discriminatory termination and replaced by a Caucasian employee who scored less than me on the employment test. (I was told by Ann Cole that I scored the highest and in my written test used every punctuation mark there is and used each correctly.)

Respondent's Reason for Personal Harm

I was informed by my immediate supervisor Ann Cole with her appointed assistant Deanna Hartford, personally, that I was being terminated immediately ("to pack a box and go") because I allegedly (1) was tardy to work; (2) showed no initiative; and (3) used the telephone. I was terminated at the end of the third month of a six-month career service probationary period.

Discrimination Statement

I believe I was discriminated against because of **marital status** (divorced); **race** (African-American); **religion** (Protestant/Charismatic); **retaliation** for association with another employee (my neighbor who has an AFSCME discrimination case in process against DOAH); and because of **disability/handicap** (a perceived immune system disorder; I limped and had a severe leg rash, requiring biopsy and gauze covering)—all of these reasons are violations of the American with Disabilities Act, ADEA; Florida Statute 760.10; and Title VII of the Federal Civil Rights Act of 1992 as amended for these reasons: (CONTINUED)

98 NOV 18 PM 4:09
FLORIDA COMMISSION ON HUMAN RELATIONS

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: A. Randolph
DATE: 11/18/98

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME
Robert E. Moultrie, II
Robert E. Moultrie, II
MY COMMISSION # CC743409 EXPIRES
May 17, 2002
BONDED THRU TROY FAIN INSURANCE, INC.
18 OF November, 19 98

OL# R534-000-49-828-0

ATTACHMENT 0324

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000382

DATE ENTERED: 1/31/2002

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2002/000382/020003820131020316255O.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02-382

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2101907 J.M.
Name (Indicate Mr. Ms. or Mrs.) Nena T. Young 01 JUL 12 AM 11:03	Social Security # 263 06 2322 02 JAN 31 01 04 38 AM 9:12
Street Address 2325 Bourgogne Drive	Home Telephone Number (area code) 850 942 1778 DIVISION OF ADMINISTRATIVE HEARINGS
City, State, and Zip Code Tallahassee, FL 32308	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.		
Name Fl. Department of Health, Disability Determinations	Number of Employees ~~15+~~ approx. 600	Telephone Number 850 488 8490
Street Address 4052 Bald Cypress Way, Bin No. A00	City, State and Zip Code Tallahassee, FL 32399	County Leon
CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ~~☐ SEX~~ ☐ RELIGION ☐ DISABILITY ☒ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION	DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 2/23/01	

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was denied the position of Program Operation Administrator (POA.)

II. Respondent's Reason for Personal Harm
No reason was given for the discrimination.

III. Discrimination Statement:
I believe I have been discriminated against because of my Race – Asian, National Origin – Philippines and Age – 40+, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. With over 24 years of experience in disability determinations, I was more than qualified for the position. In fact, I was the only applicant who met the minimum qualifications for the position, yet the hiring committee did not even bother to contact my supervisor to ask about my qualifications. I was the oldest applicant and the only Asian – American one.

See Supplement to Amended Charge of Discrimination, attached as exhibit "A."

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Nena T. Young

DATE: 7/11/01

ATTACHMENT 0325

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000404

DATE ENTERED: 2/5/2002

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2002/000404/02000404020502i03121551.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02-404

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
01 MAY 14 PM 3:48

RECEIVED
02 FEB -5 AM 9:21
DIVISION OF ADMINISTRATIVE HEARINGS

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2101960 J.M.	
Name (Indicate Mr. Ms. or Mrs.) Joyce Vann	**Social Security #** 136 44 4331	**Date of Birth** 8 14 51
Street Address 3284 Cook Road	**Home Telephone Number (area code)** 850 859 0440	
City, State, and Zip Code Westville FL 32464	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Wal-Mart	15+	850 892 3138
Street Address	**City, State and Zip Code**	**County**
1226 Freeport Road	Defuniak Springs FL	Walton

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 3 23 01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

On March 23, 2001 I was forced to resign from my position as a cashier after repeatedly being denied reasonable accommodation.

II. Respondent's Reason for Personal Harm

Among several reasons I was accused of being rude to a customer. I was also told that management had forgotten about my requests for accommodation.

III. Discrimination Statement:

I believe I have been discriminated against because of my disability which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. Respondent was aware of my disability before I was hired. However, I was constantly scheduled to work 3 nights a week, although this exacerbated my health problems. I was accused of breaking my contract for not working my set hours. I was given a hard time when I requested schedule changes.
2. I was falsely accused of being rude to a customer, and was forced to write an apology letter for something I did not do.
3. After continual harassment, I resigned on March 23, 2001.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Joyce A Vann DATE 5-10-2001

ATTACHMENT 0326

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000406

DATE ENTERED: 2/5/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/000406/02000406020502i03121902.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS 02-406
John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2001904 J. Moran	
Name (Indicate Mr., Ms., or Mrs.) Tonie A. Toney	Social Security # 419-90-9145	Date of Birth 4/15/67
Street Address 211 Southgate Drive	Home Telephone Number (area code) 850/683-0615	
City, State, and Zip Code Crestview, FL 32539	Work (if possible to call you there)	

00 MAY 18 PM 2:31
02 FEB 14 AM 9:20
ADMINISTRATION HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name HealthSouth Crestview Surgery Center	No. of Employees 15+	Telephone No. (area code) 850/683-1555
Street Address 400 West Redstone Avenue	City, State, and Zip Code Crestview, FL 32539	County Okaloosa

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[x] RACE [ ] COLOR [x] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 12/1/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On August 6, 1999, I learned that I would not be receiving a promotion. On December 1, 1999, I resigned from my position as a Billing Specialist.

II. Respondent's Reason for Personal Harm:

I was told that a better qualified candidate was selected. I was also told that Respondent needed someone to start immediately.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black and Gender - Pregnancy, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. I was denied the courtesy of an interview for the Office Manager position although I have a management degree, over 2 years of experience and 3 years with the company. A White female was given this position. I learned I would not be receiving this position on August 6, 1999.

2. I was also due with my first child and was about to go on maternity leave. I was told that Respondent needed someone to start immediately, therefore I would not be eligible. However, someone was not hired for at least 2 months. I would have been available to work at this time.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S)

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT
Tonie Toney

DATE
5/14/00

ATTACHMENT 0327

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000552

DATE ENTERED: 5/14/2002

RACE: black

LINK: doah.state.fl.us/ROS/2002/02000552.PDF

PAGE(S): 13

back to Petitioner to demonstrate that the offered reason is merely a pretext for discrimination, i.e., the reason is false and that the real reason for the School Board's decision not to hire him was race. Id. at 507-08, 515-17. In this regard, the ultimate burden of persuasion remains with Petitioner throughout the case to demonstrate a discriminatory motive for the adverse employment action. Id. at 508, 510-11.

34. Petitioner failed to meet his initial burden of establishing a prima facie case of discrimination resulting from Respondent's action on the November 1998 posting.

35. Petitioner failed to prove that he was qualified for the position of Transportation and Safety Specialist as initially advertised in November 1998. Indeed, the weight of the evidence shows that Petitioner was not qualified for the position because he did not have the required bachelor's degree or an equivalent vocational certification which, at the time, were minimum qualifications for the position.

36. Petitioner did establish a prima facie case of discrimination with respect to Respondent's action on the December 1998 posting. Specifically, he proved that (1) he was qualified for the position of Transportation and Safety Specialist based upon the change in the minimum qualifications; (2) he was a member of a protected group (African-American male); (3) he was subjected to an adverse employment action (he was not

ATTACHMENT 0328

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000580

DATE ENTERED: 2/18/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/000580/02000580021802i03084051.pdf

PAGE(S): 1

02-580

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
02 FEB 18 2:16
FLORIDA COMMISSION ON HUMAN RELATIONS

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2102246	J.M.
Name (Indicate Mr. Ms. or Mrs.) Denise Belcher	**Social Security #** 049 60 1203	**Date of Birth** 7 7 60
Street Address 1950 North Point Boulevard #614	**Home Telephone Number (area code)** 850 383 1642	
City, State, and Zip Code Tallahassee FL 32308	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Bobby Allison Wireless	500+	850/671-2665
Street Address	**City, State and Zip Code**	**County**
1500 Apalachee Parkway, Suite 1305	Tallahassee FL 32301	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 5 25 01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was suspended on May 22, 2001, then terminated from my position as a Store Manager on May 25, 2001.

01 MAY 31 PM 3:44
FLORIDA COMMISSION ON HUMAN RELATIONS

II. Respondent's Reason for Personal Harm
I was informed I was being disciplined because of a customer complaint that I took a pacifier from a 2 year old and gave him candy.

III. Discrimination Statement:
I believe I have been discriminated against because of my race – black, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. Although I did take the child's pacifier and give him candy, the customer blew the incident out of proportion. I was initially told I would be terminated. I was later told that I would be suspended until the decision could be confirmed by upper management. White employees have committed many more severe offenses that were never addressed (i.e. falsifying records, fraudulent behavior, theft).
2. I was denied time off during a critical period, but white employees were allowed time off.
3. During my time as a Manager in Training (December 2000 – March 2001), the District Manager, Shane Laird, a white male, did not train me adequately, and gave preference to another white manager, David Mathis. Even without training I exceeded daily and monthly goals, but was not given proper bonuses or recognition. I made numerous complaints to corporate human resources, store operations and the company president, but nothing was ever investigated. Yet I was immediately disciplined because of a customer complaint.
4. On May 25, 2001, my termination was confirmed. I have since been replaced with a white male, Justin.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Denise Belcher

DATE: 6/1/01

ATTACHMENT 0329

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000957

DATE ENTERED: 3/6/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/000957/02000957030602i05104254.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN REL. .IONS 02-957
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
00 APR 10 PM 2:09
FLORIDA COMMISSION ON HUMAN RELATIONS

CHARGE OF DISCRIMINATION

FCHR No. 02 MAR 07 FLORIDA COMMISSION ON HUMAN RELATIONS

Name (Indicate Mr., Ms., or Mrs.): Mr. Terry A. FOSTER

Social Security Number: 262-51-6516 | Date of Birth: 11-18-72

Street Address: 1995 GARY CIR

Home Telephone Number (area code): (850) 453-6140

City, State, and Zip Code: PENSACOLA, FL 32505

Work (if possible to call you there): (850) 432-1520

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name: SANTA ROSA Correction

No. of Employees: 15+

Telephone No. (area code): (850) (904) 983-5820

Street Address: 5850 E. Milton RD. City, State, and Zip Code: Milton, FL 32583 County: SANTA ROSA

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year)

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM: Because of prejudice assumptions made by an outside Agency. My employer terminated me with just cause or evidence.

II. RESPONDENT'S REASON FOR PERSONAL HARM: I was reprimanded without being able to give a statement in defense for an obscene allegation that I used drugs.

III. DISCRIMINATION STATEMENT: I believe I have been descriminated against for the following reasons:

The Department of Corrections has a high turn-over rate of black Employees.
The Department fired(terminates) blacks for the least petty offenses or accusations against blacks.
The Superintendent of the Institution said that any statement I would make that he didn't care.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Terry Foster

DATE: 4/5/00

ATTACHMENT 0330

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-000958

DATE ENTERED: 3/6/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/000958/02000958030602i05104318.pdf

PAGE(S): 2

EXHIBIT 1

I am a black American female. I have worked with the Seminole County Public Schools System, under the authority of the Seminole County School Board since 1991. I currently hold the position of Executive Secretary of Elementary Education with the Seminole County Public Schools System, under the authority of the Seminole County School Board. I was appointed to this position in 1997. I have performed my functions in that position correctly and completely to the full satisfaction of my superiors.

In December of 1999 I applied three times for the position of "Specialist, Application Software", with the same employer. I fully qualified for the position. This position represented a promotion in salary. I was denied the position solely because of my race and color. The position was given to a white female who did not have my qualifications. Her qualifications were less than mine, in that she was only a clerk/receptionist and had been with this employer for only 4 years, while I am an executive secretary and have been with this employer for 9 years. Also, in general, the promotions by this employer are solely or mainly limited to white persons. Because of the above, I believe I was discriminated because of my race and color in violation of Title VII and the Florida Civil Rights Act.

00 JUL 18 AM 11:40
COMMISSION ON
RELATIONS

ATTACHMENT 0331

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-001430

DATE ENTERED: 4/10/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/001430/020014300410O2i05142554.pdf

PAGE(S): 1

INDIVIDUAL COMPLAINT LOG

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION

Division of Administrative Hearings
FILED
Date 4-10-02

FCHR No. 99-0569 Amended

Name (Indicate Mr., Ms., or Mrs.) Cynthia Cozet Barber	Social SecurityNumber 590-05-9379	Date of Birth 6-12-65
Street Address 1704 Hawkins Avenue	Home Telephone Number (area code) 407 322-6445	
City, State, and Zip Code Sanford, Florida 32771	Work (if possible to call you there)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Modern Plumbing Inc.	No. of Employees Over 15	Telephone No. (area code) 407 327-6000
Street Address 211 Old Sanford Florida Oviedo Road	City, State, and Zip Code Winter Springs, Florida 32708	County Seminole

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[X] RACE [X] COLOR [X] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 10-28-97

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

Personal Harm: While I was at a working site, one of my white coworkers threw two stones at me, one of them did hit me, in an effort to start joking around. I did not like this form of joking and did inform management. Previously, the coworker had harassed me by placing a sandwich bag then an empty Coke can in my hard hat. After hitting me an argument ensued and the white coworker used unwelcome racial slurs. I was moved to a different site while the white coworker was kept at the original site.

Respondent's Reasons for Personal Harm: I was not given a reason for the actions taken.

Discrimination Statement: I believe I have been discriminated against because of my race black and my gender female which is a violation of the Federal Civil Rights Acts of 1992, as amended, and Florida Statutes 760.10, for the following reason(s): After a white coworker hit me with a stone an argument ensued where he used racial slurs, swore at me and was demeaning towards my gender. I reported the incident to management, as a result I was transferred to a different site, the white coworker was not. Due to this, I was constructively discharged when nothing was done to him. My pay check was withheld unless I returned to work.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Cynthia Cozet Barber DATE 1/28/98

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME Trina Williams

TRINA D. WILLIAMS
Notary Public, State of Florida
My comm. expires April 13, 2001
No. CC637893
Bonded thru Ashton Agency, Inc.

28th OF January, 1999

ATTACHMENT 0332

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-001441

DATE ENTERED: 4/10/2002

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2002/001441/020014410410021i04143451.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 Knox Road, Suite 240, Building I
Tallahassee, Florida 32303-4149

02-1441

AMENDED CHARGE OF DISCRIMINATION

Division of Administrative Hearings
FILED
5-14-1441
9:55
4-10-02
Date

Name (Indicate Mr., Ms., or Mrs.) Donald Lairsey		FCHR No. J. Moran 2004086	
Street Address 8031 Smith Creek Road		Social Security # 264-23-6154	Date of Birth 7/25/54
City, State, and Zip Code Tallahassee FL 32310		Home Telephone Number 850/350-1116	
		Work (if possible to call you there)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Leon County Sheriff's Office	No. of Employees 15+	Telephone No. (area code) 850/922-3300
Street Address 2825 Municipal Way	City, State, and Zip Code Tallahassee, FL 32304	County Leon
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) [x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY [ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 8/24/00

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On August 16, 2000, I was told I could no longer work with Respondent.

II. Respondent's Reasons for Personal Harm:

I was accused of giving contraband to inmates (chicken).

II. Discrimination Statement:

believe I have been discriminated against because of my Race - White, which is in violation of Chapter 760 of the lorida Civil Rights Act and Title VII of the Federal Civil Rights Act for the following reasons;

.I was a contract employee for the Sheriff's Department through the City of Tallahassee. On August 16, 2000, an nployee of Popeye's provided chicken for the inmates who had helped us. I gave them the chicken. This is a common actice - I know of at least four (4) black employees who have provided contraband for the inmates without being sciplined. I was subsequently terminated for giving contraband to the inmates.

00 SEP 25 PM 1:28

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

dvise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

GNATURE OF COMPLAINANT

Donald H. Lairsey

DATE

9/26/2000

ATTACHMENT 0333

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-001624

DATE ENTERED: 4/23/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/001624/020016240423021i05090743.pdf

PAGE(S): 1,2

02-1624

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

RECEIVED
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2001 APR 23 AM 9:12
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION-PUBLIC ACCOMMODATION 2001	FCHR No. 2302	
Name (Indicate Mr., Ms., or Mrs.) Mr. Troy Perry	Social Security Number 094-58-4013	Date of Birth 6-22-63
Street Address 220 Bali Street, SE	Home Telephone Number (area code) 321-724-1724	
City, State, and Zip Code Palm Bay, Florida 32909-4045	Work (if possible to call you there)	

List the public lodging and/or public food service facility which discriminated against you.

Name Speedway/Starvin' Marvin	Telephone Number (area code) (321) 951-3333

Street Address 1180 Malabar Road, SE	City, State, and Zip Code Palm Bay, Florida 32907	County Brevard

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) [✓] RACE [✓] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY [ ] NATIONAL ORIGIN [ ] CREED	Date Most Recent Or Continuing Discrimination Took Place. May 24, 2000

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM: I was denied service by the facility, and upset by the incident, which occurred in the presence of my wife and children.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

I was told by the respondent that they denied me service because minorities usually drive away, unless they pay in advance for such service.

III. DISCRIMINATION STATEMENT:

See attached Particulars, page 1 of 1

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT DATE

Troy A Perry 5-19-01

STATEMENT OF PARTICULARS

FILED
02 APR 23 AM 9:12
DIVISION OF ADMINISTRATIVE HEARINGS

1. I am an African-American male.

2. On May 24, 2000, at approximately 11:45 p.m., I pulled into the Speedway/Starvin' Marvin at 1180 Malabar Road, SE, Palm Bay, Florida 32907, to tank up my car, i.e., purchase gasoline for my car. With me in my car was my wife, my four (4) year old son, and my five (5) month old daughter.

3. I pulled my car up to the pump, put the nozzle into the gas tank, and pressed the pay inside cash button on the machine. The employee inside the station refused to turn the pump on. I thus went inside, asked to purchase $15.00 worth of gas, and paid for it. I then asked the clerk that helped me why they would not turn the pump on for me. The clerk responded, "Most minorities pull off." I was shocked by this statement. To make sure that I had heard her correctly, I asked her to repeat what she had said. She replied, "You heard me. Most minorities pull off." I then asked the employee, "Is it because I am Black?" The employee replied, "Yes, Blacks, Puerto Ricans, Indians," and so on.

4. I was offended and embarrassed by the way I was being treated. I immediately asked for a refund of my money. The clerk refused. I then asked the clerk for her name and store number, and advised that I would be contacting her supervisor about this incident. The clerk gave me her name, and stated that, "You can contact anyone you want, Al Sharpton, or whoever you want to call, but you won't get your money back." The clerk's name is Rose

5. I did not want to purchase gasoline at the respondent's gas station. However, the employee refused to refund my money, even though I had not put any gasoline into my gas tank. I thus telephoned the police. Three police officers arrived at the scene within minutes. They questioned me, the clerk who had discriminated against me, and other employees who were working at that time. Rose, the clerk, admitted to the police that she had made the racially disparaging statements to me, and that she had refused to sell me gasoline based upon the color of my skin and my race.

6. Speedway/Starvin' Marvin is a food service establishment. They denied me service based upon my race and my color.

7. I believe that I have been discriminated against by the respondent in violation of the Florida Civil Rights Act, Florida Statute Section 760.01 *et seq.* and Florida Statute Chapter 509.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

5-19-01
Date

Troy Perry
Troy Perry, Claimant

ATTACHMENT 0334

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-001902

DATE ENTERED: 5/9/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/001902/020019020509O2i05153358.pdf

PAGE(S): 1

02-1902

Date Stamp (FCHR Use Only)

01 DEC 12 PM 12:13

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
02 MAY -9 AM 9:02
DIVISION OF ADMINISTRATIVE HEARINGS

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 2200114 NW

Name (Indicate Mr. Ms. or Mrs.) Mr. Norris L. Fails	**Social Security #** / **Date of Birth**
Street Address 604 Brooke Ct.	**Home Telephone Number (area code)** 352/243-6651
City, State, and Zip Code Clermont, Florida 34711	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Clermont Police Dept.	**Number of Employees** 15+	**Telephone Number**
Street Address 865 West Montrose Street	**City, State and Zip Code** Clermont, Florida 34711	**County** Lake

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 12/15/00

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

I was terminated from my position of Police Officer on December 15, 2000. I had been employed for 7 ½ years with Respondent. I was also subjected to different terms and conditions than my white co-workers.

II. Respondent's Reason for Personal Harm

I was terminated for talking inside a car with a childhood friend who had a warrant out for his arrest that I didn't know about.

III. Discrimination Statement:

I believe I have been discriminated against because of my race, black which is in violation of Florida Civil Rights Act of 1992, as amended; and Chapter 760 of the Florida Statutes for the following reasons:

1. I have witnessed white officers socializing with convicted felons that they were aware of and no disciplinary action was taken.
2. I was doing my duties no different than my white counterparts but I received low evaluations when they didn't.
3. I was disciplined for putting the wrong date on my Army Reserve Leave form when I had proof I was at drill the entire weekend.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Norris L. Fails **DATE** 12-07-01

ATTACHMENT 0335

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-001973

DATE ENTERED: 5/15/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/001973/020019730515021021034 21.pdf

PAGE(S): 1

FLOR A C MMISSION ON HUMAN RE TIO S
John Knox Road, Suite 240, Build F
Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 02-2102870	A.P.T.
Name (Indicate Mr. Ms. or Mrs.) Mr. Darion Dawson	Social Security # 264-25-9810	Date of Birth 04-28-54
Street Address 242 Avenue G	Home Telephone Number (Area code) 850-227-9147	
City, State, and Zip Code Port St. Joe, Florida 32456	Work (if possible to call you there)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.		
Name Dillard's Department Store	Number of Employees 15+	Telephone Number 850-769-7671
Street Address 2298 Martin Luther King Drive	City, State and Zip Code Panama City, Florida 32607	County Bay

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) December 3, 2000

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was constructively discharged May 25, 2001, because of a racially hostile working environment.

II. Respondent's Reason for Personal Harm
None given.

III. Discrimination Statement:
I believe I have been discriminated against because of my Race (Black) which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. On December 3, 2000, Blake Hamilton, a white employee, wrote a racial slur on the communal blackboard at work. This incident was reported to Kathy Halstead (operations manager). No disciplinary action was taken against Blake Hamilton regarding this incident.
2. Because of the racially hostile environment which was allowed to exist at Dillard's, I was forced to pursue employment elsewhere.

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FLORIDA COMMISSION ON
HUMAN RELATIONS
01 AUG 23 PM 2:57

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Darion A. Dawson Sr. DATE 8-21-01

ATTACHMENT 0336

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002244

DATE ENTERED: 6/5/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002244/020022440605O2i05140602.pdf

PAGE(S): 1

FLORII COMMISSION ON HUMAN REL. ONS
32[illegible]ohn Knox Road, Suite 240, Building
Tallahassee, Florida 32303-4149

RECEIVED COMMISSION ON HUMAN RELATIONS
00 NOV -1 PM 12:51

11-3244

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2003984
Name (Indicate Mr., Ms., or Mrs.) Freddy Martin	Social Security # 263-43-7669
Street Address 2305 Husson Ave. Apt. #I-65	Home Telephone Number (area code) 904/328-8801
City, State, and Zip Code Palatka FL 32177	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No.
Aarons Rental Purchas	15+	904/328-9979
Street Address 420 Highway 17 North	**City, State, and Zip Code** Palatka FL 32177	**County** Putnam

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 9/16/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On approximately September 16, 1999 I was constructively discharged (forced to resign) from my position with Respondent. During my employment I was denied raises and treated differently than similarly situated white employees.

II. Respondent's Reasons for Personal Harm:

I was told that raises are only given out twice a year - in June and December. I was also told that my accounts were not in order.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I was continually subjected to verbal harassment by my District Manager, Greg Beloff. He constantly hounded me about what I was doing, but did not treat the white employees this way. Both I and Latonya Frigua (the only 2 black employees) were subjected to a hostile work environment.

2. I was denied a raise on 2 occasions and never offered a promotion, while white employees whom I had trained were offered promotions.

3. I ultimately resigned on or about September 16, 1999

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

Freddy L. Martin

DATE

10-28-2000

ATTACHMENT 0337

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002500

DATE ENTERED: 6/19/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002500/02002500061902i05.pdf

PAGE(S): 1

Dia
02-2500

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
02 JUN 19 PM

CHARGE OF DISCRIMINATION

FCHR No. 98032

Name (Indicate Mr., Ms., or Mrs.) Ms. Georgia A. Miller	Social Security Number: 259-41-5896 / Date of Birth: 12-2-59
Street Address P.O. Box 156	Home Telephone Number (area code) 912-465-3424
City, State, and Zip Code Calvary, GA 31729	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Swifty Mart	15+	

Street Address	City, State, and Zip Code	County
325 John Knox Road, Bldg. M, Ste. 100	Tallahassee, FL 32303	Leon

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 09/07/98

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
98 SEP 25 PM 12:39

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:
On September 07, 1998, I was terminated from my position as a Cashier.

II. RESPONDENT'S REASON FOR PERSONAL HARM:
No reason was given.

III. DISCRIMINATION STATEMENT:
I believe I have been discriminated against because of my race, black. I believe my rights have been violated under Title VII of the Civil Rights Act of 1964 as amended and the Florida Civil Rights Act of 1992 as amended.

1. I was the only black employee in the store; I was asked to clean the store by myself. There were two other white employees in the store at the time and they were not asked to clean the store.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Georgia Miller DATE: 9/23/98

NOTARY- (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME
JoAnn M. Butler
Notary Public, Grady County, Georgia
My Commission Expires April 4, 1999
23 OF Sept 19 98

ATTACHMENT 0338

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002501

DATE ENTERED: 6/19/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002501/02002501061902i05.pdf

PAGE(S): 1

CHARGE DISCRIMINATION

AGENCY: [ ] FEPA [ ] EEOC

CHARGE NUMBER: 02-2501

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 01 AUG -8 PM 2:11

FILED 02 JUN 19 PM 1:29

Florida Commission on Human Rel. and EEOC
State or local Agency, if any

NAME *(Indicate Mr., Ms., Mrs.)*	HOME TELEPHONE *(Include Area Code)*
Mr. Alphonso Williams, Jr	(850) 433-7627

STREET ADDRESS CITY, STATE AND ZIP CODE	DATE OF BIRTH
2415 North E. St., Pensacola, FL 32501	06/03/1953

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE *(Include Area Code)*
L Pugh & Associates	Cat A (15-100)	(850) 478-2227

STREET ADDRESS CITY, STATE AND ZIP CODE	COUNTY
10183 N Palafox St, Pensacola, FL 32501	033

NAME	TELEPHONE NUMBER *(Include Area Code)*

STREET ADDRESS CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

[ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[X] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER *(Specify)*

DATE DISCRIMINATION TOOK PLACE
EARLIEST 01/01/1999 *LATEST* 06/07/2001
[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional space is needed, attach extra sheet(s)):*

I. Personal Harm:

I have been employed since 1997, beginning in 1999 to present, I have been subjected to racial slurs by Andy Pugh and Soni Sully. My pay was decreased from $500. 00 a week to $340.00 a week, I was forced to sign in/out when white employees were not and the truck that I was driving for work purposes was taken away. I started using my personal truck and was denied mileage when others were paid. I am the only black employee in the warehouse. Subsequently, I was discharged on June 7, 2001, after I complained to the owners wife, Sharon Pugh about the treatment.

II. Respondent's Reason for Adverse Action:

No reason was given.

III. Statement of Discrimination:

I believe I have been discriminated against because of my race, Black and retaliated against for complaining, in violation of Title VII of Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

7-26-01 Alphonso Williams
Date Charging Party *(Signature)*

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT
Alphonso Williams

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Month, day and year)

EEOC FORM 5 (Rev. 07/99)

RESPONDENT'S COPY

ATTACHMENT 0339

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002625

DATE ENTERED: 7/1/2002

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2002/002625/02002625070102i04.pdf

PAGE(S): 1,2

02-2625

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
02 JUL 1 PM 3:45
FLORIDA COMMISSION ON HUMAN RELATIONS

CHARGE OF DISCRIMINATION

FCHR No.

Name (Indicate Mr., Ms., or Mrs.) MR. CHARLES ROGERS	Social Security Number: 349-44-8507 / Date of Birth: 3/30/52
Street Address PO BOX 331	Home Telephone Number (area code) (386) 496-3144
City, State, and Zip Code WORTHINGTON SPRINGS, FL. 32697	Work (if possible to call you there) (904) 964-5151

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
FL. DEPARTMENT of CORRECTIONS PROBATION AND PAROLE	2000 ±	(904) 964-5151

Street Address	City, State, and Zip Code	County
1200 ANDREWS CIRCLE DR. NORTH	STARKE FL. 32091	BRADFORD

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year): 11-28-01

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

See ATTACHED

II. Respondent's Reasons for Personal Harm:

See ATTACHED

III. Discrimination Statement:

See ATTACHED

01 DEC 10 PM 2:22

FLORIDA COMMISSION ON HUMAN RELATIONS

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Charles Rogers

DATE: 12/1/01

1. PERSONAL HARM
I AM CONSTANTLY SUBJECTED TO A HOSTILE WORKING ENVIRONMENT BY MY SUPERVISOR. I AM HELD TO A DIFFERENT LEVEL OF PERFORMANCE AND ACCOUNTABILITY THAN OTHER (BLACK) EMPLOYEES. ON 11-28-01, I WAS PUBLICALLY SINGLED OUT AND RIDICULED FOR HAVING ONE (1) OVERDUE INVESTIGATION WHILE NEITHER A BLACK CO-WORKER WITH NINETEEN (19) OVERDUE INVESTIGATIONS, OR ANOTHER BLACK CO-WORKER WITH SEVEN (7) OVERDUE INVESTIGATIONS, WERE MENTIONED.

2. RESPONDENT'S REASON FOR PERSONAL HARM
I HAVE NEVER BEEN GIVEN ANY REASON FOR THESE ACTIONS.

3. DISCRIMINATION STATEMENT
I BELIEVE THAT I HAVE BEEN DICRIMINATED AGAINST BECAUSE OF MY RACE (WHITE) FOR THE FOLLOWING REASONS.

1. ON 24 JULY 01, A BLACK CO-WORKER AND I WERE INVOLVED IN A INCIDENT WHERE HIS ACTIONS WERE NEARLY IDENTICAL TO MINE. I WAS DISCIPLINED AND HE WAS NOT EVEN REQUIRED TO ADHERE TO ESTABLISHED WRITTEN DEPARTMENT POLICY.

2. ON 10-2-01, I WAS INVOLUTARILY RE-ASSIGNED, FOR THE FOURTH (4TH) TIME IN TWELVE (12) MONTHS. WHEN I SUGGESTED THAT A BLACK CO-WORKER, WHO HAS

NOT BEEN RE-ASSIGNED ONCE DURING THIS 12 MONTH PERIOD AND WHO HAS LESS SENIORITY THAN I BE RE-ASSIGNED, I WAS TOLD NOT TO "CHALLENGE THE DECISION" OF THE SUPERVISOR.

3. MY CO-WORKERS AND I ARE REQUIRED TO SUBMIT A WORK SCHEDULE FOR EACH MONTH. MY REQUESTS TO BEGIN MY DUTIES BEFORE 8AM ARE REJECTED AND THE SCHEDULES OF CO-WORKERS WHO REQUEST TO BEGIN THEIR DUTIES BEFORE 8AM ARE APPROVED.

4. IN AUGUST OF 2001, AN UNKNOWN PERSON PLACED IN MY OFFICE CHAIR, AN E-MAIL FROM MY SUPERVISOR TO HER SUPERVISOR STATING THAT A BLACK CO-WORKER WAS HELD TO DIFFERENT PERFORMANCE STANDARD THAN I.

SIGNATURE OF COMPLAINANT

Charles Rogers 12/1/01

CHARLES ROGERS

ATTACHMENT 0340

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002660

DATE ENTERED: 7/3/2002

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2002/002660/02002660070302i05.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02-7660

Date Stamp (FCHR Use Only)

02 JUL -3 PM 2:01

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 2200292 JAM

Name (Indicate Mr. Ms. or Mrs.) Mr. Harold J. Prince	**Social Security #** 353-38-9871 / **Date of Birth** 04-1-49
Street Address 1056 Abell Cir.	**Home Telephone Number (area code)** (407) 359-5575
City, State, and Zip Code Oviedo, FL 32765	**Work (if possible to call you there)** (407) 365-5607

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name City of Orlando	**Number of Employees** 15+	**Telephone Number** (407) 246-2226
Street Address 400 S. Orange Ave.	**City, State and Zip Code** Orlando, FL 32801	**County** Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 7-5-01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was denied promotional opportunities with Respondent.

II. Respondent's Reason for Personal Harm
I was told that he had to hire minorities and training me on the operations of the plant would take too long and too expensive.

III. Discrimination Statement:
I believe I have been discriminated against because of my race (white) and age which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII for the following reasons:

1. I was denied an opportunity to interview with Respondent. I have a Class A license and 10 years experience in the Waste Water field. I also worked as a Shift Supervisor whenever needed. The person that was hired, Terry White has a Class B license, younger and with less experience.
2. I believe I was discriminated against because of my race and age.

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
OCT 22 PM 3:40

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.
Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Harold Prince DATE 10-20-01

ATTACHMENT 0341

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002678

DATE ENTERED: 7/5/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002678/02002678070502i05.pdf

PAGE(S): 1

Division of Administrative Hearings
Date Stamp (FCHR Use Only)
FILED
Date 7/5/02

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02-2678

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2103367 NW	
Name (Indicate Mr. Ms. or Mrs.) Mr. Ricardo Bien-Aime	**Social Security #** 591-24-7107	**Date of Birth** 11/16/83
Street Address 570 N.W. 135th Street	**Home Telephone Number (area code)** 305/709-0993	
City, State, and Zip Code North Miami, FL 33168	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Foot Locker	15+	305/945-7192
Street Address 1351 N.E. 163 Street Mall	**City, State and Zip Code** Miami, FL 33162	**County** Dade

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 11/09/00

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was constantly subjected to discriminatory treatment by my supervisor. I was subjected to different terms and conditions than my white counterparts.

II. Respondent's Reason for Personal Harm
Respondent stated that I stole shoes from the store.

III. Discrimination Statement:
I believe I have been discriminated against because of my race, black which is in violation of Title VII of the Federal Civil Rights Act of 1964; Florida Civil Rights Act of 1992, as amended; Chapter 760 of the Florida Statutes for the following reasons:

1. Mr. Patrick Martin, Store Manager took me off the schedule and would not place me back on a regular basis. Mr. Martin also would not release past checks owed to me.
2. Mr. Martin accused me of co-horting with some black customers to steal shoes on November 9, 2000 and held me for about 6 hours questioning me.
3. Even though there were white co-workers present too, I was the only one held for 6 hours and questioned.

FLA COMMISSION ON HUMAN RELATIONS
NOV -2 PM 1:15

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT R Bien-Aime **DATE** 10/29/01

ATTACHMENT 0342

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002746

DATE ENTERED: 7/11/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002746/020027460711102i05163712.pdf

PAGE(S): 1

FLORI COMMISSION ON HUMAN REI TIONS
32 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02-2746

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 99V2276 J. Moran	
Name (Indicate Mr., Ms., or Mrs.) William Mitchell 02 JUL 11 PM 3:25	Social Security # 253-53-6836	Date of Birth 1/16/72
Street Address RR-3 Box 1960 DIVISION OF ADMINISTRATIVE HEARINGS	Home Telephone Number (area code) 912/377-0885	
City, State, and Zip Code Polkston, GA 31537	Work (if possible to call you there)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name White Oak Plantation	No. of Employees 15+	Telephone No. (area code) 904/225-3200
Street Address 726 Owens Road	City, State, and Zip Code Yulee, FL 32097	County Nassau
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) [x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY [ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION	DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 3/24/99	

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:
I was constantly subjected to a racially hostile work environment. I was ultimately terminated from my position as Barn Maintenance Assistant.

II. Respondent's Reasons for Personal Harm:
I was told that I was endangering the life of a horse by horse-playing.

III. Discrimination Statement:
I believe I have been discriminated against because of my Race - Black, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended, and Title VII of the Federal Civil Rights Act, for the following reasons:

1. During my employment with Respondent, I have been called "n----r", "buckwheat", "coon" and other racially derogatory names by employees including Frank Gowen and Mike Brown. I was told that Mr. Brown was a Grand Wizard in the Ku Klux Klan. I was harassed and humiliated in front of other employees, and I did complain about this situation to management.

2. After Mr. Brown quit working, I asked Mr. Davis, my supervisor, to stop him from coming on the property. Mr. Davis agreed, but stated that there would be "repercussions" for this. This was February 23, 1999. The next day, co-workers stated to me that what I was doing to Mr. Brown was "bulls--t". On Febrary 25, co-workers Jason Martin and Eric Dixon informed me that I was walking on thin ice.

3 On March 19, 1999, Mr. Martin, Billy Farmer and myself were heading to clean the stalls. Mr. Martin called me "buckwheat". He then grabbed a nearby hose and hosed me down, soaking my clothes with water. I stood there in shock as Mr. Martin ran out of the stable. He came back and began threatening to turn me White with lime. He threw the lime, and it landed on my shoes. I threw a bucket of water on him in self-defense, hoping he would leave me alone to do my job. Instead, he began punching and kicking me, and I protected myself. Mr. Davis then entered the stable and asked if there was horse-play going on. He then stated that everyone would be punished. When questioned later, I told Mr. Davis what happened, and he accused me of letting Mr. Martin take the fall. On March 24, 1999, I was unjustly terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT
William Mitchell

DATE
08/17/99

ATTACHMENT 0343

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002747

DATE ENTERED: 9/6/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002747/02002747090602i02090638.pdf

PAGE(S): 1

Received Event (Event Succeeded)

Date:	9/5/02	**Time:**	5:35 PM
Pages:	2	**Sender:**	3053740494
Remote CSID:	3053740494		

09/05/2002 17:32 3053740494 SEIPP FLICK KISSANE PAGE 01/02

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

DANNY FOSTER,
Petitioner,

v.

THE SALVATION ARMY,
Respondent,

Case No. 02-2747 CA
EEOC Claim No. 150A201053

RESPONDENT, THE SALVATION ARMY'S, MOTION TO DISMISS PETITIONERS' REQUEST FOR A FORMAL ADMINISTRATIVE HEARING

Respondent, The Salvation Army, pursuant to rule 28-106.111(4) Florida Administrative Code, hereby moves this Court for the entry of an order dismissing the Petitioner's request for a formal administrative hearing, and in support thereof states as follows;

1. In his EEOC Notice of Charge of Discrimination, dated February 26, 2002, the Petitioner charged that The Salvation Army discriminated against him based upon his race (i.e. black) in violation of The Florida Civil Rights Act of 1992 and Title VII of The Federal Civil Rights Acts of 1964. Specifically, the Petitioner contends that he was terminated from his employment on August 10, 2001 and was not afforded equal treatment afforded to White and Hispanic employees in the same or similar situations.

2. On April 25, 2002 Respondent, The Salvation Army, filed its position statement with the EEOC stating that it had throughly investigated the allegations contended in the Petitioners' Charge and the investigation had reveled that the Petitioner's claims were totally meritless.

3. On May 30, 2002, the EEOC issued its Dismissal and Notice of Rights to the Petitioner Danny Foster.

4. In a letter dated June 26, 2002, to Denise Crawford at the Florida Commission on Human Relations, counsel for the Petitioner requested an Administrative Hearing before the Florida Commission on Human Relations. The correspondence, which was not served on opposing counsel as required by 28-106.104(4), contains a date stamp by the Florida Commission on Human Relations of June 28, 2002.

5. Pursuant to 28-106.111(4), Florida Administrative Code, "Any person who receives written notice of an agency decision and who fails to file a written request for a hearing within twenty-one (21) days waives the right to request a hearing on such matters".

ATTACHMENT 0344

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002748

DATE ENTERED: 7/11/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002748/02002748071102i05163755.pdf

PAGE(S): 1

FLOR[illegible] COMMISSION ON HUMAN REL[illegible]ONS
3[illegible]hn Knox Road, Suite 240, Building[illegible]
Tallahassee, Florida 32303-4149

02-2748

CHARGE OF DISCRIMINATION	FCHR No. DG 2003563	
Name (Indicate Mr., Ms., or Mrs.) Ms. Cynthia Keys	Social Security Number 266-37-0247	Date of Birth 11/21/61
Street Address 11772 Grazing Buck Lane	Home Telephone Number (area code) 850-878-2156	
City, State, and Zip Code Tallahasse, Florida 32311	Work (if possible to call you there)	

02 JUL 11 PM 3:22
ADMIN. HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
First Health Services Corp	15+	850-504-0700

Street Address	City, State, and Zip Code	County
1560-6 Capital Circle NW	Tallahassee, Florida 32303	Leon

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]
[x] RACE [ ] COLOR [x] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

Date Most Recent Or Continuing Discrimination Took Place (month, day, year) ~~07/11/00~~ 7-4-00

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:
I was terminated from my position as Computer Programmer Analyst on ~~July 11, 2000~~ 7-4-00. I was subjected to hostile working environment .

II. RESPONDENT'S REASON FOR PERSONAL HARM:
No reason was given for the action taken.

III. DISCRIMINATION STATEMENT:
I believe I have been discriminated against because of my sex ,race (black) which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. I applied for a position as Team Leader IS Programming which would have been a promotion for me. I was already working as the Lead TPL Programmer Analyst / Assistant Team Leader. I was offered the job as Team Lead for the TPL with no increase. I turned the offer down, because there would be no pay increase until I had been in the position for six months, then I would be evaluated and based on that evaluation I would receive an increase but it would not be at the pay level of all other Team Leaders.

2. The promotion was given to Neal Alspach (white male) with a salary increase. He had only been with the company six months, I have been with the company for almost two years.

3. On July 11, 2000 I was to attend a 3:00 p.m. meeting about SDOH Response Diskettes Reports. I went to Neil (Team Leader) to inform him that I leave at 4:00 p.m. The meeting did not take place until around 3:40 p.m. I asked him did we have enough time to go over the reports or did we need to reschedule since it was almost time for me to leave. He gave no response.

4. I ended up in the meeting with two white males and one yelling and pointing his finger in my face and his supervisor sitting not saying anything. I was told by Neil, let me get one thing straight, don't ever tell me what time you are scheduled to leave, he said I was scheduled to be there until the job was done.

5. I spoke to the Human Resource Manager (Paul Shelley) who is white and he indicated to me that he could not listen to me and that I needed to work with Doug who is Neil supervisor on this or put my job in jeopardy or quit. He said I could take one of the three options. He said we will not allow one person to upset the whole office. I don't know of any white person or male that was ever treated this way.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Cynthia J. Keys DATE 9 Aug 00

ATTACHMENT 0345

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002749

DATE ENTERED: 7/11/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002749/020027490711102i05163825.pdf

PAGE(S): 1

NW

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02-2749

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02 JUL 11 PM 3:22

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION — **FCHR No. 2103171** — **NW**

Name (Indicate Mr. Ms. or Mrs.)	Social Security #	Date of Birth
Mr. Ray Mayo	158-62-8014	04/27/62
Street Address	**Home Telephone Number (area code)**	
708 S.W. Second Street	352/598-1533	
City, State, and Zip Code	**Work (if possible to call you there)**	
Ocala, Florida 34474		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Dayco Products, Inc.	15+	352/732-6191
Street Address	**City, State and Zip Code**	**County**
3100 S.E. Maricamp Road	Ocala, Florida 34476	Marion

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 12/01/00

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was terminated from my position as Molder on December 1, 2000. Iwas subjected to different terms and conditions than my white co-workers.

II. Respondent's Reason for Personal Harm
I was told that I was terminated for violating company's drug policy and misconduct connected with work.

III. Discrimination Statement:
I believe I have been discriminated against because of my race, black and disability which is in violation of Title VII of the Federal Civil Rights Act of 1964; Florida Civil Rights Act of 1992, as amended; and Chapter 760 of the Florida Statutes for the following reasons:

1. Every black worker I knew that was on Worker's Comp was fired including me.
2. I was treated differently than my white co-workers in that some of them have tested positive for drugs and didn't have to endure the things I was required to do.
3. I have never tested positive for any drugs yet I was terminated when others were not disciplined at all.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Ray Mayo **DATE** 11-16-01

ATTACHMENT 0346

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002787

DATE ENTERED: 7/16/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002787/02002787071602i05123214.pdf

PAGE(S): 1

FLORI COMMISSION ON HUMAN REL ONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02-2787

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 9903025 J. Moran
Name (Indicate Mr., Ms., or Mrs.) Oscar Jones 99 AUG 18 1:59	Social Security No. 262-25-8821 / 16
	Date of Birth 6/21/56
Street Address 1817 E. 27th Street	Home Telephone Number (area code) 904/858-4386
City, State, and Zip Code Jacksonville, FL 32206	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Coastal Maritime Services	15+	904/727-7007
Street Address 9550 Regency Square Blvd., Suite 1107	City, State, and Zip Code Jacksonville, FL 32225	County Duval

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 9/2/98

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On September 2, 1998, I was informed by a letter that I would not be re-hired into my position as Longshoreman.

II. Respondent's Reasons for Personal Harm:

I was told that I tested positive for drugs and their policy states that I should be fired with no medical or monetary benefits.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. During my employment, I was the oldest employee in my job position. All older White males around my age were in management positions. White males continued to be promoted, while I was denied promotion opportunities.

2. After an accident on the job involving myself and 3 other White employees, I was made to take a drug test. This was not policy, but management hand-wrote "drug test required" in the manual. I was told the test came back positive. The other 3 employees, Kevin Geiger, Vic Rogers and Scott Boatwright, were not tested or disciplined. There were 2 other White employees who were arrested for smoking and possessing drugs, but were allowed to return to work and were never required to take a drug test.

3. I was terminated on this day, May 28, 1998, until I could see a specialist for my injury. After seeing the specialist, and after it was determined that I was fit to return to work, I re-applied on August 27, 1998, but learned a few days later on September 2, 1998, that my application was denied.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

Oscar L. Jones

DATE

8-17-99

ATTACHMENT 0347

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002845

DATE ENTERED: 7/19/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002845/020028450719021i05132154.pdf

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FLORIDA COMMISSION ON HUMAN RELATIONS
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FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02 JUL 19 PM 3:

FLORIDA COMMISSION ON HUMAN RELATIONS

AMENDED CHARGE OF DISCRIMINATION | **FCHR No.** | **APT**

Name (Indicate Mr. Ms. or Mrs.)	**Social Security #**	**Date of Birth**
Mrs. Carol D. Johnson	349-56-0927	09/13/59
Street Address	**Home Telephone Number (area code)**	
115 Great Lakes Street	850-544-2704	
City, State, and Zip Code	**Work (if possible to call you there)**	
Tallahassee, Florida 32305		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
IBEW-JATC	15+	(850) 575-2528
Street Address	**City, State and Zip Code**	**County**
102 West 5th Avenue	Tallahassee, Florida 32303	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) October 23, 2001

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

I started to work for Respondent August 12, 1998. I was discriminatorily terminated October 23, 2001.

II. Respondent's Reason for Personal Harm

Respondent erroneously stated I was terminated for missing an excessive amount of classes and that I refused job assignments.

III. Discrimination Statement:

I believe I have been discriminated and retaliated against because of my Race (Black) and Gender (Female) which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. August 3, 1998, I was accepted into the International Brotherhood of Electrical Workers-Joint Apprenticeship Training Committee (IBEW-JATC). I began accepting job assignments as assigned by the JATC and attending required classes August 12, 1998.
2. On or about December 15, 2000, I wrote a letter to the JATC complaining about being treated discriminatorily on a particular job site (Hartsfield Electric). When I reported to the job assignment at Hartsfield, instead of being allowed to ply my trade as an electrical apprentice, I was made to carry out janitorial duties. My fellow apprentices, all White Males, were only assigned electrical duties. I was the only Black and the only Women present.
3. From August 12, 1998 to January 2001. I received numerous work reports (evaluations) from Hartsfield Electric; all of which were good. Subsequent to my discrimination complaint, however, I was retaliated against by being given a poor evaluation from Hartsfield. JATC allowed the discriminatory behavior by Hartsfield to go on unabated.
4. In a letter dated October 23, 2001, I was terminated from the JATC program for allegedly failing to attend classes and failing to respond to job placements.
5. For every absence I followed stated policy as established by the national JATC. When White co-workers followed this policy no disciplinary action was taken against them. I never refused or missed a job placement of which I was noticed.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Carol D Johnson **DATE** 11/7/01

ATTACHMENT 0348

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-002922

DATE ENTERED: 7/22/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/002922/02002922072202i05132912.pdf

PAGE(S): 1

FLC COMMISSION ON HUMAN R IONS
325 John Knox Road, Suite 240, Buildi
Tallahassee, Florida 32303-4149

02-2922

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2101775 J.M.	
Name (Indicate Mr. Ms. or Mrs.) Dr. James B Brown	**Social Security #** 263 74 1896	**Date of Birth** 5 31 44
Street Address P.O. Bpx 584	**Home Telephone Number (area code)** 850 973 6647	
City, State, and Zip Code Madison FL 32340	**Work (If possible to call you there)**	

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 01 MAY -3 PM 2:17

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
North Florida Community College	15+	850 973 1600
Street Address 1000 Turner Davis Road	**City, State and Zip Code** Madison FL 32340	**County** Madison

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 12 01 00

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

In December 2000 I was not re-hired for the position of Adjunct Instructor. I was also denied at least 4 promotional opportunities during my employment.

II. Respondent's Reason for Personal Harm

No reason was given for the discrimination.

III. Discrimination Statement:

I believe I have been discriminated against because of my race – black and retaliation, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. After 3 years of employment as an Adjunct Instructor, I applied for 4 to 5 full time positions. I was not hired for any of them, although I have over 20 years of experience in business and education, as well as a doctorate degree. All of the persons hired were white, and to the best of my knowledge none had the same or greater level of both experience and education that I possess.

2. I filed an internal race discrimination complaint, and as a result I was not re-hired as an Adjunct Instructor.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Dr. James B. Brown Sr

DATE 4/28/2001

ATTACHMENT 0349

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003005

DATE ENTERED: 7/30/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/003005/020030050730021i05155719.pdf

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

Date Stamp (FCHR Use Only)

02 JUL 30 AM 9:23

AMENDED CHARGE OF DISCRIMINATION

FCHR No. JAM

Name (Indicate Mr. Ms. or Mrs.) Ms. Rosa Foster	**Social Security #** 264-85-3825 / **Date of Birth** 4-19-63
Street Address 3260 Keating Rd.	**Home Telephone Number (area code)** (850) 505-7756
City, State, and Zip Code Pensacola, FL 32504	**Work (if possible to call you there)** (850) 479-9208

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Applebee's Restaurant	**Number of Employees** 15+	**Telephone Number** (850) 479-9208
Street Address 5091 Bayou Blvd.	**City, State and Zip Code** Pensacola, FL 32503	**County** Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 9-1-01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
The terms and conditions of my employment are different from my white co-workers.

II. Respondent's Reason for Personal Harm
I was not given a reason for action taken.

III. Discrimination Statement:
I believe I have been discriminated against because of my race (black) which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII for the following reasons:

1. I have been employed with Respondent for 5 years. I believe I have been treated differently because of my race. Other employees (white) are not treated the same.
2. I am made to clean the parking lot, freezer, freezer floors and wash dishes as a Prep Cook. Joamn and Marcia (white) are not required to complete these duties.
3. During my employment, I have trained other employees but did not receive Trainer's Pay. Kyle Waters, District Manager, sent his sister-n-law (white) to the 9-mile store to work and gave her a $1.00 extra for Trainer's Pay.
4. I normally scheduled to get 5 days a week. When Mr. Waters brought his 15-year old son in the store to work, I was given 3-4 days a week. I was the only one who had reduced hours.
5. In September of 2001, we were told that we could eat during directional. Robert Roberts, Kitchen Manager told me that I could not eat. After he told me that I saw Joanna and Scott (white) fixing food to eat. When I asked Mr. Roberts about Joanna and Scott eating, he did not say anything.

01 OCT 24 PM 2:19

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Mrs. Rosa M. Foster

DATE 10-20-01

ATTACHMENT 0350

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003286

DATE ENTERED: 8/21/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/003286/02003286082102i04085249.pdf

PAGE(S): 1

FLO[illegible] COMMISSION ON HUMAN I[illegible]TIONS 02-3286
32[illegible] John Knox Road, Suite 240, Buildin[illegible]
Tallahassee, Florida 32303-4149

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FHA COMMISS

FILED
A.P.[illegible]

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2[illegible]03141	
Name (Indicate Mr. Ms. or Mrs.) Kimberly Holden 01 OCT 10 PM 2:53	Social Security # 590-34-7020	Date of Birth 03-01-79
Street Address 2103 Vista Road	Home Telephone Number (area code) 850.482-7029	
City, State, and Zip Code Marianna, Florida 32448	Work (if possible to call you there)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Apalachee Correctional Institution	15+	850-593-6431
Street Address	**City, State and Zip Code**	**County**
35 Apalachee Drive	Sneads, Florida 32460	Jackson

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) July 24, 2001

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

I was employed by the Respondent on July 28, 2000. I was wrongfully terminated on July 24, 2001.

II. Respondent's Reason for Personal Harm

The Respondent stated that I was terminated for arguing with another employee.

III. Discrimination Statement:

I believe I have been retaliated and discriminated against because of my Race (Black) and Gender (Female) which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. On June 4, 2001, Officer Michele Weeks (White Female) called me a "low-life" while on the job. I reported this incident to Colonel C. Halley since my supervisor, Captain Tullis Scipper was not on duty. This apparently aggravated Capt. Scipper since he told me that he did not like people going over his head.
2. On July 22, 2001, I was having problems with an inmate within the compound and I called for assistance. When I called for assistance my supervisor, Captain Tullis Scipper, never came to assist me. Instead, he told me "if you cannot do your eight hours go home". This was a potentially dangerous situation. Whenever Capt. Scipper was called to assist a White Officer in distress he would respond immediately even if it necessitated locking up the inmate in the compound.
3. Whenever problems arose between a White employee and I, Captain Scipper would never let me explain my side of the story.
4. Earlier on July 22, 2001, I was told by Officer Case (White Female) that the same inmate gave her trouble during her shift. Her Captain, however, recognizing a potentially dangerous situation, came to the compound when she called.
5. On July 24, 2001, I was terminated by Warden Adro, for no apparent reason other than allegedly arguing with Officer Bobby Shiver, a (White Male). No such argument ever took place.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Kim Holden DATE 10-1-01

ATTACHMENT 0351

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003499

DATE ENTERED: 9/10/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/003499/020034990910O2i06090044.pdf

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02-34499

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

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FLORIDA COMMISSION ON
HUMAN RELATIONS
01 DEC 24 PM 12:01

AGENCY	CHARGE NUMBER
[X] FEPA [X] EEOC	Division of Administ...

FILED
Date 9/10/02

Florida Commission of Human Relations and EEOC
State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Richard Prescod	c/o 561-653-0008

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
2651 Rock Island Road	Margate, FL 33063-1215	12-09-54

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
Applied Card Systems	15+	561/995-8820

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
4700 Blue Lake Drive	Boca Raton, Florida 33431	Palm Beach

NAME	TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
		N/A

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] AGE

ORIGIN

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) *LATEST (ALL)*
09-05-01 - 09-06-01

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

SSN: 954-345-3524

Charge: I. Discrimination Statement - I believe that I have been discriminated against in violation of Palm Beach County Equal Opportunity Ordinance, The Civil Rights Act of 1964, as amended, Title VII and the Florida Civil Rights Act, Section 760 on the basis of race and national origin discrimination/retaliation. I am a black male.

Statement: On June 18, 2001, I filed a charge with the EEOC alleging unlawful race discrimination under a disparate treatment/impact theories. Since the filing of my charge, I was retaliated against by the company. In particular, the company advised that it was "restructuring" and as a result was eliminating several jobs. My job was eliminated on September 10, 2001. The company also eliminated the jobs of three minority supervisors, all who made EEOC complaints, as well as four additional minority supervisors. All of the white managers were retained or transferred to different positions. Some similarly-situated employees were promoted. In many cases I was well qualified for the job, but was terminated. I believe the actions of the company are discriminatory and constitute unlawful retaliation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Date 12/19/01 Charging Party *(Signature)*

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)

12/19

EEOC FORM 5 (Test 10/94)

Cathleen A Scott
My Commission CC809118
Expires February 14 2003

ATTACHMENT 0352

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003575

DATE ENTERED: 9/13/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/003575/02003575091302i05142446.pdf

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

02 SEP 13 PM 2:14

CHARGE OF DISCRIMINATION	FCHR No. 2201700 HG	
Name (Indicate Mr. Ms. or Mrs.) Ms. Dorothy (Dottie) J. McCrimmon	**Social Security #** 262-45-9425	**Date of Birth** 08-22-59
Street Address 5361 Commander Drive #304	**Home Telephone Number (area code)** 321-235-6065	
City, State, and Zip Code Orlando, Fl 32822	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Daimler Chrysler	15+	407-826-7002
Street Address 10300 Boggy Creek Road Suite 130	**City, State and Zip Code** Orlando, Fl 32824	**County** Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 09-26-01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was terminated from my position because of my race (black) and my gender (female).

II. Respondent's Reason for Personal Harm:
Respondent stated that I was being terminated for not following a direct command.

III. Discrimination Statement:
I believe I have been discriminated against because of my race (black) & gender (female), which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. My Supervisor, Rick Alvarez (male), was constantly subjecting me to a hostile working environment.
2. I was not allowed to take any unauthorized bathroom breaks, although white employees were not subject to this type of treatment.
3. While I was on a bathroom break, Mr. Alvarez stood outside the ladies room, waiting for me to exit, and listened to a conversation that I was having while using the restroom.
4. To the best of my knowledge, none of the white or male employees are subject to this type of harassment.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Dottie J. McCrimmon **DATE** 4/15/02

ATTACHMENT 0353

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003576

DATE ENTERED: 9/13/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/003576/020035760913O2i05142519.pdf

PAGE(S): 1

02-3576

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building
Tallahassee, FL 32303-4149

RECEIVED
02 SEP 13 PM 2:19
FLORIDA COMMISSION ON HUMAN RELATIONS

CHARGE OF DISCRIMINATION	FCHR No. J.M.M
Name (Indicate Mr. Ms. or Mrs.) Mr. Ronnie Smith	**Social Security #** 266-65-7511 / **Date of Birth** 11-26-62
Street Address P.O. Box 1243	**Home Telephone Number (area code)** (850) 627-3793
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Tallahassee Community Hospital	15+	(850) 656-5050
Street Address 2626 Capital Medical Blvd.	**City, State and Zip Code** Tallahassee, FL 32317	**County** Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 9-7-01

RECEIVED
02 SEP 18 PM 2:19
FLORIDA COMMISSION ON HUMAN RELATIONS

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was denied promotional opportunities with Respondent. I was subjected to different terms and conditions than other employees and I was constructively discharged.

II. Respondent's Reason for Personal Harm
I was not given a reason for actions taken.

III. Discrimination Statement:
I believe I have been discriminated against because of my race (black) and retaliation which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII for the following reasons:

1. I had been employed with Respondent for 13 years but I was in the Surgery Department for 1 year. I was denied promotional opportunities for a Scrub position. A white employee was given the opportunity to train for that position.
2. I was told that I could only take a 15-minute and had to stay within my department. Other employees (white) were allowed to go outside to smoke, sit in the break room and drink coffee and take breaks whenever they got ready.
3. On July 27, 2001, I spoke with the CEO to voice my concerns about what was going on in the department. On that same day, the Director of the Department, Janice, called me in her office and wrote me up. She stated that she was giving me a write up because I was defensive, got overtime and that I stayed in the bathroom 45 minutes. I was not the only employee that received overtime.
4. On September 7, 2001, I turned in my resignation letter. I believe I was forced to resign. The Director always complained about my work performance. She eventually gave me a bad evaluation. My last day with TCH is September 28, 2001.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.
Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — **DATE**

Ronnie Smith — 9/18/01

ATTACHMENT 0354

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003678

DATE ENTERED: 9/24/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/003678/02003678092402i05102909.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02-3678

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2100454 J. Moran
Name (Indicate Mr., Ms., or Mrs.) Beatrice Crittenden	Social Security # 261-23-2632 / Date of Birth 11/13/55
Street Address 1810 Clay Ave	Home Telephone Number (area code) 850/769-2820
City, State, and Zip Code Panama City FL 32405	Work (if possible to call you there)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
00 NOV 27 PM 12:35

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No.
Bay County School District	15+	850/872-4775
Street Address	**City, State, and Zip Code**	**County**
1507 Lincoln Ave	Panama City FL 32405	Bay

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [x] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 1/6/00

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

I have had to work in physically strenuous positions although they are called "light duty". I was also denied a transfer that was awarded to a white female.

II. Respondent's Reasons for Personal Harm:

I was told that I was not as qualified as the selected candidate

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black and Disability which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I have been employed with Respondent for almost 19 years. I was denied a transfer into a ESE Clerk position on January 6, 2000. Another white employee was given the transfer, although she did not place a transfer at the District office, which was one of the requirements.

2. I was given light duty work as a result of my disability. However, I was still working in the classroom which continued to be physically strenuous. I repeatedly applied for office or office setting positions that would take me out of the classroom, but I did not receive these positions. White employees were always hired.

3. Presently I am working in a computer classroom although I was originally to work in a non-classroom setting.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT
Beatrice Crittenden

DATE
Nov. 22, 2000

ATTACHMENT 0355

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003786

DATE ENTERED: 9/27/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/003786/02003786092702i05134537.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2... Knox Road, Suite 240, Build... F
...llahassee, Florida 32399-1570

02-3786

CHARGE OF DISCRIMINATION

FILED
02 SEP 27 PM 1:53
DIV. OF ADMINISTRATIVE HEARINGS

Name (Indicate Mr., Ms., or Mrs.) Mr. Oghenerhoro E. Bamawo	FCHR No. 2102010 Telephone No. (area code) (305) 458-4987
Street Address 1260 Sesame Street	Home
City, State, and Zip Code Miami, Florida 33054	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Florida Department of Corrections	500+	(850) 488-2326
Street Address: 2601 Blair Stone Rd.	City, State and Zip Code: Tallahassee, Florida 32399	County: Place of Employment: Dade

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box[es].)
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year): May 4, 2000

THE PARTICULARS ARE (If additional space is needed, attach extra sheet[s]):

The Charging Party, a black male of African origin, was previously employed as a Detention Deputy at the North Dade Annex of the Dade Correctional Institution. The Charging Party maintains that he was subjected to a continuing violation of race discrimination, which ultimately resulted in his termination from employment on May 4, 2000.

As compared to Anglo employees, in similar positions, the Charging Party was treated differently in the terms and conditions of his employment. He was compelled to take orders from Anglo detention personnel with less training and experience. As compared to similarly situated Anglo employees, he would not be placed in his assigned post.

The Charging Party's supervisor, Captain Scott Pardue, subjected the Charging Party to offensive race based language. For example, on April 23, 2000, Pardue referred to the Charging Party derisively, as an "African monkey." Within two weeks thereafter, the Charging Party was terminated, based upon false disciplinary allegations.

The Charging Party was subjected to a hostile environment, based upon race and he was terminated based upon racial classifications and or motivations, in violation of the Florida Civil Rights Act of 1992.

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2001 MAY -2 PM 3:07

...will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: [signature] DATE: 5/1/01

NOTARY – (Required for Filing)
SUBSCRIBED AND SWORN TO BEFORE ME
Mark J. Berkowitz
My Commission CC948491
Expires June 18, 2004

1st OF May 2001

ATTACHMENT 0356

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003994

DATE ENTERED: 10/15/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/003994/020039941015021i05104016.pdf

PAGE(S): 1

FLC[illegible] COMMISSION ON HUMAN R[illegible]IONS
32[illegible] John Knox Road, Suite 240, Building [illegible]
Tallahassee, Florida 32303-4149

02-3744

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 02 2102387 J.M.
Name (Indicate Mr. Ms. or Mrs.) Mr. Clarence Goosby	**Social Security #** 593-07-9069
Date of Birth 5/17/1980
Street Address 844 Valleydale Avenue	**Home Telephone Number (area code)**
City, State, and Zip Code Deland, FL 32720	**Work (if possible to call you there)**

OCT 15 AM 9:07
COMMISSION ON HUMAN RELATIONS HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Florida Extruders International, Inc.	15+	407 323 3300
Street Address 2540 Jewett Lane	**City, State and Zip Code** Sanford, FL 32771	**County** Seminole

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 2/17/00

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
On February 17, 2000 I was terminated from my position with Respondent.

II. Respondent's Reason for Personal Harm
I was informed that I had broken the company's "no fighting" policy.

III. Discrimination Statement:
I believe I have been discriminated against because of my race – black, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. On or about February 17, 2000, I heard my god brother having an argument with someone. I walked over and asked him what was going on. When I did that, the individual that he was having an argument with struck me in the chin. That individual was white. That same day both myself and my god brother were terminated for fighting. The individual that my brother was having the argument with was not terminated. Neither of us were asked to provide statements as to what happened.

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2001 JUL - [illegible] PM 3:[illegible]

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.
Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT Clarence E. Goosby DATE 6/27/01

ATTACHMENT 0357

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003996

DATE ENTERED: 10/15/2002

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2002/003996/020039961015021i05104052.pdf

PAGE(S): 1

FLOI)A COMMISSION ON HUMAN RF 'ATIONS 02-3791
2009 Apalachee Parkway, Suite 10
Tallahassee, Florida 32301

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
02 APR 23 AM 10: 28

CHARGE OF DISCRIMINATION	FCHR No.
Name (Indicate Mr., Ms., or Mrs.) Mark J. Armesto	Social Security Number: 051-22-5843 / Date of Birth: 12/11/29
Street Address 202 Armesto Road	Home Telephone Number (area code) (850) 539-5628
City, State, and Zip Code Havana, Florida 32323	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Coastal Lumber Company	15+ 50+	850 539 6432

Street Address	City, State, and Zip Code	County
P.O. Box 1128, Highway 27 North P.O. Box 829	Havana, Florida 32323 Weldon, North Carolina 27890	Gadsden

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[NATIONAL ORIGIN [X] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
h, day, year) November 2001

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I am a 72-year-old white male. I was employed by Coastal Lumber from 1985 to 1995 as a Purchasing Agent. I retired in 1995. Over the past 7 years on at least 3 occasions, I was asked to return to work at Coastal Lumber to train a new Purchasing Agent.

In May of 2001, I returned to work as a temporary employee in the position of Purchasing Agent. In June 2001, I informed my supervisor that I was interested in continuing to work for another 2 years. In July 2001, Coastal Lumber placed an advertisement in *The Tallahassee Democrat* seeking a full-time Purchasing Agent. I applied for the position by sending Coastal Lumber a resume. I did not receive a response to my resume. I continued working there. In October 2001, a new Purchasing Agent was hired. This new person is in his mid-40's. In November 2001, I was asked to leave. I was never given any indication from my supervisors that my job performance was not acceptable. I believe Coastal Lumber intentionally discriminated against me based on my age in deciding to hire a much younger individual.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

will advise the agency if I change my address or telephone number and I vill cooperate fully with them in the processing of my charge in accordance vith their procedures.

SIGNATURE OF COMPLAINANT DATE

Mark J Armesto 4/23/02

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME this 23rd day of April, 2002, by Mark J. Armesto, who presented a Florida Driver License as identification.

Jan M. Lewis

Jan M. Lewis
MY COMMISSION # CC857717 EXPIRES
August 4, 2003
BONDED THRU TROY FAIN INSURANCE, INC.

ATTACHMENT 0358

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003998

DATE ENTERED: 10/15/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/003998/02003998101502i05104129.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUM[illegible] RELATIONS 12-3492
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2101062 J. Moran
Name (Indicate Mr., Ms., or Mrs.) Lonnie Jennings Jr	Social Security # 264-19-5206 / Date of Birth 4-12-54
Street Address P.O. Box 782	Home Telephone Number (area code) 850/948-1733
City, State, and Zip Code Greenville FL 32331	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No.
Sandco, Inc.	15+	850 402 1111
Street Address	**City, State, and Zip Code**	**County**
2811 Industrial Plaza Drive	Tallahassee FL 32301	Leon

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 12 4 00

02 OCT 15 AM 9:12 FLORIDA COMMISSION ON HUMAN RELATIONS TALLAHASSEE

FEB 12 PM 2:20 RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:
On December 4, 2000 I was terminated from my position as a Service Man.

II. Respondent's Reasons for Personal Harm:
I was told that I was no longer needed.

III. Discrimination Statement:
I believe I have been discriminated against because of my Race - Black which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. The superintendent, Larry Smith, showed favoritism towards white employees. For example, Mr. Smith would make sure myself and other blacks were working while white employees were not performing or required to perform at the same level.

2. I was also asked on two occasions not to have conversations with a white female on the job. One other black male was discharged for talking to a white female on the job.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Lonnie Jennings DATE 2-9-01

ATTACHMENT 0359

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-003999

DATE ENTERED: 10/15/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/003999/020039991015021061041147.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Bu ing F
Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2101543 J. Moran
Name (Indicate Mr., Ms., or Mrs.) Tyraine Warren	Social Security # 591-20-4688 / Date of Birth 11/30/67
Street Address 1322 Clay Street	Home Telephone Number (area code) 850/224-1841
City, State, and Zip Code Tallahassee FL 32304	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Century Correctional Institution	No. of Employees 15+	Telephone No. 850/256-2600
Street Address 400 Tedder Road	City, State, and Zip Code Century FL 32535	County Wakulla

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [x] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 3/3/01

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
01 APR -2 PM 2:29

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On March 3, 2001, I was terminated from my position as a Correctional Officer.

II. Respondent's Reasons for Personal Harm:

I was told I was being terminated for alleged sexual harassment, prior disciplinary actions and sleeping on the job.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black and Retaliation which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. I was held to a different standard than white officers. My work schedule was originally 6:45 a - 2:45 a. However, I was working an extra 15 - 30 minutes a day. When he asked to be compensated for this, I was told to report from 7:00 a - 3:00 p. When I would attempt to leave I would be told there were still duties to be performed. The white officers were allowed to leave on time. They also got lunch break. I did not get a official lunch break, I had to stay with the inmates the whole time.

2. After complaining about the violation of both black employees and inmates rights, I experienced harassment and retaliation up through my termination.

3. In November 2000, I was notified that five female employees were accusing me of sexual harassment in 1999 (they cannot provide a specific date or time). I was not even at the work site when these allegations surfaced. Two of these five employees I had written up previously for solicitation of money for sex and breach of contract. All of these women admit that they were approached by investigators who solicited their complaints. I was fired based on questionable, incomplete and vague evidence.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT
Tyraine A. Warren

DATE
3-30-01

ATTACHMENT 0360

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-004049

DATE ENTERED: 10/18/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/004049/02004049101802i05083507.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS 02-4049

325 John Knox Road, Suite 240, Building F

Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 99V1905 J. Moran
Name (Indicate Mr., Ms., or Mrs.) Philomene Augustin	Social Security # 595-38-0484 / Date of Birth 11/15/65
Street Address 5340 NE 5 Terrace, PA 4203	Home Telephone Number (area code)
City, State, and Zip Code Pompano Beach, FL 33064	Work (if possible to call you there)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
00 APR 19 AM 1:44

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Marriott	No. of Employees 15+	Telephone No. 954/698-9004
Street Address 3001 Deercreek Country Club Boulevard	City, State, and Zip Code Deerfield Beach, FL 33442	County Broward

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 7/23/98

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On July 23, 1998, I was terminated from my position as a Certified Nursing Assistant. I was also subjected to verbal harassment.

II. Respondent's Reasons for Personal Harm:

I was told I was being terminated for patient abuse..

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. Although I was accused of patient abuse, I have a letter from the Department of Children & Families which states that this allegation is unfounded.

2. During this time, 4 other Black employees were terminated. No White employees were discharged. I also heard a supervisor say "we need to get these Blacks out of here."

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

Philomene Augustin

DATE

4-16-00

ATTACHMENT 0361

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-004175

DATE ENTERED: 10/25/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/004175/02004175102502i05091604.pdf

PAGE(S):

FLORIDA COMMISSION ON HUMAN RELATIONS
5 John Knox Road, Suite 240, Build F
Tallahassee, Florida 32303-4149

02-4175

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2001104 J. Moran	
Name (Indicate Mr., Ms., or Mrs.) Sylvester Brown 02 OCT 25 PM 2:09	Social Security # 264-23-5328	Date of Birth 2/21/55
Street Address 124 Bermuda Road	Home Telephone Number (area code) 850/385-9213	
City, State, and Zip Code Tallahassee, FL 32312	Work (if possible to call you there)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Florida State University/Building Services	No. of Employees 15+	Telephone No. (area code) 850/644-6475
Street Address 152B MMA	City, State, and Zip Code Tallahassee, FL 32306-2410	County Leon
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) [ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [x] DISABILITY [ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 10/7/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On October 7, 1999, I was terminated from my position as a Laborer.

II. Respondent's Reason for Personal Harm:

I was told I was being terminated for unauthorized leave.

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
00 FEB 28 AM 10: 11

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black, Sex - Male, and Retaliation, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I was employed with Respondent for 24 years. During my employment I suffered from a disability, of which Respondent was aware. I did have to miss work on several occasions due to this injury. I had limitations which included my not bending over excessively. I was placed in a "light duty" position which still violated my limitations. I was not adequately accommodated for my disability. As a result of my absences, I was placed on a strict plan. Shortly before my termination I needed to pick up my son. I called and left a voice mail message on the answering machine. It was not until I returned to work that I was told I was being terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

Sylvester Brown

DATE

02/28/2000

ATTACHMENT 0362

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-004217

DATE ENTERED: 10/30/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/004217/020042171030002i05155748.pdf

PAGE(S): 1

FLOI COMMISSION ON HUMAN RI 'IONS 02-4217
325 John Knox Road, Suite 240, Building
Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION	FCHR No. 2002836 A. Williams
Name (Indicate Mr., Ms., or Mrs.) Mr. Willie Davis, III	Social Security Number / Date of Birth 262-57-5928 / 06/06/61
Street Address 1465 NW 19th Terrace Apt. 209	Home Telephone Number (area code) (305) 326-8545
City, State, and Zip Code Miami, FL 33125	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Pitney Bowes Management	15+	(305) 827-7248

Street Address	City, State, and Zip Code	County
5875 NW 163rd Street	Miami, FL 33015	Dade

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 05/21/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

On May 21, 1999 I was terminated while in my position as a Customer Service/Mail Handler.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

I was told that I was terminated due to tardiness.

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against because of my Race/Black which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. I was told that I was terminated because of excessive tardiness, however, other non-blacks were always walking off the job without authorization, no shows as well as tardy. The non-blacks were never terminated nor disciplined for their actions.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Willie Davis III DATE 7/24/2000

ATTACHMENT 0363

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-004228

DATE ENTERED: 10/30/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/004228/020042281030021i05155842.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS 02-4228
John Knox Road, Suite 240, Building
Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION	FCHR No. 2100753 Amended DH
Name (Indicate Mr., Ms., or Mrs.) Ronnell C. Barker	Social Security Number 590-40-4371
	Date of Birth 9-15-73
Street Address P.O. Box 20578	Home Telephone Number (area code) ~~850-504-0423~~ 850-576-2657
City, State, and Zip Code Tallahassee, Florida 32316	Work (if possible to call you there) N/A

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Nations Bank	15+	850-385-4473

Street Address	City, State, and Zip Code	County
2262 North Monroe	Tallahassee, Florida 32301	Leon

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [x] RETALIATION

Date Most Recent Or Continuing Discrimination Took Place (month, day, year) 10-21-99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

I was terminated from my position as a Teller II on October 21, 1999.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

Diane Bowers, Reg. Vice President told me that I violated bank policy and unwilling to cooperate and provide her with information in which I had knowledge of.

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against because of my race (black) and retaliation which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. After Nations Bank terminated me, along with other African Americans Associates, a non-African American Associate from another branch were promoted in my position. I believe terminating African Americans was vital process of eliminating minorities to transfer and promote non-African Americans from another branch.

2. Since my transfer in May 1999 from Florida Nations Bank Corporate Headquarters, in Jacksonville, Florida I have received un fair treatment from Susan Gil (Customer Service Manager) and Mark Schirmer (Branch Manager). I was not provided with a copy of ban policy; I requested additional hours, which were being disbursed to all associates who wanted additional hours. I was told repeatedly by Susan Gil, additional hours were not available, however, non of the African American descent were awarded additional hours.

3. The reason I was given for being terminated, does not justify the severity of their first and final action against me. According to bank policies, employees are required to channel through Human Resources Personnel for interrogation and counseling for whatever action that's deemed necessary, which my termination would be considered part of Human Resources Personnel purpose, but I have not received a letter of termination from Human Resources Personnel, a reprimand verbally or in writing concerning my termination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Ronnell Barker **DATE** 9/6/01

ATTACHMENT 0364

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-004316

DATE ENTERED: 11/7/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/004316/02004316110702i05124250.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02-4316

CHARGE OF DISCRIMINATION	FCHR No. 2001721 Amended DG	
Name (Indicate Mr., Ms., or Mrs.) John Wesley May	Social Security Number 151-54-2697	Date of Birth 04-28-59
Street Address 4275 31st Avenue	Home Telephone Number (area code) 561-564-9924	
City, State, and Zip Code Vero Beach, Florida 32967	Work (if possible to call you there)	

02 NOV -7 AM 9:12

ADMINISTRATIVE HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Disney Vero Beach Resort	15+	561-234-2000

Street Address	City, State, and Zip Code	County
9250 Island Grove Terrace	Vero Beach, Florida 32963	Indian River

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]
[x] RACE [x] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

Date Most Recent Or Continuing Discrimination Took Place (month, day, year) 05/04/99

00 NOV 29 PM 2:33

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

I was terminated from my employment in the Maintenance Department on 5/4/99.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

The reason given was I was sleeping in a public place.

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against because of my race and sex which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. I was promised permanent employment by Disney after my ninety day probation period. On 02/16/99 my probation ended, I inquired about my status, both Kathy Marshall and Angela Gangor, my immediate supervisors assured me I was doing a good job and would be hired. During and following my probation Disney hired several white employees for second shift who received permanent status from their date of hire. On 3/18/99 my brother Clarence May was terminated from Disney in my department, which required me to work overtime, from 3/19/99 until my termination date.

2. At times I would nap on my one hour dinner break, in the east side breakroom. My co-worker would occasionally do the same. Dinner break would vary on a nightly basis depending on the accessibility and condition of the kitchen area. Rumors of third shift begin to circulate.

3. On the nights of 5/2/99-5/4/99, Ms. Tobass (a white co-worker) and I took dinner break in her van, whiched was parked in a non-congested public area, as directed by security. I parked my truck in the same area before, no one ever advise me that it was off limits. On May 4, 1999 dinner break was to cover a period from 3:15 to 4:15 a.m., Ms. Tobass brought an alarm clock, the clock was set for 4:15 at exactly 4:06 a.m. supervisor Robert Anderson and two security guards Elmer and Irv, approached and ordered us out of the van. He stated he that he looked through the front window and saw us both sleeping, a fact I did not dispute because I was on break. He stated I was being suspended pending further notice for sleeping in a public area on company time. I assured Mr. Anderson that break was over at 4:15 and Ms. Tobass showed him the alarm clock. She advised him that supervisor Angela Gangor stated dinner naps were acceptable since we are on our on time.

4. The next morning I was notified by Interim Personnel that I was fired for sleeping on the job. Ms. Tobass (white co-worker) was given her job back at Disney.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT John W. May 3rd DATE 6-26-00

ATTACHMENT 0365

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-004524

DATE ENTERED: 11/19/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/004524/020045241119021i01125622.pdf

PAGE(S): 1

NOV-30-1999 09:31 11/19/02 P.02

02-4524

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION

FCHR No. 2000712

Name (Indicate Mr., Ms., or Mrs.): Ms. Dorine Alexander

Social Security Number: 116-54-6224 | Date of Birth: 12-14-59

Street Address: 1421 SW 27th Ave, apt. 211

Home Telephone Number (area code): (352) 291-1753

City, State, and Zip Code: Ocala FL 34474

Work (if possible to call you there):

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you. Boehm, Brown, Seacrest, Fischer & LeFever

Name: Randy Fischer

No. of Employees 15+:

Telephone No. (area code): (352) 622-8160

Street Address: 1 NE 1st Ave

City, State, and Zip Code: Ocala, FL 34478

County: Marion

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY

[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year)

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM: Constant harassment, verbal degrading & abuse self-esteem/mental state wrongful termination caused doubting effect in my personal life that has caused a traumatic decrease in my living status, mental stability + credibility

II. RESPONDENT'S REASON FOR PERSONAL HARM:

He said my work was not up to company policy/standards.

III. DISCRIMINATION STATEMENT:

I was forced into position of Paralegal w/no training and did my job although constantly harassed by defendant and daily time/work/billings deducted unnecessarily in effort to depict work quality. I was called the Quota/Token by several employees.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Dorine Alexander DATE: Present 9/20/99 11-24-99

orig. sent in Aug.

ATTACHMENT 0366

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-004527

DATE ENTERED: 11/19/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/004527/020045271119021i07173118.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

02-4527

CHARGE OF DISCRIMINATION	FCHR No. 02 NOV 19 PM 1:55
me (Indicate Mr., Ms., or Mrs.) s. Ruthye M. Smith	Telephone No. (area code) (407) 267-3433
reet Address 4 Sycamore Street	Home (see above)
y, State, and Zip Code usville, Florida 32780	Work (if possible to call you there) (see above)

st the employer, labor organization, employment agency, apprenticeship committee, government agency, or other rson who discriminated against you.

me	No. of Employees	Telephone No. (area code)
evard County School Board		(407) 631-1911
reet Address	City, State and Zip Code	County
00 Judge Fran Jamieson Way	Viera, Fl 32940-6699	Brevard

USE OF DISCRIMINATION BASED ON (Check appropriate box(es).)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month,day,year)

92 NOV 19 PM 1:55

PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I feel that I have been discriminated against due to my race in violation of Florida's anti-discrimination laws in employment. My employer, Brevard County School Board, and Astronaut High School at which I've worked as a teacher for 25 years, have both discriminated against me.

Discrimination by my employer has been ongoing. I have been denied promotions since 1985 (enclosure 1); however the most recent complaint of which compelled me to file this charge occurred in July 1998. I applied for the position of Dean at Astronaut High School **or** any administrative position that became available in the North Brevard area. I submitted in writing my interest. (See enclosure 2.) This correspondence was sent to Mr. William B. Hall, Director of Employment and Staff Development. The position of Dean of Astronaut High School was filled by a caucasion transferred from Jackson Middle School, a North Brevard area school. The transfer of this employee from Jackson Middle School to Astronaut High School made the position of Dean available at Jackson Middle School. This position was filled by another caucasion who is less qualified than myself.

I will advise the agency if I change my address or telephone ber and I will cooperate fully with them in the processing of my rge in accordance with their procedures.

FL DL # S530-722-38-547-0
ex. 2002

Ruthye M. Smith 7/15/99
Signature Date

JACQUELINE M. HYDORN
MY COMMISSION # CC 844896
EXPIRES: June 10, 2003
Bonded Thru Notary Public Underwriters

Jacqueline M. Hydorn 7-17-99
Notary

ATTACHMENT 0367

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 02-004812

DATE ENTERED: 12/16/2002

RACE: black

LINK: doah.state.fl.us/DocDoc/2002/004812/02004812121602i05161431.pdf

PAGE(S): 1

02-4812

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
02 DEC 16 PM 3:02
DIVISION OF ADMINISTRATIVE HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS
02 MAY 20 PM 2:51

CHARGE OF DISCRIMINATION		FCHR No.	HG
Name (Indicate Mr. Ms. or Mrs.) Mr. Fabian L. Dixon		**Social Security #** 267-47-9388	**Date of Birth** 03-12-1963
Street Address 4364 Century Road		**Home Telephone Number (area code)** 850-599-4801	
City, State, and Zip Code Greenwood, Fl 32443		**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
FL Department of Children & Families –Florida State Hospital	15+	850-663-7414
Street Address Post Office Box 1000	**City, State and Zip Code** Chattahoochee, Fl 32323	**County** Gadsden

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 09-21-01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I worked for the Respondent for 8 years. I was terminated from my position Unit Treatment Rehab Specialist.

II. Respondent's Reason for Personal Harm
I received a letter stating that I was being terminated for falsifying state documents, among other things.

III. Discrimination Statement:
I believe I have been discriminated against because of my race, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. White employees have used state equipment for personal use and no actions have been taken against them.
2. Henry McCrone (white) used inmates to make his personal projects. He was not terminated. He was only transferred to another location.
3. Faye Alcorn (white) misused state money & materials. No actions have been taken against her.
4. I was out 24 hours without having the appropriate amount of time. I made the time up even before disciplinary actions had been taken against me.
5. I believe this treatment is far harsher than similarly situated white coworkers.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Fabian L. Dixon **DATE** 5-20-2002

ATTACHMENT 0368

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-000045

DATE ENTERED: 1/8/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/000045/03000045010803i05133357.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

3[illegible] John Knox Road, Suite 240, Building
Tallahassee, Florida 32303-4149

03-0045

CHARGE OF DISCRIMINATION

FCHR No.99-V1665 RM

Name (Indicate Mr., Ms., or Mrs.) Ms. Iris Worthy	Social SecurityNumber / Date of Birth
Street Address 2848 Wayne Drive	Home Telephone Number (area code)
City, State, and Zip Code Lake City, FL 32055	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Florida Times Union	No. of Employees 15+	Telephone No. (area code) 904-752-5121
Street Address 1404 E. Duval St.	City, State, and Zip Code Lake City, FL 32055	County Columbia

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[x] RACE [ ] COLOR [x] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year)02/26/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On February 26, 1999, I was terminated from my position as a Carrier.

II. Respondent's Reasons for Personal Harm:

No reason was given.

III. Discrimination Statement:

I believe I have been discriminated against because of my race, black and gender, female. I believe my rights have been violated under Title VII of the Civil Rights Act of 1964 as amended and the Florida Civil Rights Act of 1992 as amended.

1. First of all, my job performance was good; there was no justified reason to terminate me.
2. Secondly, Mr. Stanford Deese went out of his way to sabotage my route; he made look as if I was incompetent; none of my male co-workers were treated this way.
3. In addition, I was subjected to a racially hostile work environment on several ocassions; Mr. Deese's son made many references to black people as n------.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

ll advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

der penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

GNATURE OF COMPLAINANT

Iris Worthy

DATE

7/3/99

FLORIDA COMMISSION ON HUMAN RELATIONS
99 JUL -8 PM 1:23
RECEIVED
99 JUN 18 PM 3:36

ATTACHMENT 0369

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-000137

DATE ENTERED: 1/16/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/000137/030001370116O3i05115613.pdf

PAGE(S): 1

FLOR' 'A COMMISSION ON HUMAN RF' 'TIONS
325 John Knox Road, Suite 240, Buildin, F
Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 99V1731 J. Moran
Name (Indicate Mr., Ms., or Mrs.) Emory Mosley 03-0137	Social Security # [illegible]5758 Date of Birth 10/26/40
Street Address P. O. Box 8	Home Telephone Number (area code) 850/997-4558
City, State, and Zip Code Monticello, FL 32345	Work (if possible to call you there)

03 JAN 16 AM 9:20 FILED HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Madison Correctional Institute	15+	850/973-5300
Street Address	**City, State, and Zip Code**	**County**
P.O. Box 692	Madison, FL 32341	Jefferson

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)
[x] RACE [ ] COLOR [ ] SEX [x] RELIGION [x] DISABILITY
[ ] NATIONAL ORIGIN [x] AGE [ ] MARITAL STATUS [x] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 7/2/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On July 2, 1999, I was transferred to another position in the work camp in retaliation for my complaint of discrimination. Respondent has been discriminating against myself and many other Black employees for several years.

II. Respondent's Reasons for Personal Harm:

No reason has been given for the discriminatory actions.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race-Black, Religion - Christianity, Age, Disability and Retaliation, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended, Title VII of the Federal Civil Rights Act, ADA and ADEA for the following reasons:

1. Racial discrimination has been occurring for many years. For example, Black officers who are pregnant are made to work in the tower where there are ladders and spiral staircases, while White pregnant officers are given a office job which keeps them from having to endanger their fetuses.
2. On one occasion, there was a rumor of a riot. Captain Coulpepper ordered all White officers to stay in the dormitory and not to come out for any reason, but put all Black officers out on the hall, including myself, thereby protecting White officers from possible danger.
3. I am a disabled veteran. Even when I notify my supervisor that I must be away from work prior to my leave, I am still given an unexcused absence.
4. I am a minister. Prisoners and other officers come to me for spiritual advice instead of the chaplain, which greatly upset the superintendent, Mr. Fortune.
5. As a direct result of the complaints I made about these and numerous other discriminatory incidents, I have experienced retaliation. I have been moved to another position in the work camp, where harassment is rampant. I along with many others have been harassed in an attempt to force into early retirement or to quit.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT DATE

ATTACHMENT 0370

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-000140

DATE ENTERED: 1/16/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/000140/03000140011603i05115836.pdf

PAGE(S): 1

FLORIDA COMMISSION HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
01 AUG 13 PM 3:23

CHARGE OF DISCRIMINATION		FCHR No.
	03-0140	SOCIAL SECURITY #

NAME (*indicate if Mr., Ms., Mrs.*)		HOME TELEPHONE (*Include Area Code*)
Mr. Brian Keith Covington		(407) 656-9499
STREET ADDRESS 1367 Olympia Park Circle	CITY, STATE AND ZIP CODE Ocoee, Florida 34761	DATE OF BIRTH 10/23/68

List the employer, labor organization, employment agency, apprenticeship, committee, government agency, or other person who discriminated against you.

NAME	NO. OF EMPLOYEES	TELEPHONE (*Include Area Code*)
Coca Cola Enterprises	5000+	(954) 962-2800
STREET ADDRESS 3350 Pembroke Road,	CITY, STATE AND ZIP CODE Hollywood, Florida 33021	COUNTY Broward
NAME Florida Coca Cola Bottling Company		TELEPHONE (*Include Area Code*) (407) 295-9259
STREET ADDRESS 2900 Mercy Drive,	CITY, STATE AND ZIP CODE Orlando, Florida 32808	COUNTY Orange

03 JAN 16 AM 9:24
FILED
ADMINISTRATIVE HEARINGS

CAUSE OF DISCRIMINATION BASED ON (*Check appropriate box(es)*)
■ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☐ RETALIATION ☐ AGE ☐ DISABILITY ☐ MARITAL STATUS

Date most recent or continuing discrimination took place (month, day, year)
Continuing Action

THE PARTICULARS ARE *(If additional space is needed, attach extra sheet(s)):*

I am an African American male and I was discriminated against in violation of Title VII because of my race.

I am currently employed at Florida Coca Cola Bottling Company as an Account Manager. Coca Cola has, and, continues to discriminate against me and other African Americans, with respect to wages, promotions, job assignments, discipline, and other terms and conditions of employment, including, but not limited to, initial hire and job placement.

I REQUEST TO BE AFFORDED RELIEF TO WHICH I AM ENTITLED UNDER THE LAW(S)

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

Mabel Lopez
My Commission CC717890
Expires February 19, 2002

DATE
8/7/2001

Mabel Lopez
My Commission CC717890
Expires February 19, 2002

ATTACHMENT 0371

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-000197

DATE ENTERED: 1/22/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/000197/03000197012203i05133102.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
02 JAN -3 AM 9:58

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 2200669 NW

Name (Indicate Mr. Ms. or Mrs.) Mr. Willie B. Smith 03-0197	**Social Security #** **Date of Birth** 11/18/66
Street Address Post Office Box 662	**Home Telephone Number (area code)**
City, State, and Zip Code Chattahoochee, Florida 32324	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Florida State Hospital (Security)	15+	850/663-7250
Street Address 1000 Iomesompine Road	**City, State and Zip Code** Chattahoochee, Florida 32324	**County** Gadsden

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 01/03/02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

I have been harassed and involuntarily reassigned from my position to another building. I have been employed with Respondent for 15 years. I have been retaliated against since the filing of this complaint.

II. Respondent's Reason for Personal Harm

Mr. Billy Parker, Assistant Chief of Security, told me that I requested the move.

III. Discrimination Statement:

I believe I have been discriminated against because of my race, black which is in violation of Title VII of the Federal Civil Rights Act of 1964; Florida Civil Rights Act of 1992, as amended; and Chapter 760 of the Florida Statutes for the following reasons:

1. I have worked for Respondent for 15 years and had great evaluations every year during my tenure.
2. I feel that I have been harassed and involuntarily transferred since a former co-worker who I had problems with in the past returned.
3. The white workers felt that I won the earlier incident and it had been stated to me that my head was wanted on a platter.
4. My harassment didn't start until I starting asking questions about why this former employee was back and what was the disciplinary action taken against her.
5. I am the only black in the facility that I was transferred to.
6. I was asked by Mr. Parker about an inappropriate relationship between my supervisor, Mr. Jimmy Williams and Ms. Gladys Anderson and I simply told the truth. But I do not feel this was a reason for my transfer because 3 other white officers made the same acknowledgement to Chief McAllister and they were not transferred.
7. My current supervisor is being forced to reprimand me for something that took place in November which he has no knowledge of. My discipline consisted of 2 written reprimands which I feel is retaliation for filing this complaint.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Willie B Smith DATE 1-3-02

ATTACHMENT 0372

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-000722

DATE ENTERED: 2/28/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/000722/03000722022803i05090421.pdf

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
03 FEB 28 PM 2:30
DIVISION OF ADMINISTRATIVE HEARINGS
03-0722

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 2203137 HG

Name (Indicate Mr. or Ms.) Mr. Frederick Augustine	**Social Security #** / **Date of Birth** 01-07-1965
Street Address 2304 West Avery Street	**Home Telephone Number (area code)** 850-438-6473
City, State, and Zip Code Pensacola, Fl 32505	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Solutia, Inc.	**Number of Employees** 15+	**Telephone Number** 850-968-7290
Street Address 3000 Old Chemstrand Road	**City, State and Zip Code** Cantonment, Fl 32533	**County** Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 12-13-01

THE PARTICULARS ARE:

I. Personal Harm:

I was terminated from my position with the Respondent.

II. Respondent's Reason for Personal Harm

Respondent stated I was being terminated for falsification of time.

III. Discrimination Statement:

I believe I have been discriminated against because of my race (black) and gender (male) which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. I was employed with the Respondent for eight years.
2. During my employment with the Respondent, I have never been reprimanded or suspended.
3. I was terminated for falsification of time, however there were two black females and one white male who have been accused of the same offense. The two black females were not reprimanded and the white male was suspended without pay.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Frederick Augustine **DATE** 8/28/2002

ATTACHMENT 0373

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-000724

DATE ENTERED: 2/28/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/000724/03000724022803i05090548.pdf

PAGE(S): 1

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY: ☐ FEPA ☒ EEOC

CHARGE NUMBER: 03-0724

Florida Commission on Human Relations and EEOC
State or local Agency, if any

FILED 03 FEB 28 PM 2:32

SS#

NAME (Indicate Mr., Ms., Mrs.): Ms. Lari Thomas

HOME TELEPHONE (Include Area Code): (850) 857-0723

STREET ADDRESS: 1055 Wonderwood Court

CITY, STATE AND ZIP CODE: Pensacola, Florida 32514

DATE OF BIRTH: 6/14/56

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME: J.C. Penney Company, Inc.

NUMBER OF EMPLOYEES, MEMBERS: 200+

TELEPHONE (Include Area Code): (850) 494-1611

STREET ADDRESS: University Mall, 7171 N. Davis Highway

CITY, STATE AND ZIP CODE: Pensacola, Florida 32504

COUNTY: Escambia

NAME:

TELEPHONE NUMBER (Include Area Code):

STREET ADDRESS:

CITY, STATE AND ZIP CODE:

COUNTY:

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☐ RETALIATION ☒ AGE ☐ DISABILITY ☐ OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE
EARLIEST: 5/2/98
LATEST: / /
☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. Personal Harm:
I am a black female who is over the age of 40 and who worked for J.C. Penney Company, Inc. from May of 1978 to May of 1998. On or about March 20, 1998, I was told that the company was downsizing and that my position was being eliminated. Consequently, I was terminated as of May of 1998. I held the position of senior merchandise manager at the time. Additionally, I was the only black who held that position. Moreover, I have noticed that the number of blacks at my store is disportionately low. Thus, I believe I was subjected to a pattern and practice of discrimination.

II. Respondent's Reason for Adverse Action:
Although I was told that J.C. Penney was downsizing and that my position was being eliminated, I have since learned that this was untrue. Instead of eliminating my position, J.C. Penney merely replaced me with a white female who is substantially younger than me.

III. Discrimination Statement:
I believe that I have been discriminated against based on my race and age in violation of Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, and the Florida Civil RIghts Act of 1992, and any other statutes torts or causes of action that arise out of my charge and accompanying affidavit.

☒ I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Date: 1-15-98 Charging Party (Signature): Lari Thomas

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT: Lari Thomas

SUBSCRIBED AND SWORN BEFORE ME THIS DATE (Day, month, and year): 1-15-98

CYNTHIA A. BUSH
My Comm Exp. 5/24/2001
Bonded By Service Ins
No. CC638407
☒ Personally Known ☐ Other I.D.

EEOC FORM 5 (Rev. 06/92)

CHARGING PARTY COPY

ATTACHMENT 0374

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-000725

DATE ENTERED: 2/28/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/000725/03000725022803i05090645.pdf

PAGE(S): 1

FLOR[illegible] COMMISSION ON HUMAN REL[illegible]TIONS
3[illegible]ohn Knox Road, Suite 240, Building[illegible]
Tallahassee, Florida 32303-4149

03-0725

CHARGE OF DISCRIMINATION		FCHR No. 2003118 Amended DG	
Name (Indicate Mr., Ms., or Mrs.) Dwight Eugene Mazion	FILED 03 FEB 28 PM 2:33 DIVISION OF ADMINISTRATIVE HEARINGS	Social Security Number	Date of Birth 07-02-73
Street Address 124 Kirby Drive		Home Telephone Number (area code) 850-539-4465	
City, State, and Zip Code Havana, Florida 32333		Work (if possible to call you there)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name NRT Manufacturing	No. of Employees 15+	Telephone No. (area code) 850-539-0133
Street Address 102 Technology Way	City, State, and Zip Code Havana, Florida 32333	County Gadsden

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]	Date Most Recent Or Continuing Discrimination Took Place (month, day, year)
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY [ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION	05/05/00

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:
I was denied promotions and salary increases and forced to train employees making higher wages.

II. RESPONDENT'S REASON FOR PERSONAL HARM:
No reason was given for the action taken.

00 JUL 13 PM 2:15

III. DISCRIMINATION STATEMENT:
I believe I have been discriminated against because of my race which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. I was the only black technician working the night shift, and there were three white technicians all of the white technicians rate of pay is higher than mine. The new technicians hired in started out with more than I am making now, yet they wanted me to train them.

2. I received very little training for my job duties.

3. In April 2000, Mr. Drake Conrade was hired and it was also stated that I had to train him. I refuse to train any one else because of my rate of pay was never higher than that of the trainee. On May 5, 2000, I had a meeting with Mr. Geraci and Mr. Rosplock and was told that my services were no longer need any more. I was informed that I could never be reviewed for rehire.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.
Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT
Dwight E. Mazion

DATE
7-10-00

ATTACHMENT 0375

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001108

DATE ENTERED: 3/27/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001108/030011080327O3i05091700.pdf

PAGE(S): 1

FLOR'DA (MMISSION ON HUMAN RELATIONS
' John Knox Road, Suite 240, Buildi F
Tallahassee, Florida 32303-4149

FLORIDA COMMISSION ON HUMAN RELATIONS RECEIVED 2001 MAY 2 8 PM 12

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 210914 J.M.
Name (Indicate Mr. Ms. or Mrs.) James S. Brown	**Social Security #** **Date of Birth** 61
Street Address 1203 SE 19th Terrace	**Home Telephone Number (area code)** 352 380 2300
City, State, and Zip Code Gainesville FL 32641	**Work (if possible to call you there)**

03 MAR 27 AM 9:18
03-1108
DIV. OF ADMIN. HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
County of Alachua, Sheriff's Office	15+	352 367 4000
Street Address	**City, State and Zip Code**	**County**
2621 SE Hawthorne Road	Gainesville FL 32641	Alachua

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 2 18 01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
On February 18, 2001 I was demoted from my position as a Deputy Sheriff/Bailiff.

II. Respondent's Reason for Personal Harm
I was told that my association with a known felon indicated poor judgment.

III. Discrimination Statement:
I believe I have been discriminated against because of my race - black which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. Although I was accused of associating with a known felon, I know of at least 3 white employees who have also been associated with felons, confidential sources, etc. Sgt. Pascucci (white male) had a confidential source living with him, and no action was taken against him. Susan Marx (white female) is currently dating a source. Mike Galanos (white male) was closely associated with a known drug dealer. He is presently under investigation.
2. Black employees are consistently punished more severely than our white counterparts.
3. A few months prior to my demotion, I made a verbal report to Lt. Thompson in reference to some white male Deputies who were using the word "nig—r" when referring to African Americans they arrested. Among other crude behavior, they were using the phrase "TNI" (Typical Nig—r Incident). This was a blatant violation of department policies, yet no action was taken except to have the problem worked out amongst the Deputies involved.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — DATE

James S. Brown — 5/3/01

ATTACHMENT 0376

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001140

DATE ENTERED: 3/31/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001140/030011400331O3i05141009.pdf

PAGE(S): 1

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02 MAR 30 AM 9:32

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 03-1140 APT

Name (Indicate Mr. Ms. or Mrs.)	Social Security # / Date of Birth
Mrs. Michele Young	08-03-65
Street Address	**Home Telephone Number (area code)**
1732 Augustine Place	850-219-0892
City, State, and Zip Code	**Work (if possible to call you there)**
Tallahassee, Florida 32301	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Department of Professional Regulation	15+	
Street Address	**City, State and Zip Code**	**County**
1940 North Monroe Street	Tallahassee, Florida 32399	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) December 6, 2001

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

I was employed by Respondent from October 15, 2001 until I was wrongfully discharged on December 6, 2001.

II. Respondent's Reason for Personal Harm

Respondent erroneously stated that I was not performing my work duties.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race (Black) which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I was employed by Respondent starting October 15, 2001. I was continuously told that I did a good job.
2. On December 6, 2001, I was wrongfully terminated. The Respondent erroneously cited that I did not do my job properly.
3. During this general time frame, co-worker Julia Gilbert (White Female), came to work intoxicated. Ms. Gilbert was neither terminated nor reprimanded. She also unplugged her phone because "it was ringing too much."
4. By being wrongfully terminated, I was not treated the same as similarly situated White employees.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Michele M. Young **DATE** 12/10/01

ATTACHMENT 0377

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001230

DATE ENTERED: 4/3/2003

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2003/001230/030012300403O3i05135250.pdf

PAGE(S): 1

Date Stamp (FCHR Use Only)

02 NOV -1 PM 4:12

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
03 APR -3 PM 2:27
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2300255 BEM	
Name (Indicate Mr. or Ms.) Ms. Nimali Sondel	**Social Security #**	**Date of Birth** 01/27/57 1-27-57
Mailing Address 2135 Victory Garden Lane 03-1230	**Home Telephone Number (area code)** (850) 222-0480	
City, State, and Zip Code Tallahassee, Florida 32310-8507	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Advent Christian Village	15+	(386) 658-3333
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
P.O. Box 4300	Dowling Park, Florida 32604	Suwanee

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 09/17/02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was denied employment because of my national origin (Asian) and color (dark).

II. Respondent's Reason for Personal Harm:
I was not given a reason for the action taken.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. On August 12, 2002, I applied for the position of Food Director with Respondent.
2. I spoke with Vice President for Program Services Jerry Buchert on the telephone for approximately 45 minutes and he invited me down from the state of New York for an interview. The interview lasted for 3 hours and in my view it was successful.
3. I subsequently received a letter dated September 17, 2002, which informed me I was not chosen for the position. I later learned another individual (white) was chosen for the position.
4. It is my belief that I was not hired because I am from Sri Lanka and because my complexion is dark. It is rare to see any employees whose skin is dark in any administrative positions because most of them hold positions in the service areas.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT X Nimali Sondel **DATE** 10/28/02

ATTACHMENT 0378

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001231

DATE ENTERED: 4/3/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001231/030012310403O3i03135329.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
FILED
02 SEP 26 AM 8:33
APR -3 PM 2:27

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. JAM
Name (Indicate Mr. or Ms.) Mr. Samuel L. Sampson 03-1231	**Social Security #** [redacted] **Date of Birth** 4-5-56
Mailing Address 1602 Stuckey Ave., Apt. #43	**Home Telephone Number (area code)** (850) 504-1089
City, State, and Zip Code Tallahassee, FL 32304	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
J.C. Penny	15+	(850) 878-8111
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
Governor's Square Mall	Tallahassee, FL 32301	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-16-02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
During my employment, I was subjected to different terms and conditions than white females. On September 16, 2002, I was terminated because of my race (black) and sex (male).

II. Respondent's Reason for Personal Harm:
I was told that I was being terminated because of inappropriate action taken against an associate.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with Respondent for approximately 5 months as a Hair Stylist.
2. On September 14, 2002, I tried to stop Jan (Korean female) from washing out my client' because my client's hair would end up falling out. When she did not stop after telling her four times, I grabbed her arm and pulled her out of the shampoo room.
3. After she complained, I was terminated. Two days later I found out that two white females got into a fight in the shop and they were not terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

x Samuel Sampson 9/25/04

ATTACHMENT 0379

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001232

DATE ENTERED: 4/3/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001232/030012320403O3i03135406.pdf

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HUMAN RELATIONS

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325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
03 APR -3 PM 2:28
DIVISION OF ADMINISTRATIVE HEARINGS
03-1232

02 MAR 22 PM 12:50

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 0120918 A.P.T.

Name (Indicate Mr. Ms. or Mrs.) Ms. Juliette Rippy	**Social Security #** / **Date of Birth** 5-15-74
Street Address 830 N. Temple Avenue	**Home Telephone Number (area code)** 904-368-0842
City, State, and Zip Code Starke, Florida 32091	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Florida State Prison	**Number of Employees** 15+	**Telephone Number**
Street Address P.O. Box 747	**City, State and Zip Code** Starke, Florida 32091	**County** Bradford

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 06-19-01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was discriminatorily terminated on June 19, 2001.

II. Respondent's Reason for Personal Harm
I, allegedly, had excessive absences.

III. Discrimination Statement:
I believe I have been discriminated against because of my Race (Black) and Gender (Female) which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I was unlawfully terminated because of alleged excessive absences. My job performance was never in question.
2. Two weeks later a White employee, Corey McMurray, received a DUI and was locally jailed. No paperwork regarded this incident was forwarded to the Department of Corrections Region II office for this offense.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Juliette C. Rippy **DATE** 3/2/02

ATTACHMENT 0380

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001233

DATE ENTERED: 4/3/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001233/030012330403O3i02135433.pdf

PAGE(S): 1

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; see Privacy Act Statement on reverse before completing this form.

AGENCY	CHARGE NUMBER
☐ FEPA ☒ EEOC	

Florida Commission on Human Relations and EEOC
(State or local Agency, if any)

FLORIDA COMMISSION ON HUMAN RELATIONS RECEIVED 03 APR 9 PM 2:28

02 SEP -5 PM 2:35 TALLAHASSEE, FLORIDA

NAME (Indicate Mr., Ms. or Mrs.)	HOME TELEPHONE NO. (Include Area Code)
Maesha N. Freeney	(850) 433-7480 (850) 433-6501

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
715 Berkley Drive	Pensacola, Fl 32503	08-15-1975

SOCIAL SECURITY NUMBER

03-1233

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one, list below.)

NAME	No. of EMPLOYEES/MEMBERS	TELEPHONE NO. (Include Area Code)
University of West Florida	100+	(850) 474-2415

STREET ADDRESS	CITY, STATE AND ZIP CODE
11000 University Pkwy.	Pensacola, Fl 32514

NAME	No. of EMPLOYEES/MEMBERS	TELEPHONE NO. (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN

☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER (Specify)

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (Month, day, year)

August 2002

☒ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. Personal Harm:

I am a black female dispatcher employed at the University of West Florida Police Department. I have been employed as a dispatcher for over three years. From the time of April 2000 up until now I have been constantly harassed and been placed in a hostile work enviorment. I also feel that these actions are because of my race. see attc

II. Respondent's Reasons for Adverse Actions:

I have not been given a reason for the conduct of my supervisor or the departments actions.

III. Discrimination Statement:

I believe that I have been discriminated against because of my race, which is a violation of Title VII of the Civil Rights Act and the Florida Civil Rights Act.

☒ I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Date 8/29/02 (Signature) Maesha Freeney Charging Party

NOTARY - (When necessary to meet State and Local Requirements)

Betty Masaitis

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT Maesha Freeney

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, Month, and Year)

29/08/2002

OFFICIAL NOTARY SEAL
BETTY Y MASAITIS
NOTARY PUBLIC STATE OF FLORIDA
COMMISSION NO. CC974307
MY COMMISSION EXP. OCT. 11,2004

EEOC Form 5 (Rev. (06/92)

g:\users\brenda\forms\chgdisc.FRM

ATTACHMENT 0381

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001576

DATE ENTERED: 5/1/2003

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2003/001576/030015760501O3i01093416.pdf

PAGE(S): 1

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; see Privacy Act Statement on reverse before completing this form.

03-1576

AGENCY: ☐ FEPA FCHR ☒ EEOC

CHARGE NUMBER

Florida Commission on Human Relations
(State or local Agency, if any)

and EEOC

FILED
03 MAY -1 AM 9:06
DIVISION OF ADMINISTRATIVE HEARINGS

NAME (Indicate Mr., Ms., or Mrs.)
Tammy King

HOME TELEPHONE NO. (Include Area Code)
850-457-8470

STREET ADDRESS
8 Gamwell Road

CITY, STATE AND ZIP CODE
Pensacola, Florida 32506

DATE OF BIRTH
9-14-57

SOCIAL SECURITY NUMBER
[redacted]

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one, list below.)

NAME
Service Master Professional Cleaning Services

No. of EMPLOYEES/MEMBERS
15 +

TELEPHONE NO. (Include Area Code)
850-433-8100

STREET ADDRESS
3230 North "S" Street

CITY, STATE AND ZIP CODE
Pensacola, Florida 32505

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER (Specify)

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (Month, day, year)
June 25, 2001
☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. Personal Harm: During my employment with Service Master I was discriminated against by Mr. Gene because I was white. Mr. Gene threatened me and used profanity when talking with me. However, he did not threaten the black employees and he did not use profanity when speaking to black employees. On June 20, 2001, I wrote a letter to the Equal Employment Opportunity Commission and complained about Mr. Gene's treatment of me. I provided a copy of the letter to the owners of Service Master. I was retaliated against and was fired on June 25, 2001.

II. Respondent's Reasons for Adverse Actions: There is no legitimate reason for my employer's actions.

III. Discrimination Statement: I believe that I have been discriminated against in violation of Title VII of the Civil Rights Act of 1964, and the Florida Civil Rights Act of 1992. In addition, I have been retaliated against in violation of these statutes.

☒ I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary to meet State and Local Requirements)
Sherri Lynn Sauls

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

Date 5/30/02 (Signature) Tammy King — Charging Party

SIGNATURE OF COMPLAINANT
Tammy King

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, Month, and Year)
5/30/02

FILED
02 JUN -6 AM 8:41
FLORIDA COMMISSION ON HUMAN RELATIONS

SHERRI LYNN SAULS
NOTARY PUBLIC
STATE OF FLORIDA
My Comm. Exp. Oct 1/2003
No. CC 868179
Personally Known ☐ Other I.D.

EEOC Form 5 (Rev. (06/92))

ATTACHMENT 0382

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001612

DATE ENTERED: 5/2/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001612/030016120502O3i03153051.pdf

PAGE(S): 1

FLO[illegible] A COMMISSION ON HUMAN RE[illegible] TIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
01 FEB -5 AM 9:
03 MAY -2 AM 9:
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

FCHR No. 2100648 Amended DH

Name (Indicate Mr., Ms., or Mrs.) Quincy Moore	Social Security Number [illegible]	Date of Birth 12-31-49
Street Address 3809 Cedar Grove Road 03-1612	Home Telephone Number (area code) 804-323-0585	
City, State, and Zip Code Richmond, Va. 23235	Work (if possible to call you there)804 828-1650	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you. Bill Hunter - Director of Human Resources

Name Dr. Beverly Grissom- Pres. Of College North Florida Community College	No. of Employees 15+	Telephone No. (area code) 850-973-1618
Street Address 1000 Turner Davis Dr.	City, State, and Zip Code Madison, Florida 32340	County Madison

CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

Date Most Recent Or Continuing Discrimination Took Place (month, day, year) 12/14/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM:

I was the top candidate for the Vice President of Academic & Student Affairs, the job was offered to me at a much less salary than the current Vice President, Dr. Eaves (white male). I declined the job offer because of the salary.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

Bill Hunter, Human Resource Director told me the salary for the position was only $62, 000 and he was only authorized to offer that amount and I would have to pay my own moving expenses from Virginia to Florida.

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against because of my race, black which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. I explained to Mr. Hunter that the listed salary was up to $73, 000 and the salary he quoted was approximately $5, 000 below my current salary. He went on to explain that since there is no state tax in Florida this make up for the difference.

2. During the month of November 2000 I was in a conservation with friends in Florida, I was informed about a newspaper article in the Madison County Carrier about some of the issues at North Florida Community College. The article stated the current salary of the VP for Academic & Students Affairs and other administrators. The article addressed the concerns about two minority candidates who were overlooked for the same position.

3. The current Vice President, Dr. Eaves was not the top candidate for the position but his salary and total package was much higher than that offered to me by Mr. Bill Hunter. The article listed the salary of a Dean Moriarty at $70,980.00, which is higher than the salary offered to me as the top candidate for the Vice President of Academic and Student Affairs Position at North Florida Community College.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.
Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

Quincy L. Moore

DATE

1/30/2001

ATTACHMENT 0383

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001661

DATE ENTERED: 5/8/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001661/03001661050803i05110405.pdf

PAGE(S): 1

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
02 SEP -5 PM 1:45

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
03 MAY -8 AM 8:58
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION		FCHR No. JAM
Name (Indicate Mr. Ms. or Mrs.) Mr. Gregory L. Cohen		**Social Security #**	**Date of Birth** 11-5-58
Street Address 1446 NE 21st Ave.	03-1461	**Home Telephone Number (area code)** (352) 336-6130
City, State, and Zip Code Gainesville, FL 32609		**Work (if possible to call you there)** (352) 215-2500 ©

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Culligan's of Florida	15+	(352) 378-8755
Street Address 2403 NW 66th Court	**City, State and Zip Code** Gainesville, FL 32653	**County** Alachua

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year): 8-1-02- continuing

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

During my employment, I was denied training, suspended and subjected to different terms and conditions than other employees (white) because of my race.

II. Respondent's Reason for Personal Harm:

I was told that I needed to improve my work in my current position.

III. Discrimination Statement:

I believe I have been discriminated against because of race (black), which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII for the following reasons:

1. I have been employed with Respondent for almost 2 years as a Bottle Water Sales Representative. I am the only black Sales Representative in the area. I have 15 years experience in Drinking Water Treatment, 10 years experience Waste Water Treatment and a AS degree in Environmental Science Technology. During my employment, I was also the top Sales Representative.
2. Whenever I make sales, I am charged an additional $8 per customer just in case they cancelled their order within 6 months. The white sales representatives are not charged the $8. I was most recently charged on August 1, 2002.
3. I am also being denied the opportunity to train for the position of Household Sales Representative when I have more experience those white employees who are already Household Reps. I was suspended for missing two meetings when there were other reps (white) who missed meetings and they were not suspended.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Gregory L Cohen

DATE 08-27-02

1 of 5 JW

ATTACHMENT 0384

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001741

DATE ENTERED: 5/15/2003

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2003/001741/030017410515O3I07150306.pdf

PAGE(S): 1

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
03 MAY 6 AM 9:38
FLORIDA COMMISSION ON HUMAN RELATIONS

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 210224 - 6 - 1403

Name (Indicate Mr. Ms. or Mrs.)	Social Security #	Date of Birth
Mr. Bruce W. St. Hilaire 03-1741		6-30-63
Street Address	**Home Telephone Number (area code)**	
2987 S. Atlantic Ave. #205	(386) 322-8870	
City, State, and Zip Code	**Work (if possible to call you there)**	
Daytona Beach Shores, FL 32118	(386) 254-3720	

List the employer, labor organization, employment agency, apprenticeship committee, government agency or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Department of Corrections	15+	(386) 254-3720
Street Address	**City, State and Zip Code**	**County**
119 S. Palmetto Ave.	Daytona Beach, FL 32114	Volusia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 2-8-01

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
02 FEB 28 PM 2:23

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

On February 8, 2001, I was transferred. I was also subjected to different terms and conditions than my other co-workers (black).

II. Respondent's Reason for Personal Harm

I was not given a reason for action taken.

III. Discrimination Statement:

I believe I have been discriminated against because of my race (white) which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII for the following reasons:

1. I have been employed with Respondent since January 1, 1994. I believe I have been treated differently than the other officers. Officers V. Brown and Gallon (black) wrote a letter on Respondent's letterhead containing inappropriate and personal information and forwarded it to him my live-in girlfriend. I believe officer Gallon and or V. Brown wrote it since they previously stated their opinions about my relationship with 2 other females.
2. Officer Gallon admitted to searching my personal belongings with V. Brown, but they were not reprimanded although this broke an internal rule. I believe these officers receive preferential treatment because of their race.
3. Officer Gallon had a lower workload than everyone else. He was also advised of moves that were to take place within the circuit, but I was involuntarily reassigned.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

DATE 2-22-02

ATTACHMENT 0385

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001788

DATE ENTERED: 5/20/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001788/030017880520031041210 45.pdf

PAGE(S): 1

CHARGE OF DISCRIMINATION

AGENCY	CHARGE NUMBER
☐ FEPA ☒ EEOC	150A13228

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

Florida Comm. on Human Relations and EEOC
State or local Agency, if any

03-1788

03 MAY 20 AM 9:12

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Mr. Lincoln E. Nicholson	(305) 822-0531
STREET ADDRESS CITY, STATE AND ZIP CODE	DATE OF BIRTH
6800 N.W. 159 St., Unit C, Miami, FL 33015	03/16/1954

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
City Of Sunrise	Cat D (501 +)	(954) 838-4522
STREET ADDRESS CITY, STATE AND ZIP CODE		COUNTY
10770 Sawgrass Corp. Parkway, Suite 100, Sunrise, FL 33323		011

	TELEPHONE NUMBER (Include Area Code)
STREET ADDRESS CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ NATIONAL ORIGIN
☐ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE
EARLIEST: 08/07/2000 LATEST: 07/17/2001
☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. I am a Black, Jamaican individual. I have been employed by the Respondent since August, 2000 as a Gas Service Person I. I have been assigned the duties of Gas Service Person III, but have not been promoted to that position. I applied for an open Gas Service Person III position in September, 2000 and again in November, 2000. I received no response to my applications. The position remained open until July, 2001 when Roger Black (White), who was less qualified than I, was hired for the position.

II. No reason was given to me by the Respondent for failing to promote me to the higher position of Gas Service Person III.

III. I believe that I have been discriminated against in violation of Title VII of the Civil Rights Act of 1964, as amended, because of my race, Black, and national origin, Jamaican, in failure to promote.

4/15/03 This form was provided to FCHR by Cp. Attorney. Was not dual-filed at time of filing., 9/17/01.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

9/17/01 Charging Party (Signature)

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Month, day and year)

EEOC Form 5 (Rev. 07/00)

CHARGING PARTY COPY

Exhibit "J"

ATTACHMENT 0386

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001805

DATE ENTERED: 5/20/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001805/03001805052003i05122844.pdf

PAGE(S): 1

JBM

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
02 FEB 28 PM 2:36

FILED
03 MAY 20 AM 9:13

CHARGE OF DISCRIMINATION

FCHR No. 03-1805

Name (Indicate Mr., Ms., or Mrs.) Ms. Mildred M. Moultrie	Social Security Number (redacted) / Date of Birth 3-10-56
Street Address 7000 Lanier Drive, #2	Home Telephone Number (area code) (850) 969-9770
City, State, and Zip Code Pensacola, Florida 32504	Work (if possible to call you there) (850) 969-9770

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
First Judicial Circuit Pensacola, Florida	140	(850) 595-4400

Street Address	City, State, and Zip Code	County
190 Governmental Center, 5th Floor,	Pensacola, Florida 32501	Escambia

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 01/25/02

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm: On or about June 5, 2001, I, Mildred Moultrie, applied for the position of Deputy Court Administrator, First Judicial Circuit. On or about June 25, 2001, I was informed by Sheila Sims, Deputy Court Administrator, that I was not on the list of interviewees for the Deputy Court Administrator's position. I telephoned Wayne Peacock, Trial Court Administrator, and scheduled an appointment to meet with him.

II. Respondent's Reasons for Personal Harm: Deputy Court Administrator - Person selected for position was within state courts system.

Staff Attorney - Person selected for position wrote 3.850 Motions while at State Attorney's Office.

III. Discrimination Statement: Deputy Court Administrator - I belong to racial minority. I applied for and am qualified to perform the duties of the position of Deputy Court Administrator. Despite my qualifications, I was denied an interview for the position. According to a letter dated June 28, 2001, from Sheila Sims, the First Judicial Circuit intended to conduct interviews for said position with person possessing the same or similar qualifications.

A comparison of the academic credentials and work experience of Mildred Moultrie and the white female selected for the position shows that my credentials more closely meet the qualifications of the position than the white female selected for the position.

As additional support of my claim of racial discrimination, I point to the First Judicial Circuit's general policies and practices with respect to minority employment. The under representation of minorities in administrative positions. The failure to interview qualified minority applicants for administrative positions. Finally,

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT
Mildred M. Moultrie

DATE
2-26-02

ATTACHMENT 0387

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001832

DATE ENTERED: 5/20/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001832/030018320520003i08122944.pdf

PAGE(S): 1

FLO[illegible]A COMMISSION ON HUMAN RE[illegible]TIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FLORIDA COMMISSION ON HUMAN RELATIONS
00 NOV 17 PM 2:31

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 2100307 J. Moran

Name (Indicate Mr., Ms., or Mrs.) Catherine Hayes	Social Security # [illegible] Date of Birth 10/2/49
Street Address 064 Holmes Street	Home Telephone Number (area code) 850/576-1522
City, State, and Zip Code Tallahassee FL 32310	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name G. Everhart School (Leon County Schools)	No. of Employees 15+	Telephone No. 850/488-5785
Street Address 2757 West Pensacola	City, State, and Zip Code Tallahassee FL 32304	County Leon

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [x] AGE [ ] MARITAL STATUS [x] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 7/19/00

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:
On July 19, 2000, I was terminated from my position with Respondent.

II. Respondent's Reasons for Personal Harm:
I was told that my one year contract was up.

III. Discrimination Statement:
I believe I have been discriminated against because of my Race - Black and Age which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. Although I was told that my contract was up, I had worked over a year past the contract.

2. Younger employees were given greater options with regard to their work duties, I was given orders. I was also assigned more work.

3. White employees are promoted more frequently. For example, a young white male was recently hired as an aide and got 2 promotions over a brief period of time. There are black employees who have been employed for years (some over 20) without getting promotions.

4. I complained about the discrimination, and was terminated a few months later.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT
Catherine Hayes

DATE
11-16-2000

ATTACHMENT 0388

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001833

DATE ENTERED: 5/20/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/001833/030018330520003i05123751.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

FILED
03 MAY 20 AM 9:17
ADMINISTRATIVE HEARINGS

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 21-07039 J.M.
Name (Indicate Mr. Ms. or Mrs.) Christina M. Bruce 03-1833	Social Security # / Date of Birth 9 28 70
Street Address 2315 Jackson Bluff 444H	Home Telephone Number (area code) 850 ~~575 0236~~
City, State, and Zip Code Tallahassee FL 32304	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Money for You/Cash Cow	15+	850 244 1435
Street Address	**City, State and Zip Code**	**County**
220 W. Tennessee	Tallahassee FL 32310	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 1/24/01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
On January 24, 2001 I was discharged from my position as an Assistant Manager.

II. Respondent's Reason for Personal Harm
I was told that I was not working out.

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
01 MAY -4 AM 10:44

III. Discrimination Statement:
I believe I have been discriminated against because of my race – black and sex – female, which is a violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I worked for Respondent since July 18, 2000 with no problems. The staff was comprised of mostly black females. After myself and Latosha Green (both black females) received promotions we began to experience discrimination.
2. On January 4, 2001 during a meeting with the District Manager, Jason Rudd, he commented that there were too many "dark clouds" in the store. His reference was obvious as this comment was made during the day and he supervised all black females.
3. On January 24 a total of 4 black female employees were discharged. The same day 3 white males entered the store saying that they were scheduled to begin working that day. The black store manager was not informed of these changes in employment, nor was she involved in the interviewing of the new staff.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — DATE

Christina M Moody Bruce — 5-4-01

ATTACHMENT 0389

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-001985

DATE ENTERED: 5/28/2003

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2003/001985/03001985052803i05103813.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

03-1985

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 02 AUG -8 PM 12:39
FILED 03 MAY 28 PM 2:25 COMMISSION CLERK

CHARGE OF DISCRIMINATION	FCHR No.	
Name (Indicate Mr. Ms. or Mrs.) D. Paul Sondel	Social Security #	Date of Birth 8/13/28
Street Address 2135 Victory Garden Lane	Home Telephone Number (area code) 850/222 0480	
City, State, and Zip Code Tallahassee, FL 32301-8507	Work (if possible to call you there)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Apalachee Center for H.S.	15+	Jobs 523-3219, 523 3333
Street Address	**City, State and Zip Code**	**County**
2634-J Capital Circle NE.	Tallahassee, FL 32308	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 3/4/02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. **Personal Harm:** Unemployed, I sought a post with this firm which would provide me sustenance for the remaining years of my working career – as long as I was able to continue to work. Their rejection of my application – unseen and unheard from – was a denial of my rights under the ADEA as I was rejected because of my age. If the fact that I was a male or that I was Caucasian, influenced their decision, neither reason for rejection is valid.

II. **Respondent's Reason for Personal Harm:** I was never spoken to, or interviewed; I was simply excluded from employment. I was never informed of the decision regarding my rejection; I was simply ignored.

ugen).

III. Discrimination Statement:

The key factor in this act of discriminatory hiring is my age. It is clear, from the drivers license number, that I was born in 1928. This fact, plus my lengthy experience, is the reason for my rejection. It may well be that they wanted a female for the job, or that they rejected me because of the fact that I am of Caucasian extraction. These facts may or may not have been influential, but they are invalid as selection devices.

When they advertise, they MUST be looking for the person who best fills the job, not the youngest, male/female, the youngest black male/female, or anything else. The reason for their not hiring me may be described in any number of clever ways, but the fact is that I was the best qualified and most able candidate. They did not interview me. They did not talk to me. They simply rejected my application out of hand.

It is the hiring decision which is of primary importance here; nothing else matters. Who is the best qualified person, without regard to age, race, or sex? At the very least, they could have brought me in for an interview. They did not. That is evidence of employment discrimination. Look at the records to determine the ages of people they are hiring and have hired. The ages of those selected will show that they do not hire people over 40 years of age.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT D. Paul Sondel — DATE Ag. 6, 2002

D. Paul Sondel
2135 Victory Garden Lane
Tallahassee, FL 32301-8507

ATTACHMENT 0390

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-002279

DATE ENTERED: 6/19/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/002279/030022790619O3i05155255.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
03 JUN 19 AM 9:15

Date Stamp (FCHR Use Only)
FLORIDA COMM. ON HUMAN REL.
02 SEP -4 PM 2:42

ADMINISTRATIVE HEARINGS

AMENDED CHARGE OF DISCRIMINATION		FCHR No. 2202254 BEM
Name (Indicate Mr. Ms. or Mrs.) Mr. Keith L. Duncan	**Social Security #**	**Date of Birth** 11/13/58
Street Address 502 SW 7th Avenue		**Home Telephone Number (area code)** (561) 251-8010
City, State, and Zip Code Delray Beach, Florida 33444 03-2279		**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Continental Florida Materials	15+	(954) 523-8442
Street Address 6600 N. Andrews	**City, State and Zip Code** Ft. Lauderdale, Florida 33308	**County** Broward

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 05/25/01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was subjected to a racially hostile work environment and unlawfully terminated because of my race.

II. Respondent's Reason for Personal Harm:
For alleged accidents and tardiness.

III. Discrimination Statement:
I believe I have been discriminated against because of my race (Black), which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I worked as a driver for Respondent. Respondent has no Blacks in management, tolerates racial slurs (against Blacks) in the work place, and generally pays Whites more than similarly situated Black employees.
2. On May 25, 2001, I was terminated by Tom Kopec (White), allegedly for tardiness/absences and accidents. The accidents referred to happened and were resolved (3 day suspension) in the past (i.e. before Mr. Kopec became Manager). The absences were due to missing the prescribed number of days for a death in the family.
3. Similarly situated White co-workers have accidents, miss days for deaths in their families, but are not terminated for these reasons.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Keith L. Duncan **DATE** 8-27-02

ATTACHMENT 0391

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-002288

DATE ENTERED: 6/20/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/002288/030022880620031O5134230.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION	FCHR No. 03 #0130 EEOC No. 15F-2030578 J.M.	
Name (Indicate Mr. Ms. or Mrs.) Ronald Wilson	**Social Security #**	**Date of Birth** 5 25 56
Street Address 4736 Flanders Boulevard	**Home Telephone Number (area code)** 850 574 0462	
City, State, and Zip Code Tallahassee FL 32302 03-2288	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Tallahassee Memorial Healthcare	15+	850 431 5419
Street Address 1300 Miccosukee Road	**City, State and Zip Code** Tallahassee, FL 32308	**County** Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 1/19/01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

On January 19, 2001, I was wrongfully suspended without pay for two days.

II. Respondent's Reason for Personal Harm

I was accused of sleeping on the job and being rude to a customer.

III. Discrimination Statement:

I believe I have been discriminated against because of my race - black which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. A white visitor accused me of sleeping on the job and being rude to her. I was suspended based on her word, despite the fact that at least five other employees and managers verified that I had in fact been working. I was not allowed to find out who made the accusation and the incident was not investigated. I appealed the action, but the suspension was upheld. I was later offered a settlement to resign. I refused. I was then offered compensation for the two days suspension but the incident of alleged rudeness would remain on my record. I again refused.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — DATE

Ronald Wilson — Ro 06-27-01

ATTACHMENT 0392

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-002493

DATE ENTERED: 7/10/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/002493/030024930710003i06085818.pdf

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
03 JUL 10 AM 9:29
DIV. OF ADMIN. HEARINGS

03 JAN -3 PM 3:42

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2202955	BEM
Name (Indicate Mr. or Ms.) Mr. Kirk Cummings	**Social Security #**	**Date of Birth** 02/07/73
Mailing Address P.O. Box 140508 03-2493	**Home Telephone Number (area code)** (352) 373-4191	
City, State, and Zip Code Gainesville, Florida 32614	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
University of Florida	15+	(352) 392-1601
Street Address (Branch/Office in Florida) P.O. Box 118507	**City, State and Zip Code** Gainesville, Florida 32611	**County** Alachua

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 05/04/02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
Respondent failed to hire me because of my race (black).

II. Respondent's Reason for Personal Harm:
I was told that the agency did not have any money to pay me.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. During my employment, I was the only black graduate employee in the Career Development Center.
2. Respondent advertised paid positions and hired paid employees (white) in the Career Development Center during my employment but failed to hire me.
3. Respondent failed to hire me to teach the following semester.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Kirk Cummings **DATE** 1/1/03

ATTACHMENT 0393

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-002655

DATE ENTERED: 7/18/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/002655/03002655071803i05142108.pdf

PAGE(S): 1

FLORI COMMISSION ON HUMAN REL IONS
325 John Knox Road, Suite 240, Building r
Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2100127 J. Moran	
Name (Indicate Mr., Ms., or Mrs.) Jerome Williams	Social Security #	Date of Birth 6/30/59
Street Address 705 Sapodilla Avenue	Home Telephone Number (area code) 651/535-1834 (pager)	
City, State, and Zip Code West Palm Beach FL 33401	Work (if possible to call you there)	

03 OCT 18 AM 9:11 FILED
DIVISION OF ADMINISTRATIVE HEARINGS
03-2655

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name C.A. Meur Corp.	No. of Employees 15+	Telephone No. ( ) 659-1440
Street Address 207 Royal Poinciana Way	City, State, and Zip Code West Palm Beach FL	County Palm Beach

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 10/10/99

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On October 10, 1999 I was terminated from my position with Respondent.

II. Respondent's Reasons for Personal Harm:

I was told that I could not do my job.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I worked for Respondent for 7 years. Towards the end of my employment my supervisors began acting differently - assigning me duties outside of my normal responsibilities. Shortly thereafter I was terminated. I later found out that I was replaced with younger, white employees for less pay.

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
00 OCT 24 PM 1:57

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Jerome Williams DATE 10-19-00

ATTACHMENT 0394

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-002670

DATE ENTERED: 7/22/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/002670/03002670072203i05140922.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FILED RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS
03 JUL 22 AM 9:28
02 DEC 30 PM 3:42

EMPLOYMENT CHARGE OF DISCRIMINATION — FCHR No. 2300701 — JAM

Name (Indicate Mr. or Ms.)	**Social Security #**	**Date of Birth**
MR. Thaddeous J. Price 03-2670	[redacted]	8-12-60
Mailing Address 708 Prince Hall	**Home Telephone Number (area code)** (502) 319-2042	
City, State, and Zip Code Frankfort, [redacted] 40601 KY 5512	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Alachua County School	15+	(352) 955-7300
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
620 East University Ave.	Gainesville, FL 32601	Alachua

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 8-13-02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
On August 13, 2002, I was denied a position because of my race (black) sex (male) and age.

II. Respondent's Reason for Personal Harm:
I was told that they could not certify me.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. On August 13, 2002, I applied for a teaching position with Respondent.
2. I believe I was not hired because I am a black male over 40. I was told that they could not certify me when I knew I had all of the requirements needed for the position.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — **DATE**

Thaddeous J Price — 23 Dec 02

ATTACHMENT 0395

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-002671

DATE ENTERED: 7/22/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/002671/03002671072203i05140955.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FILED
FLORIDA COMMISSION ON HUMAN RELATIONS
03 JUL 22 AM 8:32
03 MAR 17 AM 8:32

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 0301407 BEM ADMINISTRATIVE HEARINGS	
Name (Indicate Mr. or Ms.) Mr. Daron B. Horne 03-2671	**Social Security No.**	**Date of Birth** 10/20/65
Mailing Address 210 North Garfield Drive	**Home Telephone Number (area code)** (850) 458-6721 / (850) 449-8696 (cell)	
City, State, and Zip Code Pensacola, Florida 32505	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
W.G. Yates Construction	15+	(850) 916-9277
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2300 Via De Luna	Pensacola, Florida 32561	Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 01/28/03

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
During my employment, I was harassed and subjected to different terms and conditions because of my race (black). I was constructively discharged on January 28, 2003.

II. Respondent's Reason for Personal Harm:
I was not given a reason for the action taken.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with Respondent since October 2001.
2. During my employment, I was constantly harassed regarding my job performance and I was denied items essential for the successful completion of my job. I was also given assignments that were not connected to my job. Other employees were allowed to park close to the job site while I had to park in a different parking lot. I was denied raises and subjected to inappropriate racial remarks. I continually expressed my concerns about my differential treatment; however, no action was ever taken my management.
3. Ultimately, I was constructively discharged on January 28, 2003.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Daron B. Horne **DATE** 3/12/03

ATTACHMENT 0396

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-002689

DATE ENTERED: 7/23/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/002689/03002689072303i05093012.pdf

PAGE(S): 1

FLO DA COMMISSION ON HUMAN RE ATIONS
325 John Knox Road, Suite 240, Buil g F
Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2100899 J. Moran
Name (Indicate Mr., Ms., or Mrs.) Robert Willis, Jr. 01 MAR -1	Social Security # Date of Birth 2/1/50
Street Address 345 West 14th Street 03-2089	Home Telephone Number (area code) 407/886-6096
City, State, and Zip Code Apopka FL 32703	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No.
City of Apopka	15+	407/703-1731
Street Address	**City, State, and Zip Code**	**County**
581 North Park Avenue	Apopka FL 32703	Orange

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 12/22/00

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

On December , 2000 I was terminated from my position with Respondent.

II. Respondent's Reasons for Personal Harm:

I was accused of failing to respond to a dispatched call from the Public Services Office.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race - Black which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. Although I was accused of not responding to a dispatched call on November 8, 2000, I did respond later. There was a breakdown in communication and I attempted to explain this via letter. However, I was suspended with pay on November 27, 2000, then ultimately terminated in December. A white employee, Tony Shapeck, has missed calls on several occasions and he has not been terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — DATE

Robert L. Willis Jr. — 2-27-00

ATTACHMENT 0397

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-002848

DATE ENTERED: 8/4/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/002848/03002848080403i03135906.pdf

PAGE(S): 1

03-2848

CHARGE O DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form

AGENCY: ☐ FEPA ☐ EEOC

CHARGE NUMBER

FLORIDA COMMISSION ON HUMAN RELATIONS and EEOC

State or local Agency, if any

02 AUG -4 PM 2:42

S.S. No. [redacted]

NAME *(Indicate Mr., Ms., Mrs.)*	HOME TELEPHONE *(Include Area Code)*
Charmaine Lewinson-Evans	407-295-2650

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
9165 Pristine Circle, Orlando, Florida 32818		01-04-61

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE *(Include Area Code)*
Gambro Healthcare, Inc.	15+	800-381-7063

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
10810 W. Collins Avenue, Lakewood, CO 80215		

NAME	TELEPHONE NUMBER *(Include Area Code)*

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ AGE ☐ RETALIATION ☐ NATIONAL ORIGIN ☐ DISABILITY ☐ OTHER *(Specify)*

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) -- *LATEST (ALL)*
05-08-02 -- 06-26-02

☐ CONTINUING ACTION

RECEIVED
02 JUL 26 PM 3:40
FLORIDA COMMISSION ON HUMAN RELATIONS

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

1. I am a 41--year-old black woman. I am a registered Nurse.
2. I was hired as a Center Director by Gambro Health Care, Inc. ("Company") on or about November 12, 2001. While a Center Director, I supervised a nursing staff and patient care tech staff which numbered approximately 15 people.
3. At all times relevant to this charge of discrimination, Scott Yerger, (hereinafter "Yerger") the Company's Regional Director, was my immediate supervisor.
4. Yerger and other Company representatives treated me differently than similarly-situated, non-Black Center Directors. For example:
   i. Yerger would hire personnel for my clinic without consulting me; on information and belief, he would consult with the non-Black Center Directors prior to hiring key employees. In fact, Yerger permits the non-Black Center Directors to hire all their own employees.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their proceedures.

I declare under penalty of perjury that the foregoing is true and correct.

Charmaine Lewinson-Evans

Date 7/8/02 Charging Party *(Signature)*

NOTARY - (When necessary for State and Local Requirements)

Kara C. McIntosh

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Charmaine Lewinson-Evans

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year) 7-08-02

Kara McIntosh
My Commission CC882476
Expires October 24, 2003

EEOC FORM 5 (Test 10/94)

ATTACHMENT 0398

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-003130

DATE ENTERED: 8/29/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/003130/030031300829O3i05103238.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

Ch. 3130

CHARGE OF DISCRIMINATION	FCHR No.
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 02 JUL 19 AM 9:50	
Name (Indicate Mr., Ms., or Mrs.) Mr. Martie C. Parson	**Telephone No. (area code)** 407/298-1244
Street Address 3400 Alissa Court	**Home**
City, State, and Zip Code Orlando, FL 32809	**Work (if possible to call you there)**

FILED 03 AUG 2 DIVISION OF ADMINISTRATIVE HEARINGS AM 9:0

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Darden Restaurants	15-100	407/245-4000

Street Address	City, State and Zip Code	County
5900 Lake Ellenor Drive	Orlando, FL 32859	Orange

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box[es])
[XX] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] HANDICAP
[ ] NATIONAL ORIGIN [X] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month,day,year) 06-25-2001

THE PARTICULARS ARE (If additional space is needed, attach extra sheet[s]):

I. PERSONAL HARM

On or about June 25, 2001 I was retaliated against by being fired. I had worked for this company since April 1989. At the time of my termination, I was employed as a Distribution Associated.

II. RESPONDENT'S REASON FOR PERSONAL HARM

Mr. Jim Lawrence, Vice President, stated that I was being fired for lack of production.

III. DISCRIMINATION STATEMENT

I believe that I have been discriminated against in violation of the 1992 Florida Civil Rights Act because of my Race/Black, Retaliation 760.10(7) and my Age/43 by Discharge for the following reasons:

1) On or about June 25, 2001 I was retaliated against by being fired. Prior to my termination, I had previously filed an EEOC complaint of discrimination (EEOC #15D950243) against the company for discrimination based upon my Race/Black and was issued a Right-To-Sue from EEOC.

2) Mr. Craig Davidson(White), Department Manager, stated in a departmental meeting (witnesses will be provided) that the company did not know how to deal with aging and injured employees but he (Craig Davidson) did. I subsequently terminated along with other older and injured employees.

3) I was replaced in my position by a much younger person. (Continued on Reverse)

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE

X Martie Parson — X 5-10-02

NOTARY– (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME

Betty J. Jones-Shaw

Betty J. Jones-Shaw
Commission # CC 83796
Expires Sep. 13, 2003
Bonded Thru
Atlantic Bonding Co., Inc.

10 11 2002

ATTACHMENT 0399

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-003131

DATE ENTERED: 8/29/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/003131/030031310829O3i05103319.pdf

PAGE(S): 1

CB 3131

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
03 AUG 29 AM 9:12
DIVISION OF ADMINISTRATIVE HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS
02 OCT 25 PM 3:48

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 2203583 JAM

Name (Indicate Mr. or Ms.)	Social Security #	Date of Birth
Ms. Vanessa D. Anthony	[redacted]	9-17-66
Mailing Address	**Home Telephone Number (area code)**	
3731 W. Wilshire Dr.	(602) 795-3022	
City, State, and Zip Code	**Work (if possible to call you there)**	
Phoenix, AZ 85009		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
J-Curt Inc.,/McDonald's	15+	(352) 331-9803
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
6003 W. Newberry Rd.	Gainesville, FL 32607	Alachua

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-3-02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

During my employment, I was denied a promotion, involuntarily transferred, demoted and subjected to different terms and conditions than other employees (white). On September 3, 2002, I was terminated because of my race (black).

II. Respondent's Reason for Personal Harm:

I was told that I was terminated because of my attitude.

III. Discrimination Statement:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with Respondent for almost 2 years.
2. During my employment, I was acknowledge for doing an outstanding job and was recommended for the position of Second Assistant. This position would have been a promotion for me. I was never promoted to the position. Dena (white) was promoted to the position of Second Assistant. She did not have the qualifications for the job, however, I was required to train her.
3. On August 29, 2002, I had a cash deposit that was missing from the safe. My signature along with Dena's signature was on the deposit. On August 30, 2002, I was demoted and involuntarily transferred to another store. Dena was never reprimanded.
4. Ultimately, I was terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Vanessa D. Anthony 10-20-02

ATTACHMENT 0400

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-003590

DATE ENTERED: 10/2/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/003590/03003590100203i05093654.pdf

PAGE(S): 1

03-3590

ate Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

03 FEB 28 PM 4:34

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

RECEIVED
01 OCT -2 AM 9:06
DIVISION OF ADMINISTRATIVE HEARINGS

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 2301354 **BEM**

Name (Indicate Mr. or Ms.)	**Social Security #**	**Date of Birth**
Ms. Lakita Givens	[redacted]	04/06/79
Mailing Address P.O. Box 293	**Home Telephone Number (area code)** (904) 275-2007 / (904) 234-0021 (cell)	
City, State, and Zip Code Sanderson, Florida 32087	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
US Mortgage, Inc.	15+	(904) 259-2903
Street Address (Branch/Office in Florida) 28 West Macclenny Avenue, Suite 14	**City, State and Zip Code** Macclenny, Florida 32063	**County** Baker

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 02/03/03

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
During my employment, I was denied a promotion because of my race (black). I was retaliated against (terminated) on February 3, 2003.

II. Respondent's Reason for Personal Harm:
I was not given a reason for the action taken.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with Respondent since January 2001 as a Mitigation Specialist.
2. During the beginning of January 2003, I told Owner Anthony Cantanzariti that I was interested in becoming a supervisor. Mr. Catanzariti stated I would make a good supervisor and he would discuss it with his wife Rachel. However, this position was subsequently given to an employee (white) who was less qualified.
3. Approximately two weeks later, one of my co-workers advised me that when the subject of me becoming a supervisor was discussed, Owner Rachel Cantanzariti (Italian) stated, "I would never have a nasty nigger working for the company". She apparently made this statement to Supervisor Amy Williamson (white) who in turn repeated it to two employees.
4. I informed Owner Anthony Cantanzariti (Italian) and he stated he did not believe Ms. Cantanzariti would make that statement but he would schedule a meeting so we could discuss the matter. However, weeks passed and the meeting was never scheduled.
5. On February 3, 2003, I finally discussed the issue with Ms. Cantanzariti and I explained that I was offended by the comment. She never confirmed or denied the accusation. Instead, she became irate and began to belittle me in front of other employees in the office and terminated my employment.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Lakeyta Givens **DATE** 2/24/03

ATTACHMENT 0401

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-004669

DATE ENTERED: 12/11/2003

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2003/004669/030046691211O3I04165240.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

03-4669

CHARGE OF DISCRIMINATION

FCHR No.

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
William H. Epperson	[redacted]	10/09/42

03 JUN 27 PM 3:51

Street Address	Home Telephone Number (area code)
1184 Midway Road	(229) 378-3640
City, State, and Zip Code	**Work (if possible to call you there)**
Cairo, Georgia 31728	(800) 255-1282

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Champion Chevrolet	15+	(850) 576-4000

Street Address	City, State, and Zip Code	County
3127 West Tennessee Street	Tallahassee, Florida 32304	Leon

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [X] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) March 14 2003

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I am a 60-year-old white male. I worked for Champion Chevrolet for over 2 years until March, 2003. I was the Used Car Sales Manager for AutoSmart. In early February, Jerry Waters, General Sales Manager, shared with me that Tim Revels, co-owner of Champion Chevrolet, had stated he wasn't happy with the job the managers were doing and that he was thinking about replacing the older managers with younger managers. Not long after that Jim Orr, a 60-year-old Finance Manager, was demoted to salesman and replaced with a 32 year old. Approximately one month later, I was called to the office of Tim Revels and told that I did a great job at AutoSmart, especially with what I had to work with. He also told me that I had done a better job there than any other manager had done. But, he told me, he had decided to go in a different direction. He said he was going to make some other changes also and for me to take a couple of weeks off and come back. I worked through the Fair Grounds sale the end of the month then took two weeks off. When I returned, no other changes had been made and I was returned to the floor as a salesman. I worked at Champion as a salesmen for several weeks waiting for Tim to "make some other changes," but nothing happened. I attempted to obtain a job as a manager at other dealerships, but the rumor had been circulated that I had been fired and I was unsuccessful. I took a job as a salesman at a dealership in Thomasville, Georgia. My salary dropped from $5,000 per month plus manager commissions (over $90,000 in 2002), to straight sales commissions.

At no time was I told that my performance was unsatisfactory. I worked with an advertising budget of $4,000 per month (the dealership had a budget of $50,000 per month) and an inventory of approximately 30 low-end used cars. Even though I requested more advertising and a larger, better inventory repeatedly, I never received either. However, I consistently sold 30+ cars per month, with a high of 52 cars and a low of 28 cars. The man hired to replace me was 45 years old, was given an advertising budget of $15,000 per month and an inventory of 60+ mid-to-high-end used cars. I have since been told that his monthly sales have been 38, 35 and 27.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

William H. Epperson 6-27-03

NOTARY- **(Required for Filing)**

SUBSCRIBED AND SWORN TO BEFORE ME this 27th day of June, 2003, by William H. Epperson, who presented a Georgia Driver License as identification.

Jan M. Lewis

Jan M. Lewis
MY COMMISSION # CC857717 EXPIRES
August 4, 2003
BONDED THRU TROY FAIN INSURANCE, INC.

ATTACHMENT 0402

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-004711

DATE ENTERED: 12/15/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/004711/030047111215031O5111729.pdf

PAGE(S): 1

03-4711

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2102169 J.M.	
Name (Indicate Mr. Ms. or Mrs.) Henry Roberts	**Social Security #** [redacted]	**Date of Birth** 12 23 48
Street Address 1363 Buckingham Road	**Home Telephone Number (area code)** 407 645 5023	
City, State, and Zip Code Winter Park FL 32789	**Work (if possible to call you there)**	

FILED
03 DEC 15 AM 9:34
DIVISION OF ADMINISTRATIVE HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Argenbright Security Inc.	15+	407 583 3306
Street Address	**City, State and Zip Code**	**County**
5782 South Semoran Boulevard	Orlando FL 32822	Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 7 31 00

RECEIVED
2001 JUN 11 PM 3:45
FLORIDA COMMISSION ON HUMAN RELATIONS

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

On July 31, 2000 I was terminated from my position as a District Manager.

II. Respondent's Reason for Personal Harm

Among the reasons given for my termination were poor client relations, arrogance, failure to hold regular staff meetings, and being disliked by my staff.

III. Discrimination Statement:

I believe I have been discriminated against because of my race – black and age – 52, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I was the only black District Manager. I was achieving my budgeted financial goals and objectives. In fact, I was one of the few District Managers who would have been eligible for a year end bonus as a result of my performance for the year 2000. Non-black District Managers were not meeting their goals or performing as well as I was, but they were not terminated.
2. I was never counseled regarding any problems or concerns. In fact, my last job performance was commendable and I received a pay increase. The comments made by my superior do not match the reasons given for my termination.
3. About a month before my discharge, Toan Nguyen, Regional Comptroller, advertised, interviewed and selected a Finance Manager. I had received several resumes of experienced candidates in the field. After inquiring about the candidate Toan selected, he told me younger people tend to work harder and are easier to train.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Henry Roberts

DATE: 6-8-2001

ATTACHMENT 0403

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-004712

DATE ENTERED: 4/9/2004

RACE: black

LINK: doah.state.fl.us/ROS/2003/03004712.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

BRUCE CARTER, Petitioner, vs. HERNDON OIL - HOLLYWOOD SHELL STATION, Respondent.	)	Case No. 03-4712

RECOMMENDED ORDER

A hearing was held pursuant to notice in the above-styled cause on February 26, 2004, by Stephen F. Dean, assigned Administrative Law Judge of the Division of Administrative Hearings, in Pensacola, Florida.

APPEARANCES

For Petitioner: Bruce E. Carter, pro se
1705 Monroe Drive, Apartment E-5
Atlanta, Georgia 30324

For Respondent: Deborah E. Frimmel, Esquire
Jackson Lewis, LLP
390 North Orange Avenue, Suite 1285
Post Office Box 3389
Orlando, Florida 32802-3389

STATEMENT OF THE ISSUE

Whether the Respondent discriminated against the Petitioner on the basis of his race, contrary to Chapter 760, Florida Statutes (2003).

ATTACHMENT 0404

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 03-004846

DATE ENTERED: 12/24/2003

RACE: black

LINK: doah.state.fl.us/DocDoc/2003/004846/030048461224O3I04152208.pdf

PAGE(S): 2

7. **The following is a brief and concise statement of the facts regarding the alleged violation:**

I am a black Puerto Rican female with a physical disability that limits one or more of my major life activities, and therefore I belong to a class of persons whom the Fair Housing Act, as amended, protects from unlawful discrimination based on my race, national origin, sex and disability. After the owner of the property located at 216 London Drive, Kissimmee, Florida, agreed to sell me their mobile home, I submitted an application for the lot rental on February 20, 2002, with the respondents Sherwood Forrest Mobile Home Park; Jeff Leeds, Property Manager; and Andy Windfelder, Assistant Manager. I satisfied the respondent's terms and conditions for lot rental at 216 London Drive, Kissimmee, Florida. I was qualified, ready, willing, and able to rent the lot consistent with the terms and conditions of the respondent(s). The respondent(s), with reasonably certain knowledge of my race, black; national origin, Puerto Rican; sex, female; and disability, refused to approve my application for the lot rental. After the respondent(s) refused to approve my lot rental application the respondent(s) caused me to loose the opportunity to purchase the mobile home located at 216 London Drive, Kissimmee, Florida, and I believe the property remained for sale or sold, and the respondent(s) approved an application for the lot rental from a less qualified person from a comparable class of persons. (SEE ATTACHED)

8. **The most recent date on which the alleged discrimination occurred:**

March 19, 2002.

9. **Types of Federal Funds identified:**

None.

10. **The acts alleged in this complaint, if proven, may constitute a violation of the following:**

Section 804a or f of Title VIII of the Civil Rights Act of 1968 as amended by the Fair Housing Act of 1988.

Please sign and date this form:

I declare under penalty of perjury that I have read this complaint (including any attachments) and that it is true and correct.

For c/o Anthony & Bridgette LaRosa _____ (Date)

N O T E : HUD WILL FURNISH A COPY OF THIS COMPLAINT TO THE PERSON OR ORGANIZATION AGAINST WHOM IT IS FILED.

ATTACHMENT 0405

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-000192

DATE ENTERED: 1/15/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/000192/040001920115O4i03091307.pdf

PAGE(S): 1

04-0192

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
03 JAN 14 PM 3:43

Name (Indicate Mr. or Ms.)	Social Security #	Date of Birth
Mr. Robert L. Young Jr.	[redacted]	2-4-57
Mailing Address	**Home Telephone Number (area code)**	
409 Elaine Ave.	(850) 302-0197	
City, State, and Zip Code	**Work (if possible to call you there)**	
Fort Walton Beach, FL 32548		

Name	Number of Employees	Telephone Number
Brunos/Food World	15+	(850) 678-7075
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1106 E. John C. Simms Parkway	Niceville, FL 32578	Okaloosa

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 7-22-02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
During my employment, I was subjected to different terms and conditions than other employees (white) and involuntarily transfered. On July 22, 2002, I was terminated because of race (black).

FILED
JAN 15 AM 9
DIVISION OF
ADMINISTRATIVE
HEARINGS

II. Respondent's Reason for Personal Harm:
I was told that I was terminated because of complaints filed against me.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with Respondent since January of 2001. During my employment, I was the only black Assistant Manager.
2. During my employment, I was also subjected to different terms and conditions by being involuntarily transferred to several stores. The white managers were never transferred.
3. On or about June 24, 2002, I found out that several employees (white) called the "Bearline" and filed a complaint against me.
4. On July 22, 2002, I was terminated because of the employees complaints. There was another employee (white) who also had complaints filed against him by employees and he was not terminated or disciplined.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT DATE

Robert L. Young Jr. 1/14/2003

ATTACHMENT 0406

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-000328

DATE ENTERED: 1/28/2004

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2004/000328/040003280128041i05085455.pdf

PAGE(S): 1

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03 JUN 18 PM 5:17

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

04 JUN 28 PM 3:44

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2302896 JAM	
Name (Indicate Mr. or Ms.) Mr. Greg Chapman	**Social Security #** [redacted]	**Date of Birth** 4-23-59
Mailing Address 2727 Frontage Rd.	**Home Telephone Number (area code)** (214) 418-0384	
City, State, and Zip Code Davenport, FL 33837	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
MV Transportation	15+	(407) 851-8201
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
9313 Bachman Rd.	Orlando, FL 32824	Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 4-15-03

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
During my employment, I was harassed, intimidated and subjected to a hostile working environment. On April 15, 2003 I was terminated because of my race (white).

II. Respondent's Reason for Personal Harm:
I was not given a reason for the action taken.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. During my employment, I was constantly harassed. There were several racially derogatory comments made such as "there are too many white crackers working here" by other employees. Those comments were most recently said on or about the beginning of April of 2003.
2. Those comments that were made created a hostile working environment.
3. Ultimately, I was taken off of the schedule and terminated for no reason.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Greg Chapman **DATE** 6-13-03

ATTACHMENT 0407

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-000392

DATE ENTERED: 2/2/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/000392/040003920202O4i05094513.pdf

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DIVISION OF ADMINISTRATIVE HEARINGS

03 JUN 11 PM 3:06

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	BEM
Name (Indicate Mr. or Ms.) Ms. Stephanie K.T. Francis	**Social Security #** [redacted]	**Date of Birth** 09/16/71
Mailing Address 1871 Ogora Circle, Apartment #3	**Home Telephone Number (area code)** (321) 733-5719	
City, State, and Zip Code Palm Bay, Florida 32309	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Health First Holmes Regional Medical Center	15+	(321) 434-7000
Street Address (Branch/Office in Florida) 1350 South Hickory Street	**City, State and Zip Code** Melbourne, Florida 32901	**County** Brevard

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 05/30/03

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

During my employment, I was harassed because of my race (black). In addition, I was denied reasonable accommodations because of my pregnancy. I was terminated on May 30, 2003.

II. Respondent's Reason for Personal Harm:

I was not given a reason for the action taken.

III. Discrimination Statement:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with Respondent for approximately 8 months.
2. During my employment, Supervisor Pegeen Bibby constantly harassed me. Specifically, she constantly reprimanded me unjustly and my co-workers constantly told me I needed to resign. When my doctor faxed a note to her requesting I be placed on light duty status, I was taken off of the schedule for a week and was not paid. I was only added back to the schedule after my doctor lifted my light duty status. Although, I was a full time employee I had only worked 3 days in May.
3. On May 30, 2003, Supervisor Pegeen Bibby notified me I had been terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Stephanie Francis DATE: 6/7/03

ATTACHMENT 0408

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-000511

DATE ENTERED: 2/12/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/000511/040005110212O4i04141106.pdf

PAGE(S): 1

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03 JUN 27 PM 1:46

FLORIDA COMMISSION ON HUMAN RELATIONS
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Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. JAM

Name (Indicate Mr. or Ms.) Ms. Emma J. Brown	**Social Security #** [redacted] **Date of Birth** 4-30-52
Mailing Address 38723 Barbara Lane	**Home Telephone Number (area code)** (352) 583-0074
City, State, and Zip Code Dade City, FL 33523	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Sunbelt Health Care	**Number of Employees** 15+	**Telephone Number** (813) 788-4300
Street Address (Branch/Office in Florida) 7350 Dairy Rd	**City, State and Zip Code** Zephyrhills, FL 33540-1354	**County** Pasco

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 7-5-02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

On July 5, 2002, I was subjected to different terms and conditions and terminated because of my race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Emma J. Brown 6/27/03

ATTACHMENT 0409

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-000556

DATE ENTERED: 2/17/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/000556/040005560217O4i04163559.pdf

PAGE(S): 1

04-0536

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

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AGENCY	CHARGE NUMBER
☐ FEPA ☒ EEOC	150A202918

Florida Comm. on Human Relations and EEOC
State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Mr. Bobby C. Jones	[redacted]
STREET ADDRESS [redacted]	**DATE OF BIRTH** 09/27/1961

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
Metro Dade Police Benevolent Assoc.	Cat B (101-200)	(305) 593-0044
STREET ADDRESS CITY, STATE AND ZIP CODE		**COUNTY**
10680 N.W. 25th Street, Ste.200, Miami, FL 33172		086
NAME		**TELEPHONE NUMBER** *(Include Area Code)*
STREET ADDRESS CITY, STATE AND ZIP CODE		**COUNTY**

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER *(Specify)*

DATE DISCRIMINATION TOOK PLACE

EARLIEST	*LATEST*
06/24/2002	06/24/2002

☒ CONTINUING ACTION

THE PARTICULARS ARE *(If additional space is needed, attach extra sheet(s)):*

I. I am being retaliated against because I filed a previous charge with the EEOC against the Police Benevolent Assoc. I filed a previous charge in May 1998, EEOC Charge No. 150-98-2512. The union has failed to fairly represent me or even consider representing me. On June 24, 2002 I received a letter from Ms. Greenwood, Associate General Counsel, referring me to outside counsel with a required signed agreement to absolve the union of all liability. I have gone to the union on several occasions in 2001 and have been denied representation.

II. The union has advised me that they are not representing me because there is a conflict of interest in accordance with their regulations.

III. I believe I have been retaliated and discriminated against because of my race, Black and because I filed a previous charge of discrimination, in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Date 6/27/02 Bobby C Jones
Charging Party *(Signature)*

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Month, day and year)

EEOC FORM 5 (Rev. 07/99)

FILE COPY

ATTACHMENT 0410

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-000711

DATE ENTERED: 3/4/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/000711/040007110304041041313302.pdf

PAGE(S): 1

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03 MAR 27 AM 11:05

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION FCHR No. 2-2004618 EEOC

Name (Indicate Mr. or Ms.) Ms. Loreal A. Bailey	**Social Security #** / **Date of Birth** 09 22 1982
Mailing Address 621 Smith Road	**Home Telephone Number (area code)** 850 997 2494
City, State, and Zip Code Monticello, Fl 32344	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Wendy's Exxon/Wendy's	**Number of Employees** 15+	**Telephone Number** 850 997 9628
Street Address (Branch/Office in Florida) 24 Patford Road	**City, State and Zip Code** Lamont, Fl 32336	**County** Jefferson

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 01-13-2003

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was suspended terminated from my position as Cashier because of my race (black).

II. Respondent's Reason for Personal Harm
I was suspended and terminated because of money that was missing from the safe.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. Mrs. Cheryl Connell (white) also experienced money missing from the safe. Ms. Connell was not treated in the same manner in which I was treated. She was neither suspended nor terminated.
2. I was terminated on January 13, 2003.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Loreal A. Bailey 3 March 27, 2003

ATTACHMENT 0411

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-000757

DATE ENTERED: 3/9/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/000757/040007570309041051407 45.pdf

PAGE(S): 1

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Tallahassee, Florida 32301

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04 MAR -9 PM 2:06

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	JAM
Name (Indicate Mr. or Ms.) Ms. Nicole M. Brandon	**Social Security #**	**Date of Birth** 5-9-76
Mailing Address 314 E. Blount St.	**Home Telephone Number (area code)** (850) 474-6938	
City, State, and Zip Code Pensacola, FL 32503	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Baptist Hospital	**Number of Employees** 15+	**Telephone Number** (850) 434-4011
Street Address (Branch/Office in Florida) 1000 W. Moreno	**City, State and Zip Code** Pensacola, FL 32501	**County** Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 4-13-03

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
During my employment, I was wriisubjected to different terms and conditions than other employees (white). On April 13, 2003, I was terminated because of my race (black).

II. Respondent's Reason for Personal Harm:
I was told that I was terminated for falsification of time sheet, not clocking out and for cursing out a security guard.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with Respondent for 5 years as an Office Coordinator in the Radiology Department. During my employment, I never received a negative evaluation.
2. In September of 2002, a doctor gave me a donation because I was running for a seat on the school board. After I received the donation, I was written up for solicitation. On October 10 2002, Jenny Lowe (white), Supervisor passed out flyers about a jewelry sale and she was never written up.
3. During the same time, I have been also subjected to different terms and conditions. I was told to cover up a tattoo that was on my neck but a white employee came in with an earring in her lip and nothing was said to her.
4. Ultimately, I was terminated for no reason.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

4/25/03

ATTACHMENT 0412

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-000816

DATE ENTERED: 3/12/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/000816/040008160312041O2141752.pdf

PAGE(S): 2

4. The majority of the residents at One Watergate are white.

5. Derrick Bhayat is a native of South Africa and of Black South African and Malaysian ancestry. He has a dark brown complexion.

6. On July 25, 2002, Mr. Bhayat timely filed a complaint of housing discrimination with the Commission alleging that Respondent, One Watergate Association, Inc. discriminated against him on the basis of color and national origin.

7. In May 2002, Mr. Bhayat and his wife entered into a contract to purchase a condominium at One Watergate owned by Paul and Jane Hess.

8. On May 31, 2002, Mr. Bhayat hand-delivered to Respondent's property manager a copy of the contract, application for occupancy/approval and a tri-merge credit report, which combined information from the 3 credit bureaus (Equifax, Experian and Trans Union). The credit report included information on both Mr. Bhayat and his wife. The application did not include Mr. Bhayat and his wife's social security numbers because of concerns resulting from Mrs. Bhayat being a victim of identity threat.

9. Respondent notified the Bhayat's attorney that it could not accept or approve the sale because the application was incomplete.

10. Mr. Bhayat's attorney contacted the attorney for Respondent. On or about June 10, 2002, Respondent's attorney during a telephone conversation with Mr. Bhayat's counsel indicated that the Respondent would accept and approve the Bhayat's application provided they also disclosed their driver licenses numbers so that a search of police records could be conducted.

11. On or about June 10, 2002, Mr. Bhayat hand-delivered the application including his and his wife's driver's license numbers and the tri-merge credit report to Mr. Farr.

ATTACHMENT 0413

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001018

DATE ENTERED: 3/19/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001018/040010180319O4i05113846.pdf

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325 John Knox Road, Suite F-240
Tallahassee, FL 32303-4149

CHARGE OF DISCRIMINATION

Complaint #

Name (Indicate Mr., Ms., or Mrs. etc.)

Mr. Wayne Bowers **Social Security#**

Telephone # Home: **(352) 264-9695**
Other: **(352)**

Street Address:
3711 NE 14th Drive

City, State, and Zip Code
Gainesville, Florida 32601

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Big Red Waste — Name
More than 15 — No. of employees

PO Box 549 — Street Address
Alachua, — City
Florida — State
32615 — Zip Code

(904) 462-6345 — Telephone Number
Alachua — County

Cause of Discrimination Based on:

X Race **(black)** Color _National Origin
Religion_ Age _ Marital Status
_ Sex _ Disability X Retaliation

Date Most Recent or Continuing Discrimination Took Place:

July 30, 2001

Personal Harm: **Termination, loss of pay.**

Reason for Adverse Action: **The company provided a half-dozen general reasons, including disrespect, disregard for Company policies, agitation of co-workers, etc., after I told Employer that I was going to complain about use of racist and obscene comments and favoritism toward the few whites who work for the Employer.**

Discriminatory Statement(s): **I feel that I have been discriminated against because of my race (black). A racially hostile atmosphere was created. Blacks were regarded and treated as "horses" by the white supervisor. The supervisor continuously used racist language and decided whether we could work or not on particular days, if we did not act "uppity." I and have been retaliated against because I told Lisa, Office Manager that I was coming to Alachua County EO Division to get help to stop the discriminatory remarks. Rick, a white employee, was excused when he was late. I and other blacks were not. Frank, a white employee, was involved in a fight with me off duty. I was fired. He was not. Frank was allowed to work his regular shift, but allowed time if he requested it for a specific reason. I and other blacks were forced to take the entire day off if we needed to schedule a brief appointment. Rick was allowed opportunity to leave early when he had a specific reason to do so. Blacks including me were not allowed to do so. An employee handbook allowed a schedule of benefits including medical insurance after probationary period of time. Ever since I was hired, I and other blacks were denied those benefits.**

Relief Requested: **Back pay for lost wages since date of termination, and loss of pay for wages withheld wrongfully during the time I was employed; personnel records cleared of non-rehire status and any other negative information, including protection from negative references.**

1 of 2 TW

ATTACHMENT 0414

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001197

DATE ENTERED: 4/9/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001197/040011970409041O5131037.pdf

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION | **FCHR No.** | **JAM**

Name (Indicate Mr. or Ms.)	**Social Security #**	**Date of Birth**
Ms. Brenda Warren		11-27-62
Mailing Address	**Home Telephone Number (area code)**	
6406 NE 27th Ave	(352) 271-6815	
City, State, and Zip Code	**Work (if possible to call you there)**	
Gainesville, FL 32609	(352) 334-0894	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Florida Department of Revenue	15+	(352) 955-7165
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5719 N.W. 13th Street	Gainesville, FL 32653	Alachua

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-11-02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was discriminatorily subjected to a hostile work environment, subjected to different terms and conditions and harassment based on my Race (black). I was also retaliated against for my involvement with another Charge of Discrimination.

II. Respondent's Reason for Personal Harm
I was given a reason for the action taken.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. Service Center Manager, Barbara Jordan (white), racially divided the employees in our office. Respondent was aware of her racial attitudes because she had caused the same problems when she worked in Palatka, FL and Lake City, FL.
2. Respondent's OIG investigators are biased against black employees. When investigators David Ostrander (white) and Mark Kellerhals (white) interviewed me for an investigation, I informed them of other employees who could witness that the allegations were untrue; they chose not to interview these witnesses. They were seen laughing and socializing with the white employees who filed the report but treated the black employees who they interviewed differently. When I filed a grievance in objection to the facts stated in the report, I was told that my grievance was filed untimely although I was not aware of the contents of this report until much later than the deadline for filing.
3. When I called the OIG office to ask for their fax number so that I could fax a report for filing, Bonnie Lazor (white) intimidated me and tried to discourage me from filing a report on Sonnia Thomas (white). She then called Ms. Thomas and informed her that I was filing a report before I even faxed the report to the OIG office.
4. My work has been subjected to closer scrutiny than other white employees and harassment since I participated in the investigation of Brenda Gandy.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Brenda Warren **DATE** 10/29/02

ATTACHMENT 0415

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001280

DATE ENTERED: 4/13/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001280/040012800413041305080914.pdf

PAGE(S): 1

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Date Stamp (FCHR Use Only)

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02 JUN -4 PM 3:35

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

AMENDED CHARGE OF DISCRIMINATION	FCHR No. 2202245 HG
Name (Indicate Mr. Ms. or Mrs.) Mr. Tyrone S. White	**Social Security #** [redacted] **Date of Birth** 05-30-1972
Street Address 3119 Whitesville Road	**Home Telephone Number (area code)** 850-352-9913
City, State, and Zip Code Marianna, FL 32446	**Work (if possible to call you there)** 850-272-0041

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Road Mart, Inc.	15+	850-526-1950
Street Address 4716 Highway 90 East	**City, State and Zip Code** Marianna, Fl 32446	**County** Jackson

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 10-01-01

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was terminated from my position as Service Manager.

II. Respondent's Reason for Personal Harm
Respondent stated I was terminated for not complying with company policy.

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DIVISION OF ADMINISTRATIVE HEARINGS

III. Discrimination Statement:
I believe I have been discriminated against because of my race (black), which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:

1. I was terminated for doing what I and others had been authorized and allowed to do in the past, which was opening the store on Sunday and selling products to customers.
2. Chris Lamoureaux & Bruce Neel (both white males), have opened to store and sold items on Sunday and were not fired.
3. Before I was terminated, my position was advertised. A white male replaced me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Tyrone S White **DATE** 05/31/02

ATTACHMENT 0416

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001319

DATE ENTERED: 4/15/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001319/040013190415041505155237.pdf

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
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04 APR 15 AM 9:31

DIVISION OF ADMINISTRATIVE HEARINGS

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 2303428 JAM

Name (Indicate Mr. or Ms.)	**Social Security #**	**Date of Birth**
Mr. Alonzo C. Brown	[redacted]	1-19-56

Mailing Address	**Home Telephone Number (area code)**
7230 Plantain Dr.	(407) 295-4731
City, State, and Zip Code	**Work (if possible to call you there)**
Orlando, FL 32818	(407) 222-6394

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Heritage Paper	15+	(407) 293-1110
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3904 Center Loop #100	Orlando, FL 32803	Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 8-1-02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

During my employment, I was subjected to different terms and conditions than other employees (white). On August 1, 2002, I was terminated because of my race (black) and relationship with a disabled person. Respondent was well aware that my 9 year old son was terminally ill. He had osteo sarcoma cancer. I was not given a reason for my discharge.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Alonzo C. Brown **DATE** July 18, 2003

ATTACHMENT 0417

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001376

DATE ENTERED: 4/20/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001376/040013760420041i01154518.pdf

PAGE(S): 1

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Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION Date 4.20.04 **FCHR No.** **BEM**

Name (Indicate Mr. or Ms.) Mr. Lester J. Knott	**Social Security #**	**Date of Birth** 09-30-63
Mailing Address 6312 Mockingbird Lane	**Home Telephone Number (area code)** (850) 478-7655	
City, State, and Zip Code Pensacola, Florida 32503	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Nations Rent	**Number of Employees** 15+	**Telephone Number** (850) 477-6033
Street Address (Branch/Office in Florida) 6802 Pensacola Boulevard	**City, State and Zip Code** Pensacola, Florida 32505	**County** Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 07-28-03

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

During my employment I was the only black Truck Driver. I was subjected to different terms and conditions and harassed because of my race (Black). Specifically, white drivers were given keys to the gates which allowed them access to the facility to park their trucks. In addition, I was required to record the time I arrived at a job. I was also constantly harassed about my job performance. Ultimately, I was terminated on July 28, 2003.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Lester J Knott 08/19/03

ATTACHMENT 0418

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001569

DATE ENTERED: 4/27/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001569/04001569042704i05154901.pdf

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 200420190 BEM	
Name (Indicate Mr. or Ms.) Ms, Ethel Rials	**Email Address**	**Date of Birth** 01-21-54
Mailing Address 3832 Baymeadows Road, #211	**Home Telephone Number (area code)** (954) 295-8135	
City, State, and Zip Code Jacksonville, Florida 32217	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
BankAtlantic	15+	800-741-1700
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1750 East Sunrise Boulevard	Ft. Lauderdale, Florida 33304	Broward

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11/27/02

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable.

During my employment I was harassed and subjected to a hostile work environment because of my race (Black). I was constructively discharged on November 27, 2002.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Ethel Rials 10/21/03

TC

ATTACHMENT 0419

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001570

DATE ENTERED: 4/27/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001570/040015700427O4i05154927.pdf

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Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	BEM
Name (Indicate Mr. or Ms.) Ms. Laura F. Lucas	**Email Address**	**Date of Birth** 02-06-57
Mailing Address Post Office Box 622101	**Home Telephone Number (area code)** (407) 275-9221	
City, State, and Zip Code Orlando, Florida 32862	**Work (if possible to call you there)** (407) 245-0440 ext. 631	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Florida Department of Children & Families	15+	(407) 245-0440
Street Address (Branch/Office in Florida) 400 West Robinson Street	**City, State and Zip Code** Orlando, Florida 32801	**County** Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 10-06-03

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

During my employment I have been denied two promotions because of my race (Black). The most recent date of discrimination occurred on October 6, 2003.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Laura F. Lucas

DATE 10/10/03

ATTACHMENT 0420

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001601

DATE ENTERED: 4/29/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001601/040016010429041O5122003.pdf

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325 John Knox Road, Suite 240, Building F
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04 APR 20 AM 9:31
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION | FCHR NO.

Name (indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Carolyn Hadley	[redacted]	04-06-66

Street Address	Home Telephone Number (area code)
135 Munna Lane, Merritt Island, Florida 32953	(321) 449-0304

City, State, and Zip Code	Work (if possible to call you there)
Merritt Island, Florida 32953	

List the employer, labor organization, employment agency, apprenticeship committee, government agency or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
McDonald's Corporation	More than 15	(321) 783-3450

Street Address	City, State and Zip Code	County
3920 N. Atlantic Avenue,	Cocoa Beach, Florida 32931	Brevard

Cause of discrimination based on [check appropriate box(s)]: |X| Race |X| Color |__| Sex |__| Religion | Handicap |__| National Origin |__| Age |__| Martial Status |__| Retaliation

Date most recent or continuing discrimination took place (month, day, year): March 12, 2001

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm: I am a black female. I worked for McDonald's Corporation for over fifteen years. I was denied the opportunity to enter the Management Training Program on the basis of my race. I have been discriminated against by my supervisor who publicly humiliated me in the presence of co-workers and customers. I have suffered emotional distress and illness as a result. I resigned from my position due to the discrimination I experienced on the job.

II. Respondent's Reasons for Personal Harm: Unknown.

III. Discrimination Statement: Although I was promoted to the positions of Head Cashier and Head Grille Person, I was denied the opportunity to enter the Management Training Program. Similarly situated white employees were allowed to enter the Management Training Program.

Black employees including myself were denied sick leave to take care of children who were ill, while similarly situated white employees were allowed to take sick time to care for their children. Black employees including myself were assigned more cleanup duties than similarly situated white employees.

Shortly before I resigned I was forced by my manager to wear a sticker across my forehead while I worked at the front counter that said, "Remember to ask every customer, would you like to add a Coke and a fry for $1.00". My manager kept

ATTACHMENT 0421

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001651

DATE ENTERED: 5/5/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001651/040016510505041051302 32.pdf

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EMPLOYMENT CHARGE OF DISCRIMINATION | **FCHR No.** 230391 HG

Name (Indicate Mr. or Ms.) Ms. Pamela C. Lightbourne	**Social Security #** [redacted] **Date of Birth** 10-23-1961
Mailing Address 2415 Old St. Augustine Road Apartment 832	**Home Telephone Number (area code)** 850-877-5712
City, State, and Zip Code Tallahassee, Fl 32301	**Work (if possible to call you there)** 850-922-0023

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Affiliated Computer Services State & Local Solutions	**Number of Employees** 15+	**Telephone Number** 850-922-0023
Street Address (Branch/Office in Florida) 2525 South Monroe Street	**City, State and Zip Code** Tallahassee, Fl 32301	**County** Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 01-08-2003

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I have unfairly disciplined and I have been subjected to different terms and conditions because of my race (black). I have been retaliated against by way of an involuntary transfer.

II. Respondent's Reason for Personal Harm
I was written up for performance issues and I was moved from my cubicle due to a re-organization.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I was the only black employee in my unit at the time. I was also the only person that had both a change in job duties and that was transferred to another unit.
2. I was written up by my Supervisor (at the time) Ms. Patricia Muth. Ms. Muth is white.
3. I also made inquiries as to why I was the employee moved out of my unit. My inquiries were quickly dismissed.
4. As of January 8, 2003, I was told to move out of my cubicle. At that time I was made aware that I was being transferred to another unit.
5. I was placed in a small 8' x 8' former storage room with two black males. This took place after filing a response to the write-up.
6. I also believe that falsified documents are being placed in my personnel file.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Pam C. Lightbourne **DATE** 2/26/03

ATTACHMENT 0422

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001687

DATE ENTERED: 5/13/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001687/040016870513041051051 22.pdf

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AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2301573 JAM
Name (Indicate Mr. or Ms.) Ms. Adriane L. Hankerson	**Social Security #** [redacted] **Date of Birth** 1-23-68
Mailing Address 335 Blessinger Dr.	**Home Telephone Number (area code)** (850) 314-7446
City, State, and Zip Code Ft. Walton Beach, FL 32547	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Escambia County Board of County Commissioners	15+	(850) 595-4767
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
213 S. Palafox Place	Pensacola, FL 32501	Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 7-1-02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
During my employment, I was subjected to different terms and conditions than other employees (white). On July 1, 2002, I was terminated because of my race (black).

II. Respondent's Reason for Personal Harm:
I was told that I would be terminated because my position was being eliminated.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with Respondent since September 10, 2001 as an Inspector General. I was one of two black employees there.
2. On June 20, 2002, I was told that my position would eliminated.
3. During my employment, there have been jobs created for other employees (white) whenever positions were eliminated. Instead of creating a job for me, I was terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Adriane L. Hankerson

DATE April 12, 2003

ATTACHMENT 0423

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001847

DATE ENTERED: 5/24/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001847/04001847052404i05154952.pdf

PAGE(S): 1

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EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. JBM	
Name (Indicate Mr. or Ms.) Ms. Millie Carlisle	**Social Security #** [redacted]	**Date of Birth** 1/8/60
Mailing Address 107 Detroit Avenue	**Home Telephone Number (area code)** 850/763-1255	
City, State, and Zip Code Panama City FL 32401	**Work (if possible to call you there)**	

04 MAY 24 AM 10:

ADMINISTRATIVE HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Sallie Mae	15+	850/767-7659
Street Address (Branch/Office in Florida)	**City, State and Zip Code** Lynn Haven, FL	**County** Bay

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11/8/02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
On November 8, 2002 I was terminated from my position as a Customer Service Representative in the Private Credit Department.

II. Respondent's Reason for Personal Harm:
I was accused of not calling my supervisor for 3 days.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I worked for Respondent for a little under one year. During my employment I have been subjected to harassment and disparate treatment. For example, numerous comments are made by a supervisor about how she hates dealing with several HBCUs (Historically Black Colleges and Universities). Negative statements have been made about Martin Luther King Jr. Day. In addition, white employees are given preferential work hours.
2. In July 2002 I was questioned in relation to another discrimination complaint that had been filed against Respondent. Shortly thereafter I substantiated the allegations in writing. Since that point I was retaliated against. In October 29, 2002 I had an on the job injury (on a Tuesday). I continued to work through Friday, despite the swelling and pain. On November 4, 2002 I called in and advised my supervisor that I needed to see both a doctor and a dentist. At the end of the week, I received a letter stating that I was terminated for not calling in for three days, although I was out on medical leave (I consulted with the Human Resources Department and informed them of my injury).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Millie Carlisle **DATE** 6/2/2003

ATTACHMENT 0424

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-001878

DATE ENTERED: 5/26/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/001878/040018780526041051445559.pdf

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2300293 BEM
Name (Indicate Mr. or Ms.) Ms. Cecilia Brown	**Social Security #** [redacted] **Date of Birth** 10/29/70
Mailing Address P.O. Box 292	**Home Telephone Number (area code)** (386) 253-7986
City, State, and Zip Code Daytona Beach, Florida 32117	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Volusia County School Board	15+	(386) 255-6475
Street Address (Branch/Office in Florida) P.O. Box 2118	**City, State and Zip Code** Deland, Florida 32721-2118	**County** Volusia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 10/18/02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
During my employment, I was harassed, subjected to a hostile environment, and subjected to different terms and conditions because of my race (black). I was terminated on October 18, 2002.

II. Respondent's Reason for Personal Harm:
I was told I failed check children for head lice and that I was taking personal phone calls.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with Respondent since August 16, 2002, as a Health Support Technician.
2. During my employment, Principal Don Olec (white) constantly watched me while I worked. Also, while I was off from work, he would check my emails and print them. No other employees (white) were treated in this manner.
3. Health Service Coordinator Kathy Ferguson (white) told me I was not allowed to keep my personal bible in the clinic. Other employees (white) were allowed to keep their personal literature, including bibles in their desks.
4. Also, Ms. Ferguson and LPN Diane Hammond (white) constantly slandered my name, talked to me in a demeaning and derogatory manner, and spread vicious false accusations.
5. Ultimately, I was terminated on October 18, 2002 and I was replaced with Ms. Hammond.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Cecilia Reva Brown **DATE** 11-1-02

ATTACHMENT 0425

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-002034

DATE ENTERED: 6/9/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/002034/04002034060904i05161747.pdf

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FLORIDA COMMISSION ON
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DIVISION OF ADMINISTRATIVE HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. BEM
Name (Indicate Mr. or Ms.) Mr. Davon J. Cummings	**Social Security #** **Date of Birth** 12-31-78
Mailing Address P.O. Box 3316	**Home Telephone Number (area code)** (850) 224-7932 / (850) 322-8634
City, State, and Zip Code Tallahassee, Florida 32315	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Sterling University Grove	15+	(850) 222-6707
Street Address (Branch/Office in Florida) 1600 Old Bainbridge Road	**City, State and Zip Code** Tallahassee, Florida 32303	**County** Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 08-21-03

THE PARTICULARS ARE:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

On August 21, 2003 I was terminated because another employee accused me of sexual harassment. However, during my employment I was sexually harassed by a white employee (Matt) and he was not terminated. Even though I complained; no action was ever taken. I believe I was subjected to different terms and conditions because of my race (Black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

9/17/03

ATTACHMENT 0426

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-002284

DATE ENTERED: 7/1/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/002284/04002284070104i05124331.pdf

PAGE(S): 1

04-2284 MLH

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

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04 JUL -1 AM 9:46

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2004 JAN -7 PM 2:22

DIVISION OF ADMINISTRATIVE HEARINGS

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 200420738 MLH	
Name (Indicate Mr. or Ms.) Ms. Barbara Means	**Email Address**	**Date of Birth** 09/16/1957
Mailing Address Post Office Box 1345	**Home Telephone Number (area code)** (352) 333-7216	
City, State, and Zip Code Newberry, FL 32669	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Florida Department of Corrections	15+	(386) 754-1248
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
25030 US Highway 90	Sanderson, FL 32087	Columbia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) November 14, 2003

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

In October of 2003, two promotional opportunities were available with Respondent. I applied for the promotion and was not chosen for either position. On November 14, 2003, two less qualified white employees were awarded the positions.

I believe that Respondent has discriminated against me in the promotional process due to my race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Barbara Means Jan. 5, 2004

MJ

ATTACHMENT 0427

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-002285

DATE ENTERED: 7/1/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/002285/04002285070104i05124404.pdf

PAGE(S): 1

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2009 Apalachee Parkway, Suite 100
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04 JUL -1 AM 9:47
DIVISION OF
ADMINISTRATIVE
HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 2004 60352 BEM

Name (Indicate Mr. or Ms.) Ms. Bianca V. King	**Email Address** / **Date of Birth** 11-09-81
Mailing Address 509 East Magnolia Drive, Apartment 0250	**Home Telephone Number (area code)** (850) 878-2720
City, State, and Zip Code Tallahassee, Florida 32301	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Blue Ribbon Cleaners	**Number of Employees** 15+	**Telephone Number** (850) 561-3830
Street Address (Branch/Office in Florida) 1660 North Monroe Street	**City, State and Zip Code** Tallahassee, Florida 32310	**County** Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 12-27-02

THE PARTICULARS ARE:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

During my employment I was subjected to different terms and conditions because of my race (Black). I was terminated on December 27, 2002. Respondent advised me I was being terminated because I was fighting with another co-worker.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Bianca King **DATE** 11/3/03

TC

ATTACHMENT 0428

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-002287

DATE ENTERED: 7/1/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/002287/040022870701O4i05124518.pdf

PAGE(S): 1

04-2287

Date Stamp (FCHR Use Only)
HUMAN RELATIONS
2003 OCT 10 AM 8:01

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04 JUL -1 AM 9:49
DIVISION OF

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION | **FCHR No. 23-00981**

Name (Indicate Mr. or Ms.)	Social Security #	Date of Birth
Walter F. Gibson	[redacted]	07-07-69
Mailing Address	**Home Telephone Number (area code)**	
1700 Woodbury Road, Apartment 203	(407) 737-8961	
City, State, and Zip Code	**Work (if possible to call you there)**	
Orlando, Florida 32828		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you:

Name	Number of Employees	Telephone Number
University Behavioral Center	15+	(407) 281-7000
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2500 Discovery Drive	Orlando, Florida 32826	Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11/29/02

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm
During my employment, I received a verbal reprimand because of my race (black). On November 29, 2002, I was suspended for approximately one week without pay. On October 7, 2003, I was retaliated against (after filing a discrimination complaint) by being terminated for dozing off at work.

II. Respondent's Reason for Personal Harm:
I was told I was being suspended because of an abuse allegation had been made against me.

III. Discrimination Statement
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with respondent since August 1999, as a Mental Health Technician.
2. In August 2002, I received a verbal reprimand for being late on three different occasions. Also, on November 29, 2002, during a meeting with Program Director Bill Crew (white) and Administrator Carol Sovakas (white) I was notified that I was being suspended without pay for approximately one week because of an abuse allegation. However, there have been other employees (white) who have committed similar infractions and they have not received a verbal reprimand and/or suspended.
3. On October 7, 2003, I was retaliated against (after filing a discrimination complaint) by being terminated for dozing off at work; however, MHT Jordan Richardson (white) has been given verbal and written reprimands (by Ginny Stapleton, Nurse Supervisor Karen and Nancy) for falling asleep on the job and he was not terminated. Nurse Supervisor Karen actually witnessed MHT Jordan Richardson sleeping and nothing was done to him.
4. I believe Ginny Stapleton treated me differently than MHT Jordan Richardson because I filed a discrimination and Medicaid Fraud claim against them.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Walter Gibson **DATE** 10/9/03

ATTACHMENT 0429

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-002337

DATE ENTERED: 7/6/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/002337/04002337070604i05141921.pdf

PAGE(S): 1

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing the form

AGENCY: ☐ FEPA ☐ EEOC

CHARGE NUMBER: 04-2337

FILED

2004 JUL -6 P 2:18

FLORIDA COMMISSION ON HUMAN RELATIONS and EEOC

State or local Agency, if any

NAME *(Indicate Mr., Mrs., Mrs.)*	HOME TELEPHONE *(Include Area Code)*
Mr. Perrin S. Davis	(352) 237-9859

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
7865 W. Highway 40, #98	Ocala, Florida 34482	03/20/75

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME. *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE *(Include Area Code)*
Texaco Xpress Lube	Fifteen (15)	(352) 694-1600

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
3680 E. Silver Springs Blvd.	Ocala, Florida 34470	Marion

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE *(Include Area Code)*
Texaco Xpress Lube	Three (3)	(352) 351-2900

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
1708 E. Silver Springs Blvd.	Ocala, Florida 34470	Marion

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ AGE

☐ RETALIATION ☐ NATIONAL ORIGIN ☐ DISABILITY ☐ OTHER *(Specify)*

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) *LATEST(ALL)*

1 July 2003 28 October 2003

☐ CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

I am a Black American and I was the Store Manger of Boulevard Xpress Lube for three years. New owners took over in July 2003 and demoted me to an oil changer. I was told I needed training in the new system. I completed a 30 day training period. On the day I finished training, an outsider (white male) without any mechanical experience (from Subway Sub Shop) was given the Manger's job. I was asked to train him and did. A manager's job came open at the company's other location (a mile and a half away). I asked to be considered for that job. Instead it went to another white man with no mechanical experience. On 28 October 2003, I was fired without explanation by the new owner's District Manager and replaced by a white man.

NOTE: The employer has a total of 28 locations in Florida. The exact locations and the total number of employees engaged in the enterprise (except for Marion County) are unknown at this time.

I want this charge filed with both the EEOC and the State or local Agency, if any, I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

Brenda J. Hayes

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

Perrin S. Davis

Date 12.02.03 Charging Party *(Signature)*

SIGNATURE OF COMPLAINANT

Perrin S. Davis

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year) 12/2/03

EEOC FORM 5 (10/94)

TC

Brenda J. Hayes
Commission # DD 047366
Expires Aug. 5, 2005
Bonded Thru
Atlantic Bonding Co.

ATTACHMENT 0430

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-002619

DATE ENTERED: 7/22/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/002619/040026190722O4I04141824.pdf

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

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04 JUL 22 AM 9:25
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION:	FCHR No.	
Name (Indicate Mr. or Ms.) IRVING WALLACE	Email Address	Date of Birth 07/14/63
Mailing Address 1527 S. CENTRAL AVE.	Home Telephone Number (area code) 407-889-5614	
City, State, and Zip Code APOPKA FL 32703	Work (if possible to call you there)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
FENFRUCK INDUSTRIES	15+	407-298-4000
Street Address (Branch/Office in Florida) 2400 APOPKA BLVD	**City, State and Zip Code** APOPKA FL 32703	**County** ORANGE

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 12/03

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm: denied raises, promotion

II. Respondent's Reason for Personal Harm discrimination based on race of African American

III. Discrimination Statement:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

similarly situated white employees were treated differently

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — DATE

Irving L Wallace — 12/08/03

ATTACHMENT 0431

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-002691

DATE ENTERED: 8/3/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/002691/040026910803041051402222.pdf

PAGE(S): 1

04-2691

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FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

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04 AUG -3 AM 9:47
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	BEM
Name (Indicate Mr. or Ms.) Ms. Annette Carroll	**Social Security #** [redacted]	**Date of Birth** 09/08/48
Mailing Address Route 3 Box 286-G	**Home Telephone Number (area code)** (850) 643-3016	
City, State, and Zip Code Bristol, Florida 32321	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Florida Department of Children & Families / Florida State Hospital	15+	(850) 663-7528
Street Address (Branch/Office in Florida) P.O. Box 1000	**City, State and Zip Code** Chattahoochee, Florida 32324	**County** Gadsden

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☒ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 02/13/03

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
During my employment, I was subjected to different terms and conditions and harassed because of my race (black), my color, my sex (female), and my age. I was terminated on February 13, 2003.

II. Respondent's Reason for Personal Harm:
I was told I did not satisfactorily complete my probationary period.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I had been employed with Respondent since January 4, 2002 as a Support Service Aide.
2. During my employment Supervisor Earlene Gurley (white) gave me unfair negative evaluations. Also, when I was injured in December 2002, I was not allowed to be placed on light duty. There had been a male employee who was injured and was allowed to do light duty work.
3. I complained to Ms. Gurley; however, no action ever taken.
4. On February 9, 2003, I injured myself and was subsequently placed on leave. When I returned to work on February 13, 2003 I was terminated; however, there have been two younger white employees (Katy Doughterty and Jonathan Fierro) who have been injured on the job and they have not been terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Annette Carroll 4/22/03

ATTACHMENT 0432

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-002952

DATE ENTERED: 8/19/2004

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2004/002952/040029520819O4i04141650.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

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DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
03 APR 16 PM 1:41
04-0958

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2301755 HG	
Name (Indicate Mr. or Ms.) Mr. Jerry W. Reeves	**Social Security #** [redacted]	**Date of Birth** 03 20 1965
Mailing Address Post Office Box 7724	**Home Telephone Number (area code)** 863 646 4123 / cell 863 398 3633	
City, State, and Zip Code Lakeland, Fl 33807	**Work (if possible to call you there)** 863 701 1303 x108	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Fl Department of Health/Polk County Health Department	15+	863 701 1303 x108
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5015 South Florida Avenue Suite 302	Lakeland, Fl 33813	Polk

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 04/04/2003

THE PARTICULARS ARE:

I. Personal Harm:
During my employment I have been harassed, unfairly disciplined, given different terms and conditions, denied training, subjected to disparate treatment and a hostile work environment based on my race (white), gender (male), and retaliation.

II. Respondent's Reason for Personal Harm
D. Hamp Pridgen, stated that I was being reprimanded for insubordination. Mr. Pridgen has also implied that my "attitude change" is a reason for the actions taken against me.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I am the only white male in the office that is subjected to discriminatory treatment.
2. I received a written reprimand on March 26, 2003 for not sharing emails with Mr. Pridgen. Coincidently, I did not receive this reprimand until after Mr. Pridgen was made aware that I was a witness in a complaint made by another employee. I was spoken to by Mr. Pridgen about the emails again on April 3, 2003.
3. Mr. Pridgen made statements to me that he did not have to respect me, but I have to respect him because he was the Supervisor.
4. I have been informed by Mr. Pridgen that I should send all my work correspondence and work-related issues through him despite being the Senior/Lead Site Manager in the office. My concern is that no one else is required to do so and I am constantly being questioned about my work decisions. I have been counseled about my lateness when other employees have not. Corey Franklin, Site Manager, was authorized by Mr. Pridgen to receive office, computer and phone usage on a daily basis when he was in school. Such accommodating options have never been offered or suggested to assist my continuing education. I have been excluded from training opportunities and my Supervisory duties have been taken away.
5. On April 4, 2003, I was instructed to alter my DAR (Daily Activity Record) that would not accurately reflect my time for the day.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Jerry Reeves **DATE** 4.14.03

ATTACHMENT 0433

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-003069

DATE ENTERED: 9/1/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/003069/040030690901041051126 41.pdf

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2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

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04 SEP -1 AM 9:57
DIVISION OF
ADMINISTRATIVE
HEARINGS

CHARGE OF DISCRIMINATION

Complaint # 04 3069

Name (Indicate Mr., Ms., or Mrs. etc:)

Mr. Ronnie L. Ricks Social Security [redacted]

Telephone # Home: **(352) 337-8363**
Other: **(352) 227-7650**

Street Address:
3531 SW 30th Terrace, Unit 50-B

City, State, and Zip Code
Gainesville, FL 32608

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

City of Gainesville, Parks & Recreation — **More than 15**
Name — No. of employees

200 E. University Ave., City Hall, Station 7, Gainesville **Florida** **32602**
Street Address — City — State — Zip Code

(352) 334-5077 **Alachua**
Telephone Number — County

Cause of Discrimination Based on:

X Race _ Color _ Age _Marital Status
_National Origin Religion _ Sex
_ Disability _Retaliation

Date Most Recent or Continuing Discrimination Took Place:

August 6, 2003

Personal Harm: Termination, disparate treatment, defamation of character.

Reason for Adverse Action: Ed Sams, Department Supervisor, verbally stated that thing weren't working out. Ed Sams stated not to worry and just to worry about myself when I complained about disparate treatment. No reason was given for the defamation of character.

Discriminatory Statement(s): I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act and/or Title VII of the Federal Civil Rights Act for the following reasons:

On August 5, 2003, I questioned Ed Sams, White Supervisor, about 2 other White employees (Walter Milne and "Little") damaging their tractor's roofs and not being disciplined. I was terminated the following day. Red, Black male, was present when Ed Sams told me not to worry about anyone but myself. When I discovered that the other Black employees were not associating with me, Joe, Black male, told me that Ed Kershey, White Crew Leader, told Black employees that I was a police officer, which is why I believe it was defamation of character. I complained internally about discrimination to Jimmie Williams, Director of Equal Opportunity, who stated that there were other reports against the same 3 employees (Ed Sams, Ed Kershey, and Randy Butkus) in the past. Ed Sams had the same problem when he worked for Gainesville Regional Utilities, and that is the reason why he was transferred to Parks & Recreation.

ATTACHMENT 0434

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-003073

DATE ENTERED: 9/1/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/003073/040030730901041051124O2.pdf

PAGE(S): 1

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FLORIDA COMM
HUMAN RE 04-3073
03 SEP 18 PM 1:53

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
04 SEP -1 AM 10:07
DIVISION OF
ADMINISTRATIVE
HEARINGS

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2303854 BEM	
Name (Indicate Mr. or Ms.) Mr. David Belgrave	**Social Security #** [redacted]	**Date of Birth** 12-24-52
Mailing Address 1864 Crystal Grove Drive	**Home Telephone Number (area code)** (863) ~~845-3508~~ 224-3028	
City, State, and Zip Code Lakeland, Florida 33801	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Hughes Supply, Inc.	15+	800 966-0617
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
4355 Dranefield Road	Lakeland, Florida 33801	Polk

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 07-25-03 - continuing

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

During my employment I was harassed, subjected to different terms and condition and denied a promotion because of my national origin (Barbadian), my color, and my race (Black). The most recent date of discrimination occurred on July 25, 2003. I have continuously complained about the disparate treatment; however, the situation has not been remedied. Instead, I have been subjected to more harassment and I have been threatened with termination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT David Belgrave **DATE** 9-09-03

ATTACHMENT 0435

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-003183

DATE ENTERED: 9/8/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/003183/040031830908041O5161629.pdf

PAGE(S): 1

Date Stamp (FCHR Use Only)

04-3183

03 AUG 27 PM 3:14

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2303779 BEM	
Name (Indicate Mr. or Ms.) Ms. Carolyn E. Allen	**Social Security #** [redacted]	**Date of Birth** 06-12-65
Mailing Address 39 Pine Tree Lane	**Home Telephone Number (area code)** (850) 627-1058	
City, State, and Zip Code Quincy, Florida 32351	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Diamond Academy, Inc.	**Number of Employees** 15+	**Telephone Number** (850) 875-9202
Street Address (Branch/Office in Florida) 100 South Madison Street	**City, State and Zip Code** Quincy, Florida 32351	**County** Gadsden

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 04-01-03

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

During my employment, I was subjected to different terms and conditions because of my race (Black). I was terminated on April 1, 2003.

04 SEP -8 PM 2:04

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Carolyn E. Allen

DATE 8/25/03

ATTACHMENT 0436

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-003271

DATE ENTERED: 9/20/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/003271/040032710920041i05082649.pdf

PAGE(S): 1

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2004 MAY 26 AM 9:46

(Date Stamp - FCHR Use Only)
04 3271

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

22144 JAB

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	JAB 5/25/2004
Name (Indicate Mr. or Ms.) Ms. Daphne Brown	**E-Mail Address**	**Date of Birth** 1/12/1933
Mailing Address 210 Ground Dove Circle	**Home Telephone Number (area code)** (239) ~~939-3827~~ 303-0534 (JB)	
City, State, and Zip Code Lehigh Acres, FL 33936	**Work (if possible to call you there)** N/A	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Department of Children and Families	15+	(239) 694-2151
Street Address (Branch/Office in Florida) 5820 Buckingham Road	**City, State and Zip Code** Ft. Myers, FL 33905	**County** Lee

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): May ~~April~~ 28, 2003 (JB)

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I feel I have been discriminated against based on my race (black), national origin (Jamaican) and age (7b) during employment with the Respondent.

I have been employed with the Respondent for nine months now. During this time frame, I feel that I was discriminated against by other employees that eventually lead to my termination on April 28, 2003. I feel that false and misleading information was supplied to my supervisor which then led to my dismissal.

04 SEP 20 PM 2:58

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Daphne M Brown 5/25/04

TC

ATTACHMENT 0437

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-003818

DATE ENTERED: 10/21/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/003818/04003818102104i05115456.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)
FILED
04 OCT 21 PM 12:36
03 JUN 30 PM 2:58

DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION FCHR No. 230323 HG

Name (Indicate Mr. or Ms.) Ms. Candace Land 04-3818	**Social Security #** [redacted]	**Date of Birth** 07 12 1978
Mailing Address 13395 92nd Avenue		**Home Telephone Number (area code)** 386 362 7863
City, State, and Zip Code Live Oak, Fl 32060		**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name County of Suwannee, Fl/School Board	**Number of Employees** 15+	**Telephone Number** 386 364 2650
Street Address (Branch/Office in Florida) 1625 Southwest Walker Avenue	**City, State and Zip Code** Live Oak, Fl 32604	**County** Suwannee

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) Feb. 19, 2003

THE PARTICULARS ARE:

I. Personal Harm:
I have been sexually harassed.

II. Respondent's Reason for Personal Harm
No reason has been given.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I was sexually harassed by Ron Tucker (black).
2. I reported the harassment to Johnny Bullard, Jr.(Principal) and ~~Frank Hancock~~ Wyman Harvard (Superintendent).
3. I was told that because Mr. Tucker is black and I am white and that no women of color have filed a complaint against Mr. Tucker, no action was going to be taken against Mr. Tucker.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Candice J. Land

DATE 6-26-03

ATTACHMENT 0438

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-003887

DATE ENTERED: 10/29/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/003887/04003887102904i05151931.pdf

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22666

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HUMAN RELATIONS
2004 JUL 27 PM 2:54

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

CH-3887

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	EEOC
Name (Indicate Mr. or Ms.) Mr. Clarence Cray	**Email Address**	**Date of Birth** 3-30-59
Mailing Address 147 Southwest Journey Court		**Home Telephone Number (area code)** 385-755-7870
City, State, and Zip Code Lake City, FL 32024		**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
PCS Phosphate White Springs	15+	386-397-8101
Street Address (Branch/Office in Florida) Post Office Box 300	**City, State and Zip Code** White Springs, FL 32096	**County** Hamilton

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) July 16, 2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

When I was hired with the Respondent they were aware that I had a felony on my record that involved a female and there did not seem to be a problem with giving me a job. My brother had been also working at the job up until the time that he was fired when they found out that he was married to a white woman. On June 15, 2004 my supervisor George Sanders asked me what color the female was that was involved in my case. I then asked him what difference it makes. On June 16, 2004 I was terminated and I believe that it was because of discrimination based on my race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Clarence Cray **DATE** 7/24/04

ATTACHMENT 0439

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-004026

DATE ENTERED: 11/5/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/004026/04004026110504i05101857.pdf

PAGE(S): 1

04-4026

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)
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03 SEP 22 PM 4:43

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 2304047 BEM

Name (Indicate Mr. or Ms.) Mr. Jason Logan	Social Security # [redacted] Date of Birth 05-15-74
Mailing Address 1830 Victory Palm Drive	Home Telephone Number (area code) 386-295-9977
City, State, and Zip Code Edgewater, Florida 32132	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name City of Daytona Beach Shores	Number of Employees 15+	Telephone Number 386-322-5033
Street Address (Branch/Office in Florida) 3050 South Atlantic Avenue	City, State and Zip Code Daytona Shores, Florida 32118	County Volusia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 04-23-03

THE PARTICULARS ARE:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I had been employed with Respondent for 4 ½ years. On or about September 15, 2002, I was reprimanded by my supervisor. The nature of the reprimand was insubordination alleging I would not alter a police report. As a result of the reprimand, I received a four day suspension and a written reprimand. This reprimand was later used to support my termination on April 23, 2003. I believe I was terminated because of my race (Black).

I REQUEST TO BE AFFORDED FULL REVIEW TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT: Jason E. Logan DATE: 9-22-03

FCHR Charge Form – Revised June 18, 2003

ATTACHMENT 0440

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-004031

DATE ENTERED: 11/5/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/004031/04004031110504i04102127.pdf

PAGE(S): 2

7. The following is a brief and concise statement of the facts regarding the alleged violation:

The Complainant alleges the Respondent discriminated against her because of race, African-American, and physically disability. The Complainant signed a contract agreement with the Respondent to purchase a home. The contract agreement was a lease to purchase and expected to payoff the home within a certain timeframe. The Complainant receives disability check and used these funds to make monthly payments. The Complainant requested to make monthly payments by the 18th of the month instead of the 5th. The Respondent refused the request and charged late fees knowing the Complainant receives a fixed monthly income. The late charges cause financial hardship to the Complainant and placed her at risk of foreclosure many times. The Complainant believes the Respondent violated her rights under the Fair Housing Act, as amended.

8. The most recent date on which the alleged discrimination occurred:

April 2[illegible], 2003.

9. Types of Federal Funds identified:

None.

10. The acts alleged in this complaint, if proven, may constitute a violation of the following:

Sections 805 and 804b or f of Title VIII of the Civil Rights Act of 1968 as amended by the Fair Housing Act of 1988.

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HUMAN RELATIONS
2004 JAN 20 PM 3:21

Please sign and date this form:

I declare under penalty of perjury that I have read this complaint (including any attachments) and that it is true and correct.

Leila Bruton — 1/8/04 (Date)

Leila Bruton

N O T E: HUD WILL FURNISH A COPY OF THIS COMPLAINT TO THE PERSON OR ORGANIZATION AGAINST WHOM IT IS FILED.

ATTACHMENT 0441

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-004242

DATE ENTERED: 11/19/2004

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2004/004242/040042421118O4i05110837.pdf

PAGE(S): 1

04-4242

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2004 JUN 25 PM 2:59

A. PERSONAL INFORMATION		FCHR No. 200422245 SA
Name Mr. Richard K. Matsumura	**E-Mail Address** rmatsumura1@comcast.net	**Date of Birth** 07/29/1947
Mailing Address 7117 Pocahontas Street	**Home Telephone Number (area code)** (850)874-8678	
City, State, and Zip Code Panama City, FL 32404	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name General Dynamics Network Systems	**Number of Employees** 15+	**Telephone Number** (850)286-5020
Street Address (Branch/Office in Florida) 650 Florida Avenue, Building 486	**City, State and Zip Code** Panama City, FL 32403	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 03/17/2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

While employed at General Dynamics Network Systems, I was harassed and unfairly disciplined because of my race (Asian, Pacific Islander) and age (40+). For example, the new site manager conducted private discussions with all technicians, except me. He also deliberately sabotaged an internal audit and attributed the ensuing write-up to me and voted my performance as unsatisfactory. Once I was fired I was replaced with a junior-technician about twenty years younger than me. I also have reason to believe the new site manager, along with upper management, only wanted Caucasians in customer service-oriented positions. As a result of these types of actions I was terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Richard K Matsumura

DATE: 23 June 2004

ATTACHMENT 0442

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-004315

DATE ENTERED: 12/1/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/004315/040043151201O4i05094154.pdf

PAGE(S): 1

21549 EOC

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

2004 MAR 19 PM 3:33 FILED
DEC -1 AM 10:16
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

Complaint # 04-4315

Name (Indicate Mr., Ms., or Mrs. etc.)

Mrs. Beulah M. Johnson Social Secur[redacted]

Telephone # Home: **(352) 333-0124**
Other: **(352)**

Street Address:
6900 SW 21st Lane, Apt. I-1

City, State, and Zip Code
Gainesville, FL 32607

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Alachua County Sheriff's Office / Dept. of the Jail **15+**
Name No. of employees

3333 NE 39th Avenue **Gainesville FL 32605**
Street Address City State Zip Code

(352) 367-4040 **Alachua**
Telephone Number County

Cause of Discrimination Based on:
__National Origin X Religion (Christian)
X Race (Black) _ Color _Marital Status __Sex
X Disability (Lower Back Problem) _Retaliation __Age

Date Most Recent or Continuing Discrimination Took Place:
March 1, 2004

Personal Harm: Termination from Clerical Tech 1 position, loss of wages & benefits, stress inflicting need for medication, shift changes (5 in less than 1 year).

Reason for Adverse Action: My permanent physical lifting restrictions (no more than 25 pounds and no repetitive motion of the back).

Discriminatory Statement(s): I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act and/or Title VII of the Federal Civil Rights Act for the following reasons:

I do not believe that lifting is an essential function of the job. Regardless, I can lift more than 25 pounds, but not on a repetitive basis. I have never had to lift that amount and think that the employer could have accommodated me if I was required to lift more than 25 pounds repetitively. I did not receive an accommodation for my disability but a White female did. Louise Grimm, Bureau Chief of Booking Support, told me that I intimidated people because I didn't smile and was teasing me about my music because it was on the Christian radio station.

MJ

1 OF 2 JW

ATTACHMENT 0443

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-004319

DATE ENTERED: 12/1/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/004319/040043191201O4i06095140.pdf

PAGE(S): 1

FLORID COMMISSION ON HUMAN R ATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

01-4319

CHARGE OF DISCRIMINATION	FCHR No.
Name (Indicate Mr., Ms., or Mrs.) MS. DENNIS RAINES	Home Telephone No. (Area Code) (407) 322-9380
Street Address 1165 WEST 16th St. #B	
City, State and Zip Code SANFORD , FLORIDA 32771	COUNTY SEMINOLE

03 JUN 29 PM 5:00

List the employer, labor organization, employment agency, apprenticeship committee, governmental agency, or other person who discriminated against you.

Name	Telephone Number
AMERICAN PIONEER TITLE INS.	(407) 760-8080

Street Address	City, State and Zip Code	County
493 EAST SEMORAN BLVD.	CASSELBERRY , FLA.	SEMINOLE

Cause of Discrimination Based On (Check appropriate box(es))
[X] Race [ ] Color [ ] Sex [ ] Religion [ ] Handicap
[ ] National Origin [ ] Age [ ] Marital Status [ ] Retaliation

Date most recent or continuing discrimination took place (month, day, year)
10/11/02

The Particulars Are (If additional space is needed, attach extra sheet(s)):

1. PERSONAL HARM:

ON OR ABOUT OCTOBER 11, 2002, I WAS FIRED. ON OR ABOUT JULY 3, 2002, I WAS DEMOTED. I HAD WORKED FOR THIS COMPANY SINCE MAY 1998. AT THE TIME OF MY TERMINATION I WAS EMPLOYED AS A DATA ENTRY SPECIALIST.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

MS. KATHY BOWES, SUPERVISOR, STATED THAT I WAS BEING FIRED BECAUSE OF ABSENTEEISM. NO REASON WAS GIVEN FOR MY BEING DEMOTED.

III. DISCRIMINATION STATEMENT:

I BELIEVE THAT I HAVE BEEN DISCRIMINATED AGAISNT IN VIOLATION OF THE 1992 FLORIDA CIVIL RIGHTS ACT BECAUSE MY RACE/BLACK BY DEMOTION AND DISCHARGE FOR THE FOLLOWING REASONS:

1. ON OR ABOUT OCTOBER 11, 2002, I WAS FIRED. ON OR ABOUT JULY 3, 2002, I WAS DEMOTED FROM SUPERVISOR, RESEARCH TO DATA ENTRY SPECIALIST. I WAS NEVER GIVEN A REASON FOR MY DEMOTION, EVEN THOUGH MY JOB PERFORMANCE WAS ALWAYS CONSIDERED EXCELLENT.

2. DURING MY EMPLOYMENT MS. BEVRLY DEE'S AND MS. LINDA SAPARIDA (BOTH/WHITE), WERE OFTEN OUT ON NUMEROUS OCCASIONS , YET WERE NOT TERMINATED.

3. EVEN THOUGH COMPANY POLICY STATES THAT THE STEPS OF PROGRESSIVE DISCIPLINE BE ADHERED TO WHEN DISCIPLINARY ACTION IS REQUIRED., I WAS NOT AFFORDED THIS PROCESS, WHEREAS; THE WHITE EMPLOYEES ARE.

ATTACHMENT 0444

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-004452

DATE ENTERED: 12/14/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/004452/040044521214041i06104715.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Buil g F
Tallahassee, Florida 32303-4149

CH-4452

CHARGE OF DISCRIMINATION	FCHR No. 200433654
Name (Indicate Mr., Ms., or Mrs.) Cherilyn Black	Social Security Number [redacted] / Date of Birth 9-11-55
Street Address 325 NW 19th Street	Home Telephone Number (area code) (954) 943-5427
City, State, and Zip Code Pompano Beach, FL 33060	Work (if possible to call you there)

FILED
2004 DEC 14 P 2:58
2004 JUL 28 A 11:58

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
THE SCHOOL BOARD OF BROWARD COUNTY	Over 15	

Street Address	City, State, and Zip Code	County
600 S.E. 3rd Avenue	Fort Lauderdale, Florida 33301	Broward

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [x] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year)
August 19, 2003

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

I am black and was a Head Start Teacher at Pompano Beach Elementary from August, 1980. I had no significant problems during my many years of teaching. However, in May, 1999, statements were made by a young child which were racially offensive. I complained about it but no action whatsoever was taken to even talk to the child about the racially offensive statements. Because no action whatsoever was taken by the principal, I complained to the area superintendent. Thereafter, I received negative evaluations and got placed on a prescription plan (work improvement plan). However, I was not given the necessary tools and support in a deliberate attempt to cause me to fail. I was also recommended to go to EAP for a psychiatric examination. The following year I took a leave of absence. Thereafter, in the 2001-02 school year, I began teaching at the Charter School Institute and received a good evaluation for that year. I began the 2002-03 school year, however, the owner l became convinced that I and two other teachers complained (whistle blower) in writing (I did not complain). Thereafter, Gracie Diaz discovered that I had been released from the Charter School and requested that the psychiatric evaluation had been previously requested be completed I objected to the evaluation but eventually acquiesced to having the examination. I was unable to attend the first examination and was reminded of the deadline of August 1, 2003. However, the doctor was not available until August 6, 2003. I advised the School Board of that fact and attended the examination on August 6, 2003. I was terminated anyway for failing to complete the psychiatric evaluation on time.

II. Respondent's Reasons for Personal Harm:

There are no legitimate reasons for the foregoing conduct.

III. Discrimination Statement:

Based upon the foregoing, I charge Respondent with denying me equal terms, privileges and conditions of employment by reason of my race and retaliation , in violation of the of the Florida Civil Rights Act of 1992 and Civil Rights Act of 1964.In addition, I wish to have this charge of discrimination dually filed with the EEOC.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Cherilyn A. Black-Lowe DATED 7/19/04

ATTACHMENT 0445

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-004570

DATE ENTERED: 12/21/2004

RACE: black

LINK: doah.state.fl.us/DocDoc/2004/004570/04004570122104i05113628.pdf

PAGE(S): 1

04-4570

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

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DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No.	JAB
200422354	6/24/2004

Name (Indicate Mr. or Ms.)	E-Mail Address	Date of Birth
Mr. Gueslin Vincent		6/6/1977

Mailing Address	Home Telephone Number (area code)
Post Office Box 20123	(850) 422-2886
City, State, and Zip Code	**Work (if possible to call you there)**
Tallahassee, FL 32316	N/A

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
U-Haul	15+	(850) 576-1159
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2201 West Tennessee Street	Tallahassee, FL 32304-2666	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): May 5, 2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I feel I have been discriminated against based on my race (black), national origin (Haitian) and age during employment with the Respondent.

I was employed with the Respondent for approximately two years. Last summer, I inquired about my pay rate since we had just recently lost our store manager and I was performing most of the store manager's duties. I felt that my inquires may have caused me more harm, but I eventually was given a raise; I was only brought to the same level as another white employee even though I was an assistant manager that performed most of the managerial duties.

I was also passed up twice for the store manager position. Two other individuals were hired that were nearly 20 years older than me. I feel that my age was a factor in the Respondent not picking me.

I was terminated on May 5, 2004 for $200 missing from the safe. This is a unique amount of money and I feel that this was a ploy to have me terminated. During my time of employment, I had never come up short and not able to account for the missing money. Age and race played a key factor in this to include my national origin. I had at times helped customers that spoke Creole, but I would always get dirty looks from upper management. I also requested from the Respondent the reason why I was terminated, but I was refused the paperwork. I am aware of a white employee that was terminated one week before me and she was allowed to receive the reason the Respondent terminated her.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Gueslin Vincent

DATE 6-27-04

ATTACHMENT 0446

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 04-004652

DATE ENTERED: 3/12/2004

RACE: black

LINK: doah.state.fl.us/ROS/2004/04004652.PDF

PAGE(S): 2

4. The majority of the residents at One Watergate are white.

5. Derrick Bhayat is a native of South Africa and of Black South African and Malaysian ancestry. He has a dark brown complexion.

6. On July 25, 2002, Mr. Bhayat timely filed a complaint of housing discrimination with the Commission alleging that Respondent, One Watergate Association, Inc. discriminated against him on the basis of color and national origin.

7. In May 2002, Mr. Bhayat and his wife entered into a contract to purchase a condominium at One Watergate owned by Paul and Jane Hess.

8. On May 31, 2002, Mr. Bhayat hand-delivered to Respondent's property manager a copy of the contract, application for occupancy/approval and a tri-merge credit report, which combined information from the 3 credit bureaus (Equifax, Experian and Trans Union). The credit report included information on both Mr. Bhayat and his wife. The application did not include Mr. Bhayat and his wife's social security numbers because of concerns resulting from Mrs. Bhayat being a victim of identity threat.

9. Respondent notified the Bhayat's attorney that it could not accept or approve the sale because the application was incomplete.

10. Mr. Bhayat's attorney contacted the attorney for Respondent. On or about June 10, 2002, Respondent's attorney during a telephone conversation with Mr. Bhayat's counsel indicated that the Respondent would accept and approve the Bhayat's application provided they also disclosed their driver licenses numbers so that a search of police records could be conducted.

11. On or about June 10, 2002, Mr. Bhayat hand-delivered the application including his and his wife's driver's license numbers and the tri-merge credit report to Mr. Farr.

ATTACHMENT 0447

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-000085

DATE ENTERED: 1/11/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/000085/05000085011105i05113208.pdf

PAGE(S): 1

05-0085

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100

Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	JAB

Name (Indicate Mr. or Ms.)	E-Mail Address	Date of Birth
Ms. Cynthia McGee		8-19-60
Mailing Address	**Home Telephone Number (area code)**	
Post Office Box 550423	(407) 805-9986	
City, State, and Zip Code	**Work (if possible to call you there)**	
Orlando, FL 32855	(407) 829-7400	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
AIG	15+	(407) 829-7600
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
640 Century Point	Lake Mary, FL 32746	Seminole

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)

☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): 1/27/2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act.

I feel I have been discriminated based on my race and color (black) while being employed with the Respondent.

I was placed under different terms and conditions by the Respondent since I first began employment in April 2003. On numerous occasions I was verbally harassed by supervisors, denied promotions, schedule changes and the right to make outside calls as well as placed on written warning on December 16, 2003 for inappropriate sales conduct alleging me of committing fraud. No other employees (white) have been subjected to any such treatment. I have made several inquires through the company regarding the harassment I have sustained and I have yet to get a satisfactory response. The harassment has continued and I feel it is in retaliation for my continued inquiries.

I met with the Human Resources department concerning the discrimination I have experienced on January 27, 2004, but they refused to resolve or confront any of these issues.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

1-27-04 TC

ATTACHMENT 0448

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-000094

DATE ENTERED: 1/12/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/000094/05000094011205i05094020.pdf

PAGE(S): 1

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AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION	**FCHR No.**	**BEM**
Name (Indicate Mr. or Ms.) Mr. James M. Bowles	**Email Address**	**Date of Birth** 01-24-47
Mailing Address 4193 Evelyn Street	**Home Telephone Number (area code)** (850) 482-8459	
City, State, and Zip Code Marianna, Florida 32446	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Jackson Hospital	**Number of Employees** 15+	**Telephone Number** (850) 718-2620
Street Address (Branch/Office in Florida) 4250 Hospital Drive	**City, State and Zip Code** Marianna, Florida 32446	**County** Jackson

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☒ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 06-16-03

THE PARTICULARS ARE:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

During my employment I was denied a promotion because of my race (Black), color, gender (male), and age. I was terminated on June 16, 2003.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT James M. Bowles **DATE** 10/07/03

ATTACHMENT 0449

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-000096

DATE ENTERED: 1/12/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/000096/05000096011205i05094135.pdf

PAGE(S): 1

MLH

05-0096

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2005 JAN 12 P 4:47

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. MLH		
Name (Indicate Mr. or Ms.) Ms. Beatrice Mays	**Email Address**	**Date of Birth** 09/09/1955
Mailing Address 905 South Central Avenue	**Home Telephone Number (area code)** (407) 977-0492	
City, State, and Zip Code Oviedo, FL 32765	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Progress Energy	**Number of Employees** 15+	**Telephone Number** (407) 629-1010
Street Address (Branch/Office in Florida) 2801 West State Road 426	**City, State and Zip Code** Oviedo, FL 32765	**County** Seminole

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) December 12, 2003

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

In May of 2003, Steve McKinnie (white, male), Local Distribution Manager, singled me out for a "360 Survey." I was the only one the survey was conducted on. I was told that it was a new performance tool and was not to be used against me. In response, I wrote a letter to Mr. McKinnie stating that I thought the survey was unfair, that I was singled out, and that if I had to do the survey, then everyone else should have to do it, too, including Mr. McKinnie. I forwarded a copy of the letter to Roger Johnson (white, male), the Human Resource Representative (at that time), and Dave Maxon (white, male), Regional Manager. No action was taken about this matter, and I remained the only one subjected to the survey.

Since the letter, I have been retaliated against and made to feel intimidated by Mr. McKinnie because of my race/color (black, female). I am the only black person in my office.

On December 9, 2003, I used the Respondent's stamp machine for my personal use. There is no company policy against this. On December 10, 2003, I was called into Mr. McKinnie's office about my personal use of the company stamp machine. I was the only one that was called into Mr. McKinnie's office. I know of at least two other employees who have used the stamp machine for personal use—Roger Johnson (white, male), Shift Supervisor, and John Llantin (white, male), GIS Technician.

On December 12, 2003, I was terminated by Respondent. The reason given to me by Mr. McKinnie for the termination was personal use of the company stamp machine and poor performance.

I believe that I was singled out in the survey, that no action was taken by management on my behalf about the survey, that I was continually made to feel intimidated at work, that I was held to different terms and conditions than my white, male co-workers, and that I was retaliated against and terminated because of my race/sex.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Beatrice L. Mays **DATE** 12/27/2003

MLH

ATTACHMENT 0450

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-000181

DATE ENTERED: 1/24/2005

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2005/000181/05000181012405i05113724.pdf

PAGE(S): 1

2222 E. Davis

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FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. ERD	
Name (Indicate Mr. or Ms.) Mr. Romeo Maderazo	**Email Address**	**Date of Birth** 2-17-66
Mailing Address 605 McKinney Street	**Home Telephone Number (area code)** 850-678-8203	
City, State, and Zip Code Niceville, FL 32578	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
McDonald's #26203	15+	850-678-1844
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1090 John Sims Parkway	Niceville, FL 32578	Okaloosa

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) May 10, 2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I was discriminated against by McDonald's #26203 on the basis of my race (Asian) and as a result I was wrongfully terminated on May 10, 2004.

I had been employed with the Respondent for 12 years and I was working as a Manager at the time that I was terminated. I was the only Asian Manager working at McDonald's #26203 and I had not had any problems up until the time that I was terminated. On May 3, 2004 a deposit bag came up missing with approximately $3000 in it. I did everything that I was supposed to do as far as contacting law enforcement and talking to the other managers about the missing bag. I was told on May 10, 2004 by Owner Charlie Davis and Manager Mike Smith that because of the missing bag I would be demoted and I would also received a drastic pay cut. I went into work on May 11, 2004 and wanted to speak with Mr. Davis but he was not there, I was instead given my pay check and a letter of release. I believe that I was falsely accused in order for them to have me terminated based on discrimination because of my race (Asian).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Romeo C. Maderazo

DATE June 3, 2004

TC

ATTACHMENT 0451

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-000563

DATE ENTERED: 2/16/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/000563/05000563021605i06085439.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

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FEB 16 PM 2:30
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

Complaint #

Name (Indicate Mr., Ms., or Mrs. etc.)

Mr. Steven Bell **Social Securit** [redacted]

Telephone # Home **(386) 684-6273**
Other: **(352)**

Street Address:
PO Box 2117

City, State, and Zip Code
Interlachen, FL 32148

05-0263

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

WalMart — Name
Approximately 500 at location — No. of employees

551 Hwy 19 North — Street Address
Palatka — City
Florida — State
32178 — Zip Code

(352) — Telephone Number
Alachua — County

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Cause of Discrimination Based on:
Black (B)
X Race _ Color _ Age _ Marital Status
_ National Origin _ Religion _ Sex X Retaliation
_ Disability

Date Most Recent or Continuing Discrimination Took Place:
November 2003
December 30, 2003 – To Present (JR)

Personal Harm: 1) disparate treatment and denial of documented commendations prohibiting future advancement and/or promotions, 2) retaliation for wrongful termination in April 2002 and for previous complaints of harassment and hostile work environment in October 2002 (after I was rehired).

Reason for Adverse Action: 1) The District Manager said its been such a long time that the investigation into the interception and unauthorized opening of a customer's letter of good performance and gift card is inconclusive, 2) no response.

Discriminatory Statement(s): I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act and/or Title VII of the Federal Civil Rights Act for the following reasons:

Management denied me the access to a client's letter of good performance and a gift card because of my race. They made it a point to threaten me with the gratuity policy that if I took the card, I could be fired. A White employee received his letter and card with no threats and no write-ups under the gratuity policy. This is the latest example of unfair documentation. When I perform above expectations, it is not documented in my file, but if I do anything wrong, it is immediately documented. The corporate office told me verbally that the commendation form which is being used everyday and is still on the WalMart intranet is obsolete.

The company is retaliating against me because I consistently reported problems including harassment, hostile work environment, and violations of company policies wherein the supervisors treated me differently. I was fired for allegedly sleeping on the job, but was awarded unemployment compensation, and won again after an appeal. A White male was caught actually sleeping on the job and was not written-up or fired for the same violation I was accused of. I

TC

ATTACHMENT 0452

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-000977

DATE ENTERED: 3/16/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/000977/05000977031605i05111204.pdf

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FILED
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2004 2 8 5 ERD	
Name (Indicate Mr. or Ms.) Mr. Robert Keith Coles	**Email Address**	**Date of Birth** 11-19-54
Mailing Address 5805 Saint Elmo Street	**Home Telephone Number (area code)** 850-473-0073	
City, State, and Zip Code Pensacola, FL 32503	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Sacred Heart Hospital	15+	850-416-7000
Street Address (Branch/Office in Florida) 5151 North 9th Avenue	**City, State and Zip Code** Pensacola, FL 32504	**County** Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) March 26, 2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

As an employee of Sacred Heart Hospital I believe that I have been discriminated against because of my race (black), and as a result have been unfairly disciplined.

I have been written up more than 14 times in the past year with the most recent write up occurring on March 26, 2004. On that day I there was a verbal disagreement between myself and a co-worker and as a result of this I was written up by Jim Jones and my co-worker who is white was not. There was also an incident on March 23, 2004 where I was written up because they stated that I had raised my voice to a co-worker who is white. I believe that the excessive write-ups are a direct result of discrimination based on my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Robert Keith Coles **DATE** 4/15/04

BM

ATTACHMENT 0453

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001004

DATE ENTERED: 3/18/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001004/05001004031805i05114442.pdf

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2004 MAR 10 PM 4:12

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION	**FCHR No.**	**EEOC**
Name (Indicate Mr. or Ms.) Mr. Douglas Randall	**Email Address**	**Date of Birth** 03-09-64
Mailing Address 3108 North 6th Avenue	**Home Telephone Number (area code)** (850) 433-7357	
City, State, and Zip Code Pensacola, Florida 32503	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Sacred Heart Hospital	15+	(850) 416-7000
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5151 North 9th Avenue	Pensacola, Florida 32504	Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 01-09-04

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I have been employed with Respondent for approximately 8 months. During my employment I have been harassed, subjected to different terms and conditions and disciplined because of my race (Black). Specifically, in September 2003, Supervisor Jane Nix (white) gave me a written reprimand for failing to call in to work; however, according to company policy I should have received an oral reprimand. Instead, the written reprimand was placed in my personnel file which prevented me from being transferred to another position. In October 2003, I spoke to Ms. Nix about possibly moving to the position of Scheduler which would allow me to change my work hours; however, Ms. Nix advised me that I was not qualified for the position. In addition, on January 4, 2004, I was given an unfair evaluation. I complained to Human Resources and explained I felt I was being treated differently because of my race. On January 9th, shortly after I complained about the disparate treatment Ms. Nix placed me on probation for 90 days. I complained again to Human Resources and I was taken off of probation.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE** 7 March 04

ATTACHMENT 0454

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001014

DATE ENTERED: 3/21/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001014/05001014032105i06130056.pdf

PAGE(S): 1

05-1014

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2004 JUN -9 PM 1:46

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

05 MAR 21 AM 10:13

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. ERD

Name (Indicate Mr. or Ms.) Ms. Bridgette Wingate-Williams	**Email Address** / **Date of Birth**
Mailing Address 115 Majors Road	**Home Telephone Number (area code)** 850-505-7643
City, State, and Zip Code Pensacola, FL 32503	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Sacred Heart Hospital	**Number of Employees** 15+	**Telephone Number** 850-416-7000
Street Address (Branch/Office in Florida) 5151 North 9th Avenue	**City, State and Zip Code** Pensacola, FL 32504	**County** Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) March 30, 2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

While employed with Sacred Heart Hospital I was discriminated against based on my sex (pregnancy) and my race (black) with my termination effective March 30, 2004.

I was originally hired to do clerical work at Sacred Heart and in/about January 2004 Supervisor Craig Wright asked me if I would help out doing nursing homes which would require me to collect specimens from patients. He told me that he needed my help until he could get someone hired and trained before I went out on maternity leave. It was at that time that I informed him that because of my pregnancy there may be times that I was not able to fully function in the capacity that he was requiring, and he stated that would be fine. After doing nursing homes it got to be too demanding on my health and because of the complications I was having my doctor gave me a letter requesting that I be placed on light duty and I was sent home on February 24, 2004. There have been two instances that I am aware of where employees who are white were given accommodations based on their doctor's recommendations. Everything was alright as far as I knew until I received a letter on March 24, 2004 stating that I was terminated effective March 30, 2004. I believe that my termination was based on discrimination because of my race (black) and my pregnancy.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Bridgette Wingate-Williams **DATE** 6-4-04

HD

ATTACHMENT 0455

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001132

DATE ENTERED: 3/25/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001132/05001132032505051520 29.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

2005 MAR 25 09 MAR 31 PM 2:08 AM 5:26

Date Stamp (FCHR Use Only)
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FLORIDA COMMISSION ON HUMAN RELATIONS

AMENDED EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 23J1669 HG

Name (Indicate Mr. or Ms.) Jessica K. James	**Social Security #** 263 72 3139
Date of Birth 09 18 1945	
Mailing Address 1315 10th Street Northeast	**Home Telephone Number (area code)** 863 293 0233
City, State, and Zip Code Winter Haven, Fl 33881	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Winter Haven Health & Rehabilitation	**Number of Employees** 15+	**Telephone Number** 863 293 3103
Street Address (Branch/Office in Florida) 202 Avenue O Northeast	**City, State and Zip Code** Winter Haven, Fl 33881	**County** Polk

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 04-01-2002

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
I was denied training and terminated from my position as Director of Nurses (DON) because of my race (black).

II. Respondent's Reason for Personal Harm
There was no reason given for the denial of training. I was told I was being terminated because the company wanted to go a different direction.

III. Discrimination Statement:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. I was treated differently than the previous two white individuals who held the position of DON. I was given promises of training, yet never received any training.

2. Ultimately, I was terminated on April 1, 2002.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Jessica James

DATE 3-26-03

ATTACHMENT 0456

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001152

DATE ENTERED: 3/30/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001152/05001152033005051252O7.pdf

PAGE(S): 1

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Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
05 MAR 30 AM 9:22
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION

Name (Indicate Mr. or Ms.) Jacqueline J. Adams	**FCHR No.** JAM **Email Address**	**Date of Birth** 5-20-64
Mailing Address 3842 Bell Road	**Home Telephone Number (area code)** (850) 562-1570	
City, State, and Zip Code Tallahassee, Fl. 32303	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Heritage Oaks Retirement Assistant Living	**Number of Employees** 15+	**Telephone Number** (850) 668-4004
Street Address (Branch/Office in Florida) 45014 Shannon Lake	**City, State and Zip Code** Tallahassee, FL 32303	**County** Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-25-03

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

During my employment, I have been subjected to different terms and conditions than another employee (white male). On September 25,2003 .I was terminated from my employment because my race (black) and sex (female).I was told I was terminated because I did not wear gloves; however, Alex did not have on gloves and he was not terminated or disciplined.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Jacqueline Adams 9-30-03

ATTACHMENT 0457

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001217

DATE ENTERED: 4/4/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001217/05001217040405051140 50.pdf

PAGE(S): 1

05-1217

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

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FILED 05 APR -4 AM 9:16

DIVISION OF ADMINISTRATIVE HEARINGS

AMENDED EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	FCHR No. 200422864 SA	
Name Mr. Frank Kennebrew	**E-Mail Address**	**Date of Birth**
Mailing Address 13570 Southwest 192 Street	**Home Telephone Number (area code)** (305)235-0729	
City, State, and Zip Code Miami, FL 33177	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Miami- Dade County Public Schools	10000	(305)995-1430
Street Address (Branch/Office in Florida) 1450 Northeast 2nd Avenue	**City, State and Zip Code** Miami, FL 33132	**County** Miami-Dade

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 09/09/2003

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

While employed as an ESOL Instructor at South Dade Adult Center, I was terminated because of my race (Black). I was terminated despite having more seniority, education, and training than other White applicants. Supervisors, Gilda Santalla and Claudia Hutchins subjected me to disparate treatment which led to constructive discharge. They also gave preference to White employees. For example, I was reassigned from my position as a high-level instructor and replaced by Caucasian teachers on three separate instances, without any objective rational. Finally, I was reassigned to a "special program" only to find that after about two weeks into the assignment the program would no longer be funded. It is significant to note that the teacher who had been my replacement was reassigned to another class just prior to the alleged funding crisis. The employment practices at South Dade Adult Center were facially disparate and racially motivated. My constructive discharge was a pretext to engage in an impermissible discriminatory employment practice.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Frank Kennebrew 08-25-04

ATTACHMENT 0458

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001218

DATE ENTERED: 4/4/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001218/05001218040405051141 08.pdf

PAGE(S): 1

05-1218

21858

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

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05 APR -4 AM 9:18
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
2004 APR 23 PM 2:09

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	ERD
Name (Indicate Mr. or Ms.) Ms. Melissa Shantell Johnson	**Email Address**	**Date of Birth** 7-9-79
Mailing Address 27 Pine Run	**Home Telephone Number (area code)** 352-687-2780	
City, State, and Zip Code Ocala, FL 34472	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
EDS	15+	352-671-4957
Street Address (Branch/Office in Florida) 3300 Southwest 34th Street	**City, State and Zip Code** Ocala, FL 34471	**County** Marion

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) June 8, 2003

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

While working at EDS I believe that I have been discriminated against based on my race (black) and as a result I was terminated on June 8, 2003.

I was terminated on June 8, 2003 by Supervisor Sue Flueline because she stated that I had left work on a particular day. On the day in question we were really slow so our Team Leader Jason (last name unknown) stated that I could leave since it was slow. I was never written up, or warned about this incident nor have had any other personnel problems up until the time I was terminated. Prior to my termination there had been three employees terminated that were black because management stated that the budget was low, but at the same time they hired five white employees. I believe that I was terminated because of discrimination based on my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Melissa Shantell Johnson

DATE 4-21-04

TC

ATTACHMENT 0459

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001243

DATE ENTERED: 4/7/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001243/05001243040705061136 51.pdf

PAGE(S): 1

Dec. 15. 2004 2:51PM FLA COMM HUMAN RELATIONS No. 0231

05-1243

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

05 APR 7 AM 10:11

DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)
2004 DEC 21 PM 1:53

A. PERSONAL INFORMATION	FCHR No. 200500391 TS	
Name Ms. Viritti Jackson	**E-Mail Address**	**Date of Birth** 10/20/1977
Mailing Address 2173 West 15th Street	**Home Telephone Number (area code)** (904) 356-7030	
City, State, and Zip Code Jacksonville, FL 32209	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Florida Department of Children and Families	15+	(904) 259-6211
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
7487 South State Road 121	Macclenny, FL 32063	Baker

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
X RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN X AGE ☐ MARITAL STATUS X RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) December 10 , 2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been subjected to disparate treatment as a Secretary Specialist at the Florida Department of Children and Families because of my race (black) and age (27). I also believe I was retaliated against after I complained about the disparate treatment to the FCHR and the Employees Relations Commission.

During the hiring process in April of 2004, I feel the older and white females were treated better. My educational documentation relevant to my knowledge, skills, and abilities, were intentionally omitted by the designated hiring authority, Lela Parker-Clark. These documents were sent to her in my attempt to negotiate a higher starting salary than what was offered. I was then given the absolute minimum salary. One older white female was given a higher starting salary than I was, even though I had better credentials.

I believe I was retaliated against after I complained to the FCHR and Employees Relations Commission on November 23, 2004. The complaint addressed the hiring concerns and other issues. I was then reassigned to another unit on December 9, 2004. The reason for the reassignment was to get me out of "harms way." I believe it was in retaliation of the complaint. Also, on December 10, 2004 there was a discrepancy regarding my paycheck. I also believe that was in retaliation.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Viritti Jackson	12/17/04

ATTACHMENT 0460

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001455

DATE ENTERED: 4/19/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001455/05001455041905051303 13.pdf

PAGE(S): 1

FLOI A COMMISSION ON HUMAN ELATIONS

325 John Knox Road, Suite 240, Building
Tallahassee, Florida 32399-1570

05-1455

CHARGE OF DISCRIMINATION	FCHR No.
Name (Indicate Mr., Ms., or Mrs.) Mr. Willie Foster	Home Telephone No. (Area Code) (407)-928-4484
Street Address 5542 S. Rio Grande Avenue	Work (if possible to call you there) None
City, State and Zip Code Orlando, FL 32839	County Orange

FILED
2005 APR 19 A 11:02
DIVISION OF ADMINISTRATIVE HEARINGS

2004 JUL 19 PM 3:32

List the employer, labor organization, employment agency, apprenticeship committee, governmental agency, or other person who discriminated against you.

Name	Telephone Number
Pepsi-Cola Bottling Company	(407)-826-5900

Street Address	City, State and Zip Code	County
1700 Directors Row	Orlando, FL 32809	Orange

Cause of Discrimination Based On (Check appropriate box(es)
[X] Race [ ] Color [X] Sex [ ] Religion [ ] Handicap
[ ] National Origin [X] Age [ ] Marital Status [ ] Retaliation

Date most recent or continuing discrimination took place (month, day, year)-----August 16, 2003

The Particulars Are (If additional space is needed, attach extra sheet(s)):

I. PERSONAL HARM:

On August 16, 2003, I was denied a position as a Merchandiser.

II. RESPONDENT'S REASON(S) FOR PERSONAL HARM:

No reasons were given.

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against in violation of the 1992 Florida Civil Rights Act, as amended because of my Race/Black, Sex/Male and Age/46 by Failure to Hire for the following reasons:

1. On August 16, 2003, I was denied a position in the Merchandising Unit, in favor of Ms. Jennifer Daniels, a less experienced (White) Female, Under Age/40.

2. I believe that the prospective employer refused to hire me because I am a Black/Male over age/40.

Betty J. Jones-Shand
Commission #DD235975
Expires: Sep 13, 2007
Bonded Thru
Atlantic Bonding Co., Inc.

Notary (Required For Filing)

Signature of Complainant Willie Foster Date 7-12-04

Subscribed And Sworn To Before Me
12 of July, 2004

FCHR FORM C-2 (MAY 03)

ATTACHMENT 0461

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001669

DATE ENTERED: 5/10/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001669/05001669COD-051105-10471847.PDF

PAGE(S): 1

05-1669

Escambia Pensacola Human Relations Commission

CHARGE OF DISCRIMINATION		EEOC No. 15DA500210
Name (Indicate Mr., Ms., or Mrs.) Mr. Jeffrey Reece Moore	Social Security Number 427-25-3882	Date of Birth 69-26-1966
Street Address 9051 Brunson Drive		Home Telephone (area code) (850) 474-9339 Cell (850) 529-6[illegible]
City, State, and Zip Code Pensacola, Fl. 32514		Work (if possible to call you there) N/A

FILED
2005 MAY 18 P 3:03
DIVISION OF ADMINISTRATIVE HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Archer Western Contractors

Name(s)	No. Of employees 15+	Telephone No. (area code)
Randy (mechanic), Calvin (Job superintendent), Michelle (loader driver), Dewayne (Supervisor), Mr. Voice (Supervisor)	over 60	(850) 484-9877

Street Address	City, State, and Zip Code	County
1905 Olive Road	Pensacola, Fl. 32514	Escambia

Cause of Discrimination Based on (check appropriate box (es))
[X] Race [X] Color [ ] Sex [ ] Religion [ ] Handicap [ ] National Origin [ ] Age [ ] Marital Status [ ] Retaliation
the fact I purchased a house in a white neighborhood in July

Date Most Recent Or Continuing Discrimination Took Place (month, day, year)
March 2003 - October 2003

THE PARTICULARS ARE (If additional space is needed, attach extra sheet (s):

I. PERSONAL HARM:
Archer Western Contractors
1905 Olive Road Pensacola, Fl. 32514
Hired on Feb. 10, 2003 Fired on Oct. 3. 2003.

II. RESPONDENT'S REASON FOR PERSONAL HARM:
On Oct. 3. 2003 I went to pick up my pay check and I asked the payroll secretary Patty if I was fired she said "yes" Randy told me it was because I did not do my job.

III. DISCRIMINATION STATEMENT:
(look on attached sheets)

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Notary (Required for filing)

SIGNATURE OF COMPLAINANT
Jeffrey Moore

DATE
10/13/03

SUBSCRIBED AND SWORN TO BEFORE ME

DIVISION OF ADMINISTRATIVE HEARINGS
2005 MAY 18 PM 3:06

ATTACHMENT 0462

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001778

DATE ENTERED: 5/18/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001778/05001778COD-051805-10452045.PDF

PAGE(S): 1

05-1778

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY	CHARGE NUMBER
☒ FEPA ☐ EEOC	400546 15MA400206

Palm Beach Co. Ofc. Of Equal Opp. and EEOC
State or local Agency, if any

FILED PLEASE OFFICE OF EQUAL OPPORTUNITY 04 MAY 25 AM 11:29

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Mr. Donald J. Brown	(561) 373-5781
STREET ADDRESS, CITY, STATE AND ZIP CODE	**DATE OF BIRTH**
500 Crestwood Court, Apt. #507, Royal Palm Beach, FL 33411	09/01/1935

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
The Hertz Corporation	Cat C (201-500)	(561) 686-4300
STREET ADDRESS, CITY, STATE AND ZIP CODE		**COUNTY**
3175 Belvedere Road, West Palm Beach, FL 33409		099

NAME	TELEPHONE NUMBER (Include Area Code)
The Hertz Corporation	(561) 686-4300
STREET ADDRESS, CITY, STATE AND ZIP CODE	**COUNTY**
225 Brae Boulevard, Park Ridge, N J 07656	099

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER *(Specify)*

DATE DISCRIMINATION TOOK PLACE
EARLIEST 04/16/2004 *LATEST* 04/29/2004
☐ CONTINUING ACTION

THE PARTICULARS ARE *(If additional space is needed, attach extra sheet(s))*:

On April 29, 2004, I was terminated from my position as Bus Driver after almost five (5) years of employment.

The employer did not give a reason for the disparate treatment.

I believe that I have been discriminated against in violation of Article VI, Sections 2-261 thru 2-313, Palm Beach County Code (the Palm Beach County Equal Employment Ordinance), Title VII of the Civil Rights Act of 1964, the Florida Civil Rights Act of 1992, as amended and retaliation under Section 704(a), Title VII Civil Rights Act and Chapter 760.10(7), Florida Civil Rights Act for the following reasons:

1. On April 16, 2004, I was placed on progressive discipline after a minor offense which happened six (6) months prior. I believe this action was taken in retaliation because as shop steward, I had to bring to the company's attention its discriminatory practices toward Black employees.
2. White employees have committed more serious offenses but they were not put on progressive discipline. In fact, one White employee had three (3) accidents where damages were over a hundred dollars each time. He only received a verbal warning after the third offense. I was put on progressive discipline for a minor offense and terminated. The White employee continues to work.
3. I believe that I have been discriminated against because of my race/Black and retaliated against because I reported discriminatory practices.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Date Charging Party *(Signature)*

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Month, day and year)
May 25, 2004

MY COMMISSION # DD125121 EXPIRES June 12, 2006
BONDED THRU TROY FAIN INSURANCE, INC.

EEOC FORM 5 (Rev. 07/99)

FILE COPY

ATTACHMENT 0463

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001919

DATE ENTERED: 5/25/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001919/05001919COD-052605-16340634.PDF

PAGE(S): 1

05-1919

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2004 NOV -5 PM 2:04

FILED
2005 MAY 25 P 2:
DIVISION OF
ADMINISTRATIVE
HEARINGS

15 DAYS TO

A. PERSONAL INFORMATION		FCHR No. 200500853 MH
Name Ms. Millie Miller	**E-Mail Address**	**Date of Birth** 10-30-51
Mailing Address 1485 Southwest Lee Street		**Home Telephone Number (area code)** (850) 973-2021
City, State, and Zip Code Madison, FL 32340		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Apalchee Center	**Number of Employees** 15+	**Telephone Number** (850) 523-3333
Street Address (Branch/Office in Florida) 2634 Capital Circle Northeast	**City, State and Zip Code** Tallahassee, FL 32308	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) October 11, 2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was employed with the respondent for 10 months as a case manager. On October 11, 2004, Dr. McGhee handed me a letter of termination. As he gave me the letter he said I was being terminated for falsification of records wherein I excessively billed Medicaid for minimum case management services provided. I told Mr. McGhee that I disagreed with his belief that I falsified Medicaid billing records. I composed a case note for one client about the hurricanes impacting Florida. I copied this case note to other clients who were to receive identical information. I recorded the time utilized for each case.

Catherine Cruce (white) made mistakes in her case management records. However she was allowed to make corrections without being terminated.

I believe I have been discriminated against based on my race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Millie Miller

DATE 11-4-04

ATTACHMENT 0464

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-001922

DATE ENTERED: 5/25/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/001922/05001922COD-052605-16371337.PDF

PAGE(S): 1

05-1922 15DA522.502 CL

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

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FLORIDA COMMISSION ON
HUMAN RELATIONS

2005 JAN 11 PM 1:43

2005 MAY 25 P 2:27

DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION		FCHR No.	
Name Mr. Marlow Williams		**E-Mail Address**	**Date of Birth** 12/17/1984
Mailing Address 6526 Lance Street		**Home Telephone Number (area code)** (850) 874-9364	
City, State, and Zip Code Panama City, FL 32404		**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Uncle Ernie's	**Number of Employees** 15+	**Telephone Number** (850) 763-8427
Street Address (Branch/Office in Florida) 1151 Bayview Avenue	**City, State and Zip Code** Panama City, FL 32401	**County** Bay

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 12/20/2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have been discriminated against based on my race, Black, which has resulted in harassment and ultimately termination. Nearly two months ago, I got into an argument with, Gina, a white waitress, and at the end of the conversation she called me a racial slur. Per company policy, she should have been terminated but was not. The owner and his son called me racial slurs on Saturday December 18, 2004, and I complained about that to both of them. I worked the rest of the evening, but when I returned on Monday December 20, I discovered that I had been terminated. The employer stated that I was being terminated for talking back. I know this is a pretext because I have never received a verbal or written reprimand.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Marlow Williams

DATE Jan 10, 2005

ATTACHMENT 0465

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002057

DATE ENTERED: 6/7/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002057/05002057COD-060705-16220322.PDF

PAGE(S): 1

05-2057

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC — 150-2005-00405

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2004 NOV 22 PM 3:09

2004 NOV 19 PM 3:10

Florida Commission on Human Relations and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)	Home Phone No. (Incl Area Code)	Date of Birth
Ms. Diane Scott	**(305) 743-4837**	

Street Address	City, State and ZIP Code
Po Box 501586 Marathon, FL 33050	

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
MONROE COUNTY SCHOOL DISTRICT	**101 - 200**	**(305) 289-2490**

Street Address	City, State and ZIP Code
C/OStanley Switlik Elementary, 3400 Overseas Highway, Marathon, FL 33050	

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address	City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [X] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
08-18-2004	**08-24-2004**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I am black.

I filed a charge of discrimination under 150-2004-00146. In retaliation, Respondent placed papers in my file that pertained to someone else and papers that were not signed by me. In further retaliation, Respondent placed me on suspension.

I believe all of the above occurred in retaliation for filing the aforementioned charge in violation of Title VII of the Civil Rights Act of 1964, as amended..

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

11-12-04 — Diane Scott

Date — Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0466

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002086

DATE ENTERED: 6/8/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002086/05002086COD-060905-14510051.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

FILED
2005 JUN -3 P 2:30
FLORIDA COMMISSION ON HUMAN RELATIONS

CHARGE OF DISCRIMINATION Complaint #

Name (Indicate Mr., Ms., or Mrs. etc.)

Ms. Deneace Joshua **Social Security** [redacted]

Telephone # Home: **(386) 462-5808**
Other: **(352) 334-5000 x5864**

Street Address:
PO Box 546

City, State, and Zip Code
Alachua, FL 32616

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

City of Gainesville **Approximately 100**
Name No. of employees

PO Box 490 **Gainesville** **FL 32602**
Street Address City State Zip Code

(352) 334-5707 **Alachua**
Telephone Number County

Cause of Discrimination Based on:
__National Origin _Religion X Gender (female)
X Race (Black) _ Color _Marital Status
_ Disability X Retaliation __ Age

Date Most Recent or Continuing Discrimination Took Place:

November 24, 2003

Personal Harm: No salary increase after the November 2003 global salary review for the City of Gainesville after I formally complained of discrimination and retaliation by the City to the Florida Commission on Human Relations and the Equal Employment Opportunity Commission .

Reason for Adverse Action: I received a notice from Human Resources stating that my job warrants review, but the employer has not followed up on the matter.

Discriminatory Statement(s): I believe I have been retaliated against pursuant to Chapter 760 of the Florida Civil Rights Act and/or Title VII of the Federal Civil Rights Act for the following reasons:

Several City employees involved in the recent salary analysis were also decision makers on salary range increases in the past. I made formal complaints to the Florida Commission on Human Relations and the Equal Employment Opportunity Commission about not receiving a salary increase because of my race (Black) and gender (female), and that is why I believe I am being discriminated against and retaliated against. Out of all Managers and Professionals within the Community Development, I am the only employee who has not received a salary range increase.

ATTACHMENT 0467

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002171

DATE ENTERED: 6/16/2005

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2005/002171/05002171COD-061605-14225122.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2004 MAY 24 PM 12:35
2005 JUN 16 A 11:21

A. PERSONAL INFORMATION		FCHR No. 200422031
Name Mr. Ramuriel A Orlino	**E-Mail Address** arielolab@yahoo.com	**Date of Birth** 06/05/63
Mailing Address 134 Northwest Willow Grove Avenue		**Home Telephone Number (area code)** (772)873-8545
City, State, and Zip Code Port Saint Lucie, FL 34986		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Jupiter Medical Center	**Number of Employees** 15+	**Telephone Number** (561)747-2234
Street Address (Branch/Office in Florida) 1210 South Old Dixie Highway	**City, State and Zip Code** Jupiter, FL 33458	**County** Martin

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 06/06/03

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

During my employment at Jupiter Medical Center as a Medical Technologist, I was exposed to harassment, unfair wages, and unfairly disciplined because of my race (Asian). Leading up to my termination I was written up on several occasions for violations that were either not valid and/or had gone unnoticed for other employees by the director. For example, I was written up for an incorrect cardiac reading on 10/23/02 that was the result of a glitch in the computer system and later written up again for failing to badge in at my scheduled time when another employee was doing the same thing. Also while employed by Jupiter Medical Center, another Medical Technologist with less education and experience was hired at a higher wage than me. In the end, Jupiter Medical Center terminated my employment for reasons I feel were unjust.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

DATE 5/24/04

TC

ATTACHMENT 0468

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002403

DATE ENTERED: 7/5/2005

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2005/002403/05002403COD-070805-15385238.PDF

PAGE(S): 1

05-2403

BM

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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ORIDA COM
HUMAN RE
04 OCT 11 PM 4:45
05 JUL -5

A. PERSONAL INFORMATION		
Name Ms. Martha Ann Gates	**FCHR No.** 2005CC0058 MH **E-Mail Address** Gatemart@aol.com	**Date of Birth** 5/30/19[illegible]
Mailing Address 11610 Memorial Blue Star Highway	**Home Telephone Number (area code)** (850) 856-5378	
City, State, and Zip Code Quincy, Florida 32352	**Work (if possible to call you there)** (850) 875-8737, x230	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name County of Gadsden, Florida, School Board	**Number of Employees** 15+	**Telephone Number** (850) 627-9651
Street Address (Branch/Office in Florida) 35 Martin Luther King, Jr. Boulevard	**City, State and Zip Code** Quincy, FL 32351	**County** Gadsden

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) October 31, 2003

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been employed with the respondent for 29 years. I have been refused hiring for the position of Site Coordinator for James A. Shanks Middle School for the 21st Century Grant.

In September 2003, I applied for the position and was subsequently interviewed by Maureen Daughn (white), Tammy Farlin (black), Van Riggins (black), and Ann Taylor (white).

On or about October 31, 2003, I asked Don White (Principal) if a decision was made regarding the position. He told me that Carla Galvin (black) was selected for the position. The position advertisement stated that the candidate must possess a Master's degree and experience in recruiting volunteers. I possess a Master's Degree in Language Arts/Reading K – 12 and I have recruited numerous volunteers. I learned that Ms. Galvin only possesses a Bachelor's degree and has not actively recruited any volunteers. I was never given justification for why I was not selected.

I believe I have been discriminated against based on my race (white).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Martha Ann Gates	10-11-04

ATTACHMENT 0469

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002405

DATE ENTERED: 7/5/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002405/05002405COD-070805-15433943.PDF

PAGE(S): 2

THE PARTICULARS ARE:

I. Personal Harm:

Because I have been denied promotions, I have been deprived of monetary pay increases. The above mentioned situations have caused physiological stress and health issues (high blood pressure and irritable bowel syndrome).

II. Respondent's Reason for Personnel Harm

I was told that I was not qualified for the various positions because of experience and education; I do have, however, the education and the experience. In addition, Mr. Haskins questions implied that I was not qualified for the position because I was a female, because of heavy lifting, because the job was dirty, and because of my appearance; he had reference to my acrylic nails.

III. Discrimination Statement:

I believe I have been discriminated against because of my Race-Black, Sex-Female, and Retaliation, which is in violation of Chapter 760 of the Florida Civil Rights Act, and/or Age Discrimination in Employment Act, and/or Title VII of the Federal Civil Rights Act, and/or the Americans with Disabilities Act as applicable for the following reason(s): The past sixteen years I have applied for several positions for which I was qualified, but I was not a successful applicant.

1) Assistant Purchasing Agent – Mid July 1998
   Hired Linda D. Bennett (white female), previous position was Data Entry Operator.

2) Assistant Purchasing Agent – Mid August 1999
   Hired Cynthia C. Kuharske (white female), previous position was Secretary

3) Property Control Assistant – first of May 2000
   Hired Thomas J. Zaklukiewicz (white male), previous position was Grounds Worker

4) Property Control Specialist – Dec 19, 2003
   Hired Jane Adams (white female), previous position was Grounds Worker III (pest control)

I have carefully applied for positions for which I am qualified. Nevertheless, the persons who received the promotions were white personnel and less qualified. The interview process did not measure knowledge, skills, nor ability of the applicant.

Jane Adams (white female) one of the applicants for the positions, was given the responsibility of administering the test which included providing a time frame and instructions for me. This created an opportunity for Ms. Adams to create a favorable outcome for herself, and, of course, it was damaging to me.

ATTACHMENT 0470

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002599

DATE ENTERED: 7/20/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002599/05002599COD-072005-14532453.PDF

PAGE(S): 1

05-2594

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

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05 JUL 20 AM 9:57

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2004 JUN 15 PM 3:12

FILED
DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200422236 SCA
Name Ms. Dorina Smith		**E-Mail Address** / **Date of Birth** 08/15/1965
Mailing Address 1160 East Mays Street		**Home Telephone Number (area code)** (850) [redacted] 210-3562 / 997-8542 mom
City, State, and Zip Code Monticello, FL 32344		**Work (if possible to call you there)** (850)997-1800

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Brynwood Nursing Center	**Number of Employees**	**Telephone Number** (850)997-1800
Street Address (Branch/Office in Florida) 1656 South Jefferson Street	**City, State and Zip Code** Monticello, FL 32344	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 03/31/2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

At Brynwood Nursing Center I have been harassed and subjected to different terms and conditions than other similarly situated employees because of my race (Black). I believe that Black employees at Brynwood Nursing Center are demeaned and treated with a total lack of respect as opposed to White employees. I currently feel that I have been targeted by Cheryl Johnson, the administrator, for several reasons. For example, she allows some employees to goof off during the time they should be working, but if I stop for a minute, I am chastised. Ms. Johnson also has threatened me by saying "you can start looking for another job" after I questioned her allowing another employee to receive overtime to decorate the Physical therapy room. I am seeking relief from FCHR because this company has failed to respond to any of the grievances that I have file.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Dorina Smith

DATE 6/12/04

ATTACHMENT 0471

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002601

DATE ENTERED: 7/20/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002601/05002601COD-072005-14565656.PDF

PAGE(S): 1

05-2401

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Date Stamp (FCHR Use Only)

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HUMAN RELATIONS
2004 NOV 24 PM 2:56

RECEIVED
05 JUL 20 AM 10:01

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2005040 EEOC No. EEOC
Name (Indicate Mr. or Ms.) Mr. Billy Speed	**Email Address** / **Date of Birth** 02-07-67
Mailing Address 600 Cedar Park Drive	**Home Telephone Number** 386-248-3074
City, State, and Zip Code Daytona Beach, FL 32114	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Grand Seas Resort	15+	386-677-7880
Street Address (Branch/Office in Florida) 2424 North Atlantic Avenue	**City, State and Zip Code** Ormond Beach, FL 32117	**County** Volusia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ Retaliation

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) October 29, 2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I worked in the maintenance department with the Respondent for three years. On October 24, 2004 an employee claimed that some money had been stolen from her purse which she put behind the counter. On the day in question there were two ex-employees at the job and there were also three other employees all of whom were white and all of them were behind the counter at some time or another. The General Manger (Rick Reiner), the Supervisor (Charlie Legan) and the Owner (Larry Katelli) stated that I was seen on the video tape bending behind the counter. Mr. Katelli asked me to take a polygraph and he did not ask any of the other employees that were behind the counter also. I let him know that I would need to speak with someone before I gave him an answer. I spoke to Mr. Reiner on October 29, 2004 and let him know that I refused to take a polygraph since the other employees were not required to do so. He stated that since I refused the polygraph he would have to let me go. I even suggested that he call the police if he thought I stole the money and he stated that he did not want to get the police involved. I also asked to see the video tape and they refused to let me do so. I believe that I was accused of taking the money and terminated because of discrimination based on my race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — **DATE**

Billy K. Speed — 11-20-04

ATTACHMENT 0472

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002958

DATE ENTERED: 8/18/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002958/05002958COD-081805-15540154.PDF

PAGE(S): 1

05-2958

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2005 FEB -7 PM 2:50

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	TS

Name (Indicate Mr. or Ms.) Ms. Gloria Francis	**E-Mail Address**	**Date of Birth** 06/26/1968
Mailing Address 2930 Southwest 23rd Terrace, Apartment 1901	**Home Telephone Number (area code)** (352) 336-0441	
City, State, and Zip Code Gainesville, FL 32608	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Florida Department of Juvenile Justice	**Number of Employees** 15+	**Telephone Number** (352) 955-2105
Street Address (Branch/Office in Florida) 3440 Northwest 39th Street	**City, State and Zip Code** Gainesville, FL 32608	**County** Alachua

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
X RACE ☐ COLOR X SEX ☐ RELIGION X DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS X RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 09/08/2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I believe I was sexually harassed, retaliated against, denied reasonable accommodation for my disability (chronic knee problems), and subjected to disparate treatment based on my race (black) while I worked for the Florida Department of Juvenile Justice.

I was sexually harassed by my supervisor Bruce Perry from May 2004 through June 2004. He would make sexual comments to me and put his hands on me. He would clear everyone else out of the room to talk to me. He would also make other people believe we were sexually involved. I refused his advances and told him not to play with me. This created a hostile work environment. I told other supervisors, including Assistant Detention Superintendent Mr. Charles Parkins. Mr. Parkins didn't believe me. I believe I was then subjected to retaliation by Mr. Perry when I was unfairly written up for being late in August of 2004. I had already had permission from another supervisor, Ms. Singleton, to come in late.

In June of 2004, I was denied reasonable accommodation for my disability (chronic knee injury) by Mr. Parkins. I took him a letter from my doctor regarding my knee brace. I requested larger pants to accommodate my knee brace. My request was denied. I was also put on restrictions by my doctor. However, I was put into situations with the kids where I had to violate those restrictions.

I believe I was subjected to racial discrimination when I was terminated on September 8, 2004 without any warning. I was told that I did not satisfy my probationary period. At that time I had been working for 22 months. I was originally a Detention Officer, but I was promoted to a Senior Officer in February 2004. I was supposed to be demoted if I did not satisfy the probationary period for the Senior Officer position. I had no write-ups on record, since the one I had was taken off. The white officers have not been terminated for worse behavior during their probationary periods. Mr. Douglass, a white officer on probation, had abuse charges on him; he slammed a kid and the kid's lip was bleeding. He also cursed in front of the kids. He was not terminated. Another white officer, Mr. Allen, gave security keys to a child. He was given a chance to resign. Another white worker was written up during probation, but was not terminated.

The white workers were also given better terms and conditions than the black officers. The white workers were given the weekend off. The white workers were also given better hours and shifts.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE** 11/30/05 GF

ATTACHMENT 0473

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002959

DATE ENTERED: 8/18/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002959/05002959COD-081805-15552555.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

05-2959

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FLORIDA COMMISSION ON
HUMAN RELATIONS

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2004 DEC 29 PM 1:48 TS	
Name (Indicate Mr. or Ms.) Ms. Sarah Maxwell	**Email Address**	**Date of Birth** 10-5-59
Mailing Address 1030 Southwest McFarlane Avenue, Apartment #102	**Home Telephone Number** (386) 961-8633	
City, State, and Zip Code Lake City, FL 32025	**Work (if possible to call you there)**	

10-4-59

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
The Health Center of Lake City	15+	(386) 758-4777
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
560 McFarlane Avenue	Lake City, FL 32025	Columbia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
X RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS X RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) December 22, 2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act and/or the Americans with Disabilities Act as applicable:

I believe I have been subjected to different terms and conditions and retaliated against because of my race (black).

I am employed as a Certified Nursing Assistant with the Health Center of Lake City. In my area, all the CNA's are black, with the exception of one who is white. I am treated differently than the white CNA and subject to different terms and conditions. I am scheduled to work 40+ hours per week, I am scheduled to work even when I request a day off. When I make a complaint about my excessive work hours, nothing is done. The white CNA is not required to work 40+ hours. When she makes a complaint, they fix the problem. She is not required to float or go to the other part of the building as the other black CNA's, including me. We were put on a new rotation, but the white CNA did not like the rotation, so they decided to switch it back. I have complained several times to Supervisor Martha Funkenhauser and the Director of Nurses Alicia Davis, but I am told to be quiet.

Since I complained about these issues to the NAACP (about November 2004), I believe I have been retaliated against. I have been constantly harassed with comments and unfair treatment. I have been put on limited duty by my doctor, but I am put in positions where I have no replacement and I have to work beyond my limited duty. They accuse me of lying, and they tell me I am an instigator. They falsely accused me of not responding to a fire drill. On December 22, they would not let me go to a doctor, and they would not hold a meeting to discuss the issues. I feel I am being unfairly treated because I am complaining and speaking up about the discrimination and problems at work.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

12-28-04

ATTACHMENT 0474

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002972

DATE ENTERED: 6/1/2006

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2005/05002170.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

GABE KAIMOWITZ,	)	
	)	
Petitioner,	)	
	)	
vs.	)	Case Nos. 05-2170
	)	05-2972
THREE RIVERS LEGAL SERVICES,	)	
	)	
Respondent.	)	
	)	

RECOMMENDED ORDER

This cause came on for formal hearing before Harry L. Hooper, Administrative Law Judge with the Division of Administrative Hearings, on March 21 through 23, April 19, and 21, 2006, in Gainesville, Florida.

APPEARANCES

For Petitioner: Gabe H. Kaimowitz, Esquire, pro se
Post Office Box 140119
Gainesville, Florida 32614-0119

For Respondent: Carla D. Franklin, Esquire
4809 Southwest 91st Terrace
Gainesville, Florida 32608

STATEMENT OF THE ISSUE

The issue is whether Respondent Three Rivers Legal Services engaged in unlawful employment practices with regard to Petitioner.

ATTACHMENT 0475

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002976

DATE ENTERED: 8/18/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002976/05002976COD-081905-12431843.PDF

PAGE(S): 1

05-2976

COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301-4857

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2004 DEC 28 PM 1:47

CHARGE OF DISCRIMINATION FCHR No.

Name (Indicate Mr., Ms. or Mrs.)	Social Security Number	Date of Birth
W. Rebecca Brown	[redacted]	5-14-69

Street Address	Home Telephone Number (area code)
7804 Preservation Road	850-562-5553 850-264-4750
City, State and Zip Code	Work (if possible to call you there)
Tallahassee, Florida 32312	None

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Mainline Information Systems, Inc.	100+	850-219-5000

Street Address	City, State and Zip Code	County
1700 Summit Lake Drive	Tallahassee, Florida 32317	Leon

Cause of discrimination based on (Check appropriate box) **Date of most recent discrimination took**
[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY PLACE (month, day, year).
[ ] NATIONAL ORIGIN [] AGE [ ] MARITAL STATUS [x] RETALIATION September 24, 2004

Personal Harm:

I. I have been the victim of discrimination and retaliation and I have been wrongfully terminated and discriminated against in violation of the Florida Civil Rights and Title VII of the Civil Rights Act.

II. On September 10, 2004, I had a meeting with my Supervisor, Gary Huff, a white male and Chief Financial Officer of the Company. I complained about race discrimination in the work place, that was adversely affecting a number of Black employees.

III. I complained about a hostile work environment that was creating low morale and disparate treatment.

IV. On September 24, 2004, during my day off, Gary Huff called me to come and meet with him at the Human Resources Department. When I arrived Gary Huff informed me that my position had been eliminated and that effectively that day I was no longer employed.

V. My termination and the allegedly elimination of my position are a direct result of retaliation against me for complaining about racial discrimination in the workplace.

VI. Discrimination Statement: I believe the Company's actions against me are discriminatory and retaliatory in violation of the Civil Rights Laws.

VII. I believe Chapters 760, Florida Statutes as well as Title VII of the Civil Rights Act, and the Federal EEOC rules and regulations have been violated.

FILED
2005 JAN 18 P 2:46

ATTACHMENT 0476

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002977

DATE ENTERED: 8/18/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002977/05002977COD-081905-12440244.PDF

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05 APR 18 PM 4:51 FLORIDA COMMISSION ON HUMAN RELATIONS

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 200501621

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Tony Davis	[redacted]	04/26/73

2005 AUG 18 P 2:49

Street Address	Home Telephone Number (area code)
990 Brickyard Road	(850) 638-5866

DIVISION OF ADMINISTRATIVE HEARINGS

City, State, and Zip Code	Work (if possible to call you there)
Chipley, Florida 32428	(850) 638-6020

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Washington County School District/Chipley High School	15+	(850) 638-6100

Street Address	City, State, and Zip Code	County
1545 Brickyard Road	Chipley, Florida 32428	Washington

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year)

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I am a 31-year-old African-American male. I have been employed as a Teacher's Aide and Coach by the Washington County School Board, since August 2000. In May 2004, I was promoted to the position of Head Coach of the Boys' Basketball Team at Chipley High School to replace Ricky McCullough, a white male. Since my appointment, I have been denied the use of new Chipley High School practice facilities, adequate practice times and payroll supplements which are afforded to white Head Coaches for other Chipley High School sports teams. I was the first African-American male to be selected to coach a Boys' Varsity Sport at Chipley High School. I feel that I am being subjected to disparate treatment based on my race.

On January 12, 2005, I filed a charge of discrimination with the Florida Commission on Human Relations, FCHR No. 200500760; EEOC No. 15DA500305. In February, 2005, we attempted to mediate it. I coached the Team to a 23-7 record, including the Regional Semi-finals. Seven out of twelve of the team members are on the Honor Roll. I had a policy of mandatory study hall to improve academic performance. On Tuesday, March 29, 2005, my annual contract was not renewed. The School Board was unable to give any reason for my termination. I believe I have been retaliated against for having filed a charge of discrimination on January 12, 2005.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Tony Davis DATE: 4-18-05

NOTARY - State of Florida (Required for Filing) Co. of Washington

SUBSCRIBED AND SWORN TO BEFORE ME this 18th day of April, 2005, by Tony Davis, who presented a Florida Driver License as identification. D120-818-73-146-0

Jimmie L. Cooper

JIMMIE L. COOPER
MY COMMISSION # DD090353
EXPIRES: March 7, 2006
1-800-3-NOTARY FL Notary Discount Assoc. Co.

ATTORNEY OF RECORD: Law Office of Gary Lee Printy, Gary Lee Printy, Esq., 1604 Miccosukee Commons Dr., Ste. 2008, Tallahassee, FL 32308-9471; Tel (850) 877-7299

ATTACHMENT 0477

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002978

DATE ENTERED: 8/18/2005

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2005/002978/05002978COD-081905-12444444.PDF

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

05-2978

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2005 JAN -3 PM 2:25

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2005 AUG 18 P 2:50

DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200500681 MH
Name Mr. Michael P. Summerlin	**E-Mail Address** / **Date of Birth** 6/04/1966
Mailing Address 34225 Black Bass Circle	**Home Telephone Number (area code)** (352) 365-6328
City, State, and Zip Code Fruitland Park, FL 34731	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Waste Management	15+	(352) 787-4416
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
8708 Northeast 44th Street	Wildwood, FL 34785	Sumter

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): April 19, 2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been employed with the respondent for approximately nine years. I have been subjected to harassment based on my race (white) and terminated in retaliation for my complaints of racial harassment.

Freddie Southall (black) would often call me a cracker or make other racially derogatory remarks about me. I have submitted my complaints in writing and verbally to supervisors and Chris Beck (Manager, white). I was always told that the problem was taken care of, but Mr. Southall would continue to harass me. On or about April 15, 2004, I was suspended after complaining about Mr. Southall's behavior. I was told I was being suspended because I was a disruptive employee. I have never been disciplined and have consistently received satisfactory performance evaluations.

On April 19, 2004, I received a phone call from the respondent and I was told that they decided to terminate me and not to bring my uniforms back.

I believe I have been discriminated against and retaliated against based on my race (white).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
M. Paul Summerlin	12/28/04

ATTACHMENT 0478

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002988

DATE ENTERED: 8/19/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002988/05002988COD-081905-14501550.PDF

PAGE(S): 1

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RIDA COMMISSION ON HUMAN RELATIONS

09 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

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2005 JAN 21 PM 4:39

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2005 AUG 19

A. PERSONAL INFORMATION		
Name Ms. Melvia Washington	**FCHR No.** 200500623 MH	
Mailing Address 7715 Acorn Woods Circle	**E-Mail Address** Melviaw46@aol.com	**Date of Birth** 2/18/1957 18
City, State, and Zip Code Winter Park, FL 32792	**Home Telephone Number (area code)** (407) 671-7917	
	Work (if possible to call you there) (407) 427-9841	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Cingular Wireless	**Number of Employees** 15+	**Telephone Number** (407) 514-5415
Street Address (Branch/Office in Florida) 12150 Research Parkway	**City, State and Zip Code** Orlando, FL 32826	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) November 30, 2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was given a work assignment from a staffing agency, AppleOne, with the respondent, as a Customer Service Representative. I was denied wages and terminated based on my race (black) and age (47).

On November 26, 2004, I made a third request for a printout of my previous work hours so that I would receive pay for the overtime hours. Wendy Miller (Supervisor) told me she would give me the printout at the end of the day. I never received the printout or the overtime pay.

On November 30, 2004, Laquica (Representative with AppleOne) told me the respondent terminated my employment because I was insubordinate to Ms. Miller (white). On that day we were in a training session. Ms. Miller was wanted my attention, while I was being attentive to the training instructor. Furthermore, there are no employees who are black and over the age of 40 within the Customer Service Unit.

I believe I have been discriminated against based on my race and age.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

11/19/05

ATTACHMENT 0479

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002989

DATE ENTERED: 8/19/2005

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2005/002989/05002989COD-081905-14510351.PDF

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2005 FEB 11 PM 2:47

FILED

2005 AUG 19

A. PERSONAL INFORMATION		**FCHR No.** 200500889 **JD**
Name Ms. Angela Dismuke		**E-Mail Address** **Date of Birth** 05/06/1977
Mailing Address 18451 South East 21 Street		**Home Telephone Number (area code)** (352) 625-7226
City, State, and Zip Code Silver Springs, FL 34488		**Work (if possible to call you there)**
B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Sonny's Real Pit BBQ	**Number of Employees** 15+	**Telephone Number** (352) 347-5400
Street Address (Branch/Office in Florida) 5209 South East Abshier Boulevard	**City, State and Zip Code** Belleview, FL 34420	**County** Marion
C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	**DATE MOST RECENT DISCRIMINATION TOOK PLACE** (month, day, year) 01/24/2005	

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

During my employment with the respondent, I have been subjected to a hostile work environment based upon my race (white). On January 13, 2005, Tara (white) and I were in the parking lot when Brandy (black) said to us "I know one of you "mother fucking white bitches took my $10. I informed Tim about Brandy' racial comments toward me and Tara. On January 14, 2005, Brandy apologized to me for her behavior, and I told Brandy what if the situation was reversed, and I called you the N word. Brandy responded by saying you don't want to go there, and we both know what would happen. On January 16, 2005, I asked to talk with Corey, General Manager, about the situation, but he bleu me off. The respondent did not take any disciplinary action against Brandy.

On January 20, 2005, I reported the incident to Josh McCall, District Manager, and he told me that he would take care of it. On January 23, 2005, Brandy continued to make racial comments towards me; for example she said this chick is supposed to be white, oops that's racism. Also Brandy refused to ring up my guest's checks. In addition, Brandy was on the phone when I went to collect my tips. Brandy told the person who was on the telephone; I'll call you back; I need to deal with this bitch in front of me. Yet again, I reported Brandy's behavior to Tim, and he did not do anything about the situation.

I believe I have been subjected to a hostile work environment because of my race (white).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Angela Dismuke 2-5-05

ATTACHMENT 0480

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002990

DATE ENTERED: 8/19/2005

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2005/002990/05002990COD-081905-14513851.PDF

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FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
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EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	
Name (Indicate Mr. or Ms.) Ms. Karen Payne	E-mail Address	Date of Birth 02/25/56
Mailing Address 1701 Hall Drive	Home Telephone Number (area code) (850) 339-8703	
City, State, and Zip Code Tallahassee, FL 32303	Work (if possible to call you there)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Stanadyne	Number of Employees 15+	Telephone Number (850) 219-2118
Street Address (Branch Office) 3209 Storrington Drive	City, State and Zip Code Tallahassee, FL 32309	County Leon

CAUSE OF DISCRIMINATION BASE ON – Check appropriate box

RACE☑ COLOR☐ SEX☑ RELIGION☐ DISABILITY☐
NATIONAL ORIGIN☐ AGE☐ MARITAL STATUS☐
RETALIATION☐

DATE MOST RECENT DISCRIMINATION TOOK PLACE

JANUARY 22, 2005

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I feel that I have been discriminated against based on my race (Caucasian) and gender (Female). It has come to my attention that on several occasions Supervisor, Lauren Wright (black) would say "people of color here need to be promoted more".

I was recently demoted from Supervisor to Coordinator and two (2) African American males were promoted to Coordinator and were given full supervisory authority. I on the other hand had all supervisory authority taken away from me. Also the two (2) African American males are hourly employees and are allowed to earn overtime pay, while I am a salaried employee and denied overtime. As a result of this pay impropriety I make substantially less than the two (2) similarly situated African American males.

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge.

Under Penalty of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated here in are true.

SIGNATURE OF COMPLAINANT Karen W. Payne

DATE 1-27-05

ATTACHMENT 0481

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-002996

DATE ENTERED: 8/22/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/002996/05002996ECD-082205-14431743.PDF

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2005 AUG 22 P 1:32

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FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	
Name (Indicate Mr. or Ms.) Ms. Laurie Anne Johnson	**Email Address**	**Date of Birth** 11-8-72
Mailing Address 401 West Florida Avenue Apt #F-6	**Home Telephone Number (area code)** 863-422-3337	
City, State, and Zip Code Haines City, FL 33844	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Hampton Court	**Number of Employees** 15+	**Telephone Number** 863-421-2982
Street Address (Branch/Office in Florida) 301 South 10th street	**City, State and Zip Code** Haines City, FL 33844	**County** Polk

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) March 25, 2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I believe that I have been discriminated against on the basis of race (black) and wrongfully terminated on March 25, 2004.

I had gotten into a confrontation with a co-worker of another national origin (Puerto Rican) on March 20, 2004. As a result of this I was terminated on March 25, 2004, but the co-worker with whom I had the argument with was only suspended for 1 week and allowed to come back to work. Executive Director Ken Wilder stated to me that I was being terminated because of the confrontation that I was involved in. I believe that I was terminated, and not suspended because of discrimination based on my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Laurie Ann Johnson

DATE 4/19/04

TC

ATTACHMENT 0482

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003149

DATE ENTERED: 8/30/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/003149/05003149ECD-083005-15031403.PDF

PAGE(S): 1

05-3149

15DA500357

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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2005 JAN 31 PM 3:29

2005 AUG 30 P 2:15

ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200500518	
Name Dr. Marino M. Green	**E-Mail Address** mgreen3@bellsouth.net	**Date of Birth** 02/03/1962
Mailing Address 3023 Golden Pond Boulevard	**Home Telephone Number (area code)** (904) 777-1988	
City, State, and Zip Code Orange Park, FL 32073	**Work (if possible to call you there)** Cell Phone: (904) 505-8417	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Florida Department of Health	15+	(850) 245-4444
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1217 North Pearl Street	Jacksonville, FL 32202	Duval

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 10/14/2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have been discriminated against based on my race, Black, and for retaliation which has resulted in my lack of promotion and termination. Discriminatory practices were used by Dean Willis and Ming Chan in the recruiting and hiring of David Beall, a white male. Mr. Beall was given preferential treatment and training to qualify him for the BA II position. I however, was denied similar training. I then filed a complaint against with the Department Of Health Office of Equal Employment against the aforementioned Mr. Willis and Mr. Chang regarding my denial of promotion to the open BA II position. In retaliation for my complaint I was terminated in October of 2004. The respondent stated that this was because they were not satisfied with my work. I know this is a pretext because my work was praised by the Centers for Disease Control and Prevention, Dennis Nolan, and Dean Willis before my complaint was filed.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Marino M. Green

DATE

1/27/05

ATTACHMENT 0483

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003283

DATE ENTERED: 9/12/2005

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2005/003283/05003283ECD-091305-14263226.PDF

PAGE(S): 1

05-3283

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FLORIDA COMMISSION ON HUMAN RELATIONS

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Tallahassee, Florida 32301

05 SEP 12 PM 2:43

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05 MAR -3 AM 9:33

EMPLOYMENT CHARGE OF DISCRIMINATION

FILED WITH DIVISION OF ADMINISTRATIVE HEARINGS

FCHR No. 2005.01205

Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Scott, Sharon	sharonjscott@earthlink.net	10/23/1958
Mailing Address	**Home Telephone Number (area code)**	
2273 Pine Landing Court	(850) 668-5640	
City, State, and Zip Code	**Work (if possible to call you there)**	
Tallahassee, FL 32312	None	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
State of Florida, Dept. Of Fin. Services	15+	413-4814
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
4801 Hermitage Blvd	Tallahassee, FL 32308	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION XX DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS XX RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): 12/15/2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Americans with Disabilities Act as applicable:

Charging Party (CP) is a white female, aged 46 at the time of the filing of this Charge. She is a former employee of Responding Party (RP). During the course and scope of her employment, she suffered from, and reported to RP, a disabling condition for which she sought reasonable accommodation. RP refused to do so, and in fact fired her as a consequence. Upon information and belief, CP was passed over because of her disability and because she asserted protected rights under state and federal anti-discrimination laws.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Sharon J Scott

DATE: 3/1/05

Notary: (required for filing)
Sworn and subscribed before me

2nd day of March, 2005

Frances P. Drew
NOTARY PUBLIC MY COMMISSION # DD083939 EXPIRES January 30, 2006
BONDED THRU TROY FAIN INSURANCE, INC.

ATTORNEY OF RECORD: MARIE A. MATTOX, P.A., Marie A. Mattox, 310 East Bradford Rd., Tallahassee, FL 32303 (JG030205) (850) 383-4800

ATTACHMENT 0484

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003359

DATE ENTERED: 9/16/2005

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2005/003359/05003359ECD-091905-14191319.PDF

PAGE(S): 1

05-3359

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05 FEB 16 PM 2:55

FILED
2005 SEP 16 P 2:32
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 20050194	CL
Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Beddy, Albert	lightning@nettally.com	04/19/40
Mailing Address	**Home Telephone Number (area code)**	
7281 Sycamore Road	(850) 442-4305	
City, State, and Zip Code	**Work (if possible to call you there)**	
Quincy, Florida 32351	(850) 284-8720	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
State of Florida, Dept. Of Revenue	15+	488-2635
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5050 W. Tennessee St	Tallahassee, FL 32399-0100	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☐ COLOR XX SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN XX AGE ☐ MARITAL STATUS XX RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

Charging Party (CP) is a white male, aged 64. He is a former employee of Responding Party (RP), and previously sued RP for unlawful employment discrimination. He resigned as part of the settlement of that claim. In November 2004, he applied for two positions with RP, both Revenue Specialist II specialists. Upon information and belief, RP selected two substantially younger, lesser-qualified females for the positions. Upon information and belief, CP was passed over because of his age, gender, and because he previously asserted protected rights under state and federal anti-discrimination laws.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Albert Beddy

DATE 2/16/04

Notary: (required for filing)
Sworn and subscribed before me

16th day of February 2005

Frances D Drew
MY COMMISSION # DD083039 EXPIRES
January 30, 2006
BONDED THRU TROY FAIN INSURANCE, INC.

ATTORNEY OF RECORD: MARIE A. MATTOX, P.A., Marie A. Mattox, 310 East Bradford Rd., Tallahassee, FL 32303 (JG021205) (850) 383-4800

ATTACHMENT 0485

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003360

DATE ENTERED: 9/16/2005

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2005/003360/05003360ECD-091905-14195219.PDF

PAGE(S): 1

05-3360

FLORIDA COMMISSION ON HUMAN RELATIONS

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05 MAY 19 PM 2:17

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 2-2005018 78

CL

Name (Indicate Mr. or Ms.)	E-Mail Address	Date of Birth
April M. Vicary	april0415@earthlink.net	04/15/1978
Mailing Address	**Home Telephone Number (area code)**	
1009 East Magnolia Drive	850-656-0432	
City, State, and Zip Code	**Work (if possible to call you there)**	
Tallahassee FL 32301	850-922-6036	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Florida Supreme Court	15+	850-922-6036
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
500 South Duval Street	Tallahassee, FL 32399	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year): April 12, 2005

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

Charging Party (CP) is a white female who has actual or perceived disabilities, and who is a current employee of the Florida Supreme Court (RP). She is employed as a Deputy Clerk I, and was first employed July 1, 2004. During the course and scope of her employment she disclosed that she suffers from depression, and from specific symptoms associated both with depression and other ailments. CP gave RP a letter requesting reasonable accommodations on or around March 22, 2005. Within two weeks of her request for accommodation, she was told she was going to be demoted, and she has since in fact been demoted. RP also cut her pay, and has begun to retaliate against CP by harassing her about ordinary office matters.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: April Vicary

DATE: 5/19/05

Notary: (required for filing)
Sworn and subscribed before me

18th day of May 2005

Frances P. Drew
MY COMMISSION # DD083939 EXPIRES
January 30, 2006
BONDED THRU TROY FAIN INSURANCE, INC.

ATTORNEY OF RECORD: MARIE A. MATTOX, P.A., Marie A. Mattox, 310 East Bradford Rd., Tallahassee, FL 32303 (850) 383-4800

ATTACHMENT 0486

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003391

DATE ENTERED: 9/21/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/003391/05003391COD-092105-14194819.PDF

PAGE(S): 1

05-3391

FLORIDA COMMISSION ON HUMAN RELATIONS
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2005 FEB -7 PM 3:00

PUBLIC ACCOMMODATION CHARGE OF DISCRIMINATION	FCHR No. 18TS	
Name (Indicate Mr. or Ms.) Ms. Annie Simmons	**Email Address**	**Date of Birth** 08/1/1949
Mailing Address 3410 West Avery Street, Apartment A.	**Home Telephone Number (area code)** (850) 433-0631	
City, State, and Zip Code Pensacola, FL 32505	**Work (if possible to call you there)**	

List the public lodging, private club and/or public food service facility that discriminated against you.

Name (Restaurant, Club, Lodging) Waffle House		**Telephone Number** (850) 969-9332
Street Address (Florida location) 7329 North Davis Highway	**City, State and Zip Code** Pensacola, FL 32504	**County** Escambia
CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) X RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS	**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 11/25/2004	

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I believe I was denied service at Waffle House on November 25, 2004 because of my race (black). On November 25, 2004, three of my black female co-workers and I arrived at Waffle House shortly after 2:00a.m. We were the only black customers in the restaurant. A white waitress named Corrine Maxwell took our order after we were seated. After we ordered our breakfast, we waited for our food. After about 15 to 20 minutes, we asked the waitress about our food, and she said the cook did not even start on our order yet. We noticed that the waitress never called our order to the cook as the waitresses normally do, but we gave her the benefit of the doubt at that point. We continued to wait for our food. In the meantime, white customers came in, ordered, and ate. As we continued to wait, we checked with the waitress a few more times, and she kept saying that our food is coming. Also while we were in the restaurant, a white male co-worker named Keith came in, ordered, ate, and left. After waiting for about one hour, we had to leave. We were never served our food.

The next night our white male co-worker named Keith went back to the restaurant. The white waitress told him that he should stick with his own "kind." The head cook told him that we could come back for a free meal, but we did not. We called the 1-800 line for Waffle House and we were sent a questionnaire. I believe we were treated differently because of our race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Annie P. Simmons 1/26/05

ATTACHMENT 0487

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003392

DATE ENTERED: 9/21/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/003392/05003392COD-092105-14210721.PDF

PAGE(S): 1

05-3392

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AM 10:19

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

PUBLIC ACCOMMODATION CHARGE OF DISCRIMINATION		**FCHR No.** TS
Name (Indicate Mr. or Ms.) Ms. Christine Williams		**Email Address** / **Date of Birth** 05/12/1959
Mailing Address 1007 New Mexico Drive		**Home Telephone Number (area code)** (850) 458-2226
City, State, and Zip Code Pensacola, FL 32505		**Work (if possible to call you there)**
List the public lodging, private club and/or public food service facility that discriminated against you.		
Name (Restaurant, Club, Lodging) Waffle House		**Telephone Number** (850) 969-9332
Street Address (Florida location) 7329 North Davis Highway	**City, State and Zip Code** Pensacola, FL 32504	**County** Escambia
CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) X **RACE** ☐ **COLOR** ☐ **SEX** ☐ **HANDICAP** ☐ **RELIGION** ☐ **NATIONAL ORIGIN** ☐ **FAMILIAL STATUS**		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 11/25/2004

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I believe I was denied service at Waffle House on November 25, 2004 because of my race (black). On November 25, 2004, three of my black female co-workers and I arrived at Waffle House shortly after 2:00a.m. We were the only black customers in the restaurant. A white waitress named Corrine Maxwell took our order after we were seated. After we ordered our breakfast, we waited for our food. After about 15 to 20 minutes, we asked the waitress about our food, and she said the cook did not even start on our order yet. We noticed that the waitress never called our order to the cook as the waitresses normally do, but we gave her the benefit of the doubt at that point. We continued to wait for our food. In the meantime, white customers came in, ordered, and ate. As we continued to wait, we checked with the waitress a few more times, and she kept saying that our food is coming. Also while we were in the restaurant, a white male co-worker named Keith came in, ordered, ate, and left. After waiting for about one hour, we had to leave. We were never served our food.

The next night our white male co-worker named Keith went back to the restaurant. The white waitress told him that he should stick with his own "kind." The head cook told him that we could come back for a free meal, but we did not. We called the 1-800 line for Waffle House and we were sent a questionnaire. I believe we were treated differently because of our race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Christine Williams 2/14/05

ATTACHMENT 0488

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003393

DATE ENTERED: 9/21/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/003393/05003393COD-092105-14222222.PDF

PAGE(S): 1

05-3393 2005 00704 JD

FLORIDA COMMISSION ON HUMAN RELATIONS

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PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION			**FCHR No.** 200500704
Name Veronica Walker			**E-Mail Address** / **Date of Birth**
Mailing Address 1813 North David Highway			**Home Telephone Number (area code)** (850) 341-9302
City, State, and Zip Code Pensacola, FL 32503			**Work (if possible to call you there)**
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Waffle House #1046	**(Restaurant, Club, Lodging)** Restaurant		**Telephone Number** (850) 969-9332
Street Address (Florida location) 7329 North david Highway	**City, State and Zip Code** Pensacola, FL 32503	**County** Escambia	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ PHYSICAL DISABILITY ☐ CREED ☐ NATIONAL ORIGIN			**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 11/25/2005

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I was subjected to discrimination based upon my race (black). On November 25, 2004, me and three co-workers went to the Waffle House on our lunch break and ordered some food. Our food was taking too long, so we asked Ms. Corrine Maxwell (our waitress) where is our food, and she stated that our food would take time since the cook had a lot of orders. Because our lunch breaks were almost over, again, we asked Ms. Maxwell if we could get our food to go. Ms. Maxwell stated that the food has not even hit the stove yet. However, another co-worker Keith (white) came to the Waffle House and ordered his food. Keith food's was served to him within approximately 15. Keith had asked his waitress if she could check on my food and my co-workers' food since our food was taking so long. Keith's waitress told him that we were being taking care of by another waitress, and she could not check on our food.

Two days later, Keith went back to the Waffle House and approached the same waitress who waited on him on November 25, 2004, and he asked the waitress why his co-worker did not get their food. Keith was informed by his waitress that Ms. Maxwell had never given our orders to the cook. Keith said, when he told Ms. Maxwell that this was wrong; she stated that "you need to stick to your own kind."

I believe I was discriminated based upon my race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE** 11/24/05

ATTACHMENT 0489

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003394

DATE ENTERED: 9/21/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/003394/05003394COD-092105-14232723.PDF

PAGE(S): 1

05-3394

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2005 FEB 21 AM 10:22

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

PUBLIC ACCOMMODATION CHARGE OF DISCRIMINATION		FCHR No. TS
Name (Indicate Mr. or Ms.) Ms. Barbara Bass	**Email Address**	**Date of Birth** 02/18/1951
Mailing Address 8007 Sabra Drive		**Home Telephone Number (area code)** (850) 478-6559
City, State, and Zip Code Pensacola, FL 32514		**Work (if possible to call you there)**
List the public lodging, private club and/or public food service facility that discriminated against you.		
Name (Restaurant, Club, Lodging) Waffle House		**Telephone Number** (850) 969-9332
Street Address (Florida location) 7329 North Davis Highway	**City, State and Zip Code** Pensacola, FL 32504	**County** Escambia
CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) X **RACE** ☐ **COLOR** ☐ **SEX** ☐ **HANDICAP** ☐ **RELIGION** ☐ **NATIONAL ORIGIN** ☐ **FAMILIAL STATUS**		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 11/25/2004

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I believe I was denied service at Waffle House on November 25, 2004 because of my race (black). On November 25, 2004, three of my black female co-workers and I arrived at Waffle House shortly after 2:00a.m. We were the only black customers in the restaurant. A white waitress named Corrine Maxwell took our order after we were seated. After we ordered our breakfast, we waited for our food. After about 15 to 20 minutes, we asked the waitress about our food, and she said the cook did not even start on our order yet. We noticed that the waitress never called our order to the cook as the waitresses normally do, but we gave her the benefit of the doubt at that point. We continued to wait for our food. In the meantime, white customers came in, ordered, and ate. As we continued to wait, we checked with the waitress a few more times, and she kept saying that our food is coming. Also while we were in the restaurant, a white male co-worker named Keith came in, ordered, ate, and left. After waiting for about one hour, we had to leave. We were never served our food.

The next night our white male co-worker named Keith went back to the restaurant. The white waitress told him that he should stick with his own "kind." The head cook told him that we could come back for a free meal, but we did not. We called the 1-800 line for Waffle House and we were sent a questionnaire. I believe we were treated differently because of our race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

Barbara A. Bass 02-04-05

ATTACHMENT 0490

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003398

DATE ENTERED: 9/21/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/003398/05003398COD-092105-16121412.PDF

PAGE(S): 1

05-3398 ns

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, **Tallahassee, Florida 32301**

FILED

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

2005 SEP 21 P 2:23

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2005 MAR 30 PM 2:20

A. PERSONAL INFORMATION		FCHR No. 200501219 TS	
Name Ms. Geraldine Mark		**E-Mail Address**	**Date of Birth** 10/10/1955
Mailing Address 5377 Curry Ford Road		**Home Telephone Number (area code)** (407) 249-8388	
City, State, and Zip Code Orlando, FL 32812		**Work (if possible to call you there)**	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Publix Super Market, Inc.	**(Restaurant, Club, Lodging)**	**Telephone Number** (800) 242-1227	
Street Address (Florida location) Post Office Box 407	**City, State and Zip Code** Lakeland, FL 33802	**County** Polk	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ PHYSICAL DISABILITY ☐ CREED ☒ NATIONAL ORIGIN		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** (month, day, year) 01/12/2005	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I believe I was discriminated at Publix based on my race (black) and national origin (African American). I was subjected to different terms and conditions, and I was profiled as a shoplifter based on my race and national origin.

I entered Publix on January 12, 2005 at approximately 5:00p.m. I went directly to the medicine aisle of the store to buy Nutramint. While I was on this aisle, I noticed one other customer, a middle-aged, Caucasian gentleman. Once I secured the Nurtramint, I went directly to the check-out lane to pay for my purchase. After I paid for my purchase, I attempted to leave the store, but I was stopped by the store's security guard, Orlando Colon. Mr. Colon asked me to go into a room where he could question me. I reluctantly agreed. Bert James, a Publix manager, also joined the interrogation. They asked me about a lunchbox that was on the medicine aisle that was filled with medication. I did not know anything about the lunchbox or what it contained. I strongly told them that I paid for the Nutramint and they have no valid basis for detaining me. I am not a thief, but I was treated like one without just cause. I believe that I was the victim of racial profiling. I believe I was the only African-American in the store. The middle-aged, Caucasion gentleman that I saw on the medicine aisle was not detained and questioned. I was the only one who was detained. I believe I subjected to discrimination based on my race and national origin.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT — **DATE**

Geraldine Mark — 3-11-05

ATTACHMENT 0491

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003537

DATE ENTERED: 9/26/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/003537/05003537ECD-092605-15231623.PDF

PAGE(S): 1

C. Lewis

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

05-3537

ISA 5-17-05

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2005 MAY 17 PM 1:41

A. PERSONAL INFORMATION		**FCHR No. 200501213 CL**
Name Mrs. Mary King	**E-Mail Address**	**Date of Birth** 04/05/1952
Mailing Address 1039 Idlewild Drive	**Home Telephone Number (area code)** (850) 656-6366	
City, State, and Zip Code Tallahassee, FL 32311	**Work (if possible to call you there)** (850) 212-1855	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name HealthSouth	**Number of Employees** 15+	**Telephone Number** (850) 656-4800
Street Address (Branch/Office in Florida) 16175 Riggins Road	**City, State and Zip Code** Tallahassee, FL 32308	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 11/30/2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have been discriminated against based on my race, Black, and my age, 52, which has resulted in unfair terms and conditions, and termination. On November 30, 2004, I was called into the office by Cindy Cox, my supervisor, and Donna Crawford, Director of Physical Therapy. They informed me that I was being laid off and that I was not the only one. The other person they mentioned was a White female, Patsy Kitchen.

I believe that I was laid off due to my age because the Human Resources Manager, Jackie Chaires, told me that I should retire or let my "hubby" support me. In addition, I was the oldest female at that time, in my unit, and the other female who was laid off, Ms. Kitchen, was of a similar age. Lastly, I was subjected to unfair terms and conditions due to my race. Ms. Kitchen, a White female, was given eighteen months of insurance and a good reference; I was given neither.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Mary King

DATE 5-13-05

ATTACHMENT 0492

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003613

DATE ENTERED: 10/3/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/003613/05003613COD-100405-08282128.PDF

PAGE(S): 1

05-3613

2005007807

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2006 AUG 20 PM 3:09

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
2005 OCT -3 PM 1:53
DIVISION OF ADMINISTRATIVE HEARINGS

PUBLIC ACCOMMODATION CHARGE OF DISCRIMINATION	**FCHR No.**	**JAB**
Name (Indicate Mr. or Ms.) Ms. Niccole Lias for minor son, Ja'Vonte Whitfield, age 6	**E-mail Address** Sk8freewheelers@aol.com	**Date of Birth** Ja'Vonte 11/28/97
Mailing Address 3730 Metro Parkway, Apt. #1236	**Home Telephone Number (area code)** 239-898-0414 or 239-671-0976	
City, State, and Zip Code Fort Myers, FL 33916	**Work (if possible to call you there)** Cell - 239-671-0976	
List the public lodging, private club and/or public food service facility that discriminated against you.		
Name (Restaurant, Club, Lodging) Raymond's Rollerland Roller Skating Rink	**Telephone Number** (239) 694-2437	
Street Address (Florida location) 4848 Palm Beach Boulevard	**City, State and Zip Code** Fort Myers, FL 33905	**County** Lee
CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☒ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS	**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** April 24, 2004	

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I believe that I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I believe that I was discriminated against based on my race (black) while trying to do business with the Respondent.

On November 1, 2003, I started skating with a roller skating club that held activities for children on Saturday mornings at the Respondent's place of business. I skated most Saturday mornings until the end of February 2004.

On February 28, 2004, I was at the Respondent's skating rink and the morning skating classes were over. I was in the rink and I was waiting for my Mom to pick me up and take me home. I was playing with my friend who is my cousin who is JaShard Jackson. Ms. Kimberly Quinn, the manager of the rink came over to me and JaShard and told us that we couldn't come back because were bad. I don't think we were being bad, we were playing and there were the game machines. But Ms. Kim said to not come back. She did not tell any of the white children who were playing in the rink like we were, that they could not come back, just me and JaShard.

On March 20, 2004, my Coach Gail found out what Ms. Kimberly told us, and then Coach Gail knew why we didn't come to skate. Coach Gail told my mother that I could come back to skate at the rink, and I went back and skated again until they locked the gate and I couldn't go back.

I believe that I have been discriminated against based on my race (black), with the most recent time being February 28, 2004, when I was refused services in the Respondent's place of business.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, we declare that we have read the foregoing charge of discrimination and that the facts stated in it are true.

Niccole M. Lias — Signature of Parent Complainant, Niccole Lias — Date: August 1, 2004

Ja'Vonte K. Whitfield — Signature of Minor Child Complainant, Ja'Vonte Whitfield — Date: August 1, 2004

Gail Ghigna-Hallas — Signature of Gail Ghigna-Hallas — Date: August 1, 2004

ATTACHMENT 0493

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003665

DATE ENTERED: 10/6/2005

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2005/003665/05003665COD-100605-15272827.PDF

PAGE(S): 1

05-3665

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
2006 SEP 26 P 1:47
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 200501170	TS

Name (Indicate Mr. or Ms.)	E-Mail Address	Date of Birth
Ms. Rossy Gramarra-Barco		04/29/1939
Mailing Address	**Home Telephone Number (area code)**	
1990 West 56th Street, Apartment 1312	(305) 827-5995	
City, State, and Zip Code	**Work (if possible to call you there)**	
Hialeah, FL 33012		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Sears Roebuck and Co.	15+	(305) 364-3816
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
165 West 49th Street	Hialeah, FL 33012	Dade

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): 03/12/2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I believe I was subjected to disparate treatment and terminated from Sears Roebuck based on my age (over 40), sex (female), disability (physical impairment, Parkinson's, arthritis), race (Peruvian Indian), and/or national origin (Peru). I was denied reasonable accommodation, when my request to change my schedule was denied. I was harassed by my co-worker, Perfecto Blanco. He would call me "Indio" because I was from Peru. This was considered a derogatory name to call people from Peru. On March 05, 2004, he grabbed my injured wrists and yelled and screamed at me. I complained several times to his supervisor and my supervisor, but nothing was done. About 3 or 4 days after the incident, I was given a good review and a raise. A few days after the good review, on or about March 12, 2004, I was terminated from my employment. My employer used the reason that I was fighting on the job as an excuse to improperly terminated my employment. The individual that fired me was Perfecto Blanco's supervisor, not my supervisor. My supervisor did not know this was going to happen. Both Perfecto Blanco and his supervisor Rudy Hernandez are homosexual, and I feel that Mr. Hernandez was making excuses for Mr. Blanco and trying to protect him at my expense since I was a woman, not homosexual, elderly, and physically impaired. I believe my disparate treatment was based on my sex, national origin, race, age, and disability.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

ATTACHMENT 0494

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-003667

DATE ENTERED: 10/6/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/003667/05003667ECD-100605-15283428.PDF

PAGE(S): 1

05-3667 15DA500511

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

FILED
2005 OCT -6 P 1:

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2005 MAR 25 PM 1:33

AMENDED EMPLOYMENT COMPLAINT OF DISCRIMINATION

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	**FCHR No. 200501268 TS**	
Name Ms. Delena R. Stringfield	**E-Mail Address**	**Date of Birth** 08/28/1975
Mailing Address 3693B Donovan Drive	**Home Telephone Number (area code)** (850) 656-3575	
City, State, and Zip Code Tallahassee, FL 32309	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Florida Department of Revenue	15+	(850) 921-1057
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
501 South Calhoun Street	Tallahassee, FL 32301	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 01/25/2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was unfairly terminated from the Florida Department of Revenue based on my race (black) and age (under 40). I worked as a Revenue Specialist I for four and one-half years. Miguel Masferrer-Blanco, Employee Relations Manager, used a bogus complaint filed by Carla Liddell on August 11, 2005 to remove me from my position as a Revenue Specialist. I received my final termination letter on January 25, 2005. Per Miguel Masferrer-Blanco, my dismissal was solely based upon the amount of minutes used while making personal phone calls. This was a common offense for many employees who received a much lighter punishment. Miguel stated that since I am a young person, being fired would not impact my future to find other employment and to have a decent retirement. Also, Miguel Masferrer-Blanco stated that I did not have longevity with the Department of Revenue, and if I had worked for the state for more than ten years, I would not have been dismissed. I believe the white workers were not disciplined as I was. The Department of Revenue has unlimited tolerance for racial behavior. David Campbell, an older white male, stated that he and his wife was going to leave the Department because there were too many "niggers" in high positions. Mr. Campbell received a demotion, but no salary change. Miguel stated that I would receive unemployment compensation only if I did not challenge the Department of Revenue about my dismissal. To this date, I have not received any unemployment compensation. Miguel stated that he would call me at home to aid me with my application and resume to find other employment. I was humiliated by Miguel's comments as if I was not capable of completing an application and resume. I believe I have been discriminated against because of my race and age.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Delena R. Stringfield

DATE March 25, 2005

ATTACHMENT 0495

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-004055

DATE ENTERED: 6/14/2006

RACE: black

LINK: doah.state.fl.us/ROS/2005/05004055.PDF

PAGE(S): 3

References to statutes are to Florida Statutes (2004) unless otherwise noted.

FINDINGS OF FACT

1. Mr. Ford is an African-American living in Panama City, Florida. He was born on December 22, 1967.

2. Hanson Pipe is a company that manufactures pre-cast concrete pipe and other structures. It has its headquarters in Charlotte, North Carolina. Some of these pipes and structures manufactured by Hanson Pipes are fabricated for purchase by the Florida Department of Transportation (DOT). Hanson Pipe's Panama City Plant is in the company's eastern region. Hanson Pipe has a total of 61 plants and has 3,500 employees in its eastern region.

3. The plant in Panama City at which Mr. Ford worked during times pertinent, which eventually became a Hanson Pipe facility, was acquired from WPC of Florida, Inc. (WPC) by Hanson Pipe, on July 17, 2004. The principal of WPC was George Wright (Mr. Wright). The plant manager, during times pertinent, was Michael Bascetta, a white person. His assistant was Renwick Chisolm, an African-American.

4. Mr. Ford's first job with WPC was operating a forklift. He would receive printed directions and would load products onto trucks in accordance with those directions.

ATTACHMENT 0496

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 05-004142

DATE ENTERED: 11/14/2005

RACE: black

LINK: doah.state.fl.us/DocDoc/2005/004142/05004142COD-111605-09453145.PDF

PAGE(S): 1

05-4142

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY	CHARGE NUMBER
X FEPA ___ EEOC	

FILED
RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
05 NOV 14 PM 2:13
05 MAY 13 PM 2:13
DIVISION OF ADMINISTRATIVE HEARINGS

EEOC and FLORIDA COMMISSION ON HUMAN RELATIONS
State or local Agency, if any

NAME (*Indicate Mr., Ms., Mrs.*)	HOME TELEPHONE (*Include Area Code*)
Bobbie Edwards	386.736.8454

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
155 E. Stetson Street, Apt. 6	Deland, FL 32724	March 31, 1963

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (*If more than one list below.*)

NAME	NUMBER OF EMPLOYEES	TELEPHONE (*Include Area Code*)
City of Deland	Over 500+	386.740.5700

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
120 South Florida Avenue,	Deland, FL 32720-5481	Volusia County, FL

CAUSE OF DISCRIMINATION BASED ON (*Check appropriate box(es)*)

_X__ **RACE** ___ COLOR ___ SEX ___ RELIGION ___ AGE

_X_ **RETALIATION** ___ NATIONAL ORIGIN __ DISABILITY _X_OTHER
(Hostile Work Environment)

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) August 1999
LATEST (ALL) May 12, 2004

_ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s): I am an African American male. I worked for the City of Deland Florida from February 2, 1998 though May 12, 2004. During my tenure of employment I was exposed to a hostile, intimidating, discriminating work environment by my Caucasian supervisor, Mr. John Stanberry. During my tenure of employment, Mr. Jeff Hunter, a co-worker under the supervision of Mr. Stanberry, made disrespectful, sexually related comments comments to my girlfriend, Ms. Jane Wilkinson. I complained to Mr. Stanberry about Mr. Hunter's disrespectful actions, and I also reported Mr. Stanberry's hostility to the City of Deland personnel office. Thereafter Mr. Stanberry sought pretexual grounds to discredit my work performance. On September 24, 2003, I requested a job reassignment from under the supervisory control of Mr. Stanberry. However, the City of Deland refused to reassign me to other available job positions. Mr. Stanberry directed demeaning, discriminatory comments towards me, and Mr. Stanberry retaliated against me by regulated me to demeaning/humiliation work tasks in his attempt to force me to leave my employment. On or about May 6, 2003, Mr. Stanberry threatened to "kill me", as personally witnessed by my co-workers, Mr. Stelter, Mr. Hadley. On or about May 6, 2004, Mr. Stelter, Mr. Hadley, and I reported Mr. Stanberry's threats, and I filed a written grievance to Mr. Jim Ailes, Superintendent Waste Management Division, City of Deland. Yet, the City of Deland failed to terminate Mr. Stanberry's employment, after having actual knowledge that he threatened to "kill me". When the City of Deland failed to discipline and/or terminate Mr. Stanberry's employment, I filed criminal threat/assault charges against Mr. Stanberry with the City of Deland Police Department on May 6, 2004. The City of Deland did not investigate and/or conduct a formal investigation of my grievance nor did the City of Deland take the appropriate disciplinary actions against Mr. Stanberry. On May 12, 2004, I was constructively discharged from my employment because of the hostile work environment, the City of Deland's failure to reassign me to another job position, and because of my legitimate need to protect my personal safety and physical well being. Mr. Stanberry's employment should haven immediately terminated for threating to "kill me". I feel that the City of Deland did not terminate and/or discipline Mr. Stanberry because of his race as a Caucasian, and it failed to show concern for my personal safety and well being because of my race as an African American. To date, Mr. Stanberry remains employed by the City of Deland. The City of Deland's gross failure to protect my personal safety and well being, has caused me the loss of income, mental anguish, emotional distress and a lost of my personal dignity. For these reasons, I am entitled to full relief and damages under Title VII of the Civil Rights Act of 1964, as amended, and the Florida Civil Rights Act of 1992, as amended

I want this charge "dueled filed" with both Florida Commission on Human Relations and EEOC I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and local Requirements)

Eva Marie Myers - Eva Marie Myers

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief...

I declare under penalty of perjury that the foregoing is true and correct

05 05 05 — Bobbie Edwards

Date — Charging Party (*Signature*)

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)

5/5/05

EVA MARIE MYERS
MY COMMISSION # DD 256891
EXPIRES: December 6, 2007
Bonded Thru Notary Public Underwriters

EEOC FORM 5 (Test 10/94)

ATTACHMENT 0497

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-000320

DATE ENTERED: 1/25/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/000320/06000320COD-012506-14452145.PDF

PAGE(S): 1

15DA500742

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301 E6-0320

A. PERSONAL INFORMATION	FCHR No. 200501954	TS
Name	**E-Mail Address**	**Date of Birth**
Mr. Julian Lawrence	Acutek2266@yahoo.com	07/20/1953
Mailing Address	**Home Telephone Number (area code)**	
Post Office Box 263225	(386) 235-4674	
City, State, and Zip Code	**Work (if possible to call you there)**	
Daytona Beach, FL 32126		

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
W.G. Yates & Sons Construction Company	15+	(386) 756-5924
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3737 South Atlantic Avenue	Daytona Beach, FL 32118	Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE	
RACE COLOR SEX RELIGION DISABILITY/HANDICAP NATIONAL ORIGIN AGE MARITAL STATUS RETALIATION	(month, day, year)	05/06/2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason (s):

I believe I was discriminated against by W.G. Yates & Sons Construction Company based on my race (black) and in retaliation for opposing race discrimination. I was harassed, subjected to different terms and conditions, and unfairly laid off.

I was subjected to racial comments by Dominique, a white male

FILED
06 JAN 25 PM 1:32
DIVISION OF ADMINISTRATIVE HEARINGS

ATTACHMENT 0498

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-000339

DATE ENTERED: 1/26/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/000339/06000339COD-012706-09485948.PDF

PAGE(S): 1

EEOC Form 5 (5/01)

06-339 20050210606

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

[X] FEPA
[ ] EEOC

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS
FILED JAN 26 P 05 JUN 16 AM 11:11
DIVISION OF ADMINISTRATIVE HEARINGS

Florida Commission On Human Relations and EEOC
State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)	Home Phone No. (Incl Area Code)	Date of Birth
Ms. Gwendolyn Salter		02-01-1964

Street Address: 710 Roanne Lane — City, State and ZIP Code: Pensacola, FL 32505

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
International Paper	500 or More	(850) 587-1041

Street Address: 401 Champion Drive — City, State and ZIP Code: McDavid, FL 32568

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address — City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

[X] RACE [ ] COLOR [X] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE
Earliest: 08/2004 Latest: 12/2004
[ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I. I have been employed by the above named company for over four years, in fact since the company opened its local facility. My work has always been proficient or better and, not long after my hire, I was promoted to Lead Grader. In August 2004, I was demoted from my position to a job two levels below that of Lead Grader. This was done by my supervisor and superintendent because I supposedly proctored a grading examination without anyone else's presence. However, my replacement, a male, did the exact same thing and was not demoted. He eventually stepped down because he could not handle the work, but was allowed to step down into a position higher than my own. It is my belief that the company is intolerant of females who are career motivated in this largely male-dominated industry. Most recently, I was refused a raise when the majority of my male coworkers received raises in salary.

II. I have been given no reason for the company's contradictory actions.

III. I believe that I have been discriminated against because I am a black female, violations of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

X 6-8-05
Date — Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0499

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-000343

DATE ENTERED: 1/26/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/000343/06000343COD-012706-10073507.PDF

PAGE(S): 1

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05 SEP -6 PM 4:54

FILED
06 JAN 26 PM 3:14
DIVISION OF ADMINISTRATIVE HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 200502775	MS
Name (Indicate Mr. or Ms.) Madelyn Victor	**E-Mail Address**	**Date of Birth** 04-19-1982
Mailing Address 5975 Sunset Drive #605	**Home Telephone Number (area code)** 561-498-0375	
City, State, and Zip Code Miami, Florida 33143	**Work (if possible to call you there)** 305-740-5347	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Ramada Plaza Resorts /South FL Business Ventures	15+	561-364-4140
Street Address (Branch/Office in Florida) 2419 East Commercial Boulevard #100	**City, State and Zip Code** Ft. Lauderdale, Florida 33308	**County** Broward

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-27-04

THE PARTICULARS ARE:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I began my employment on June 16, 2004. While employed there I was subjected to repeated instances of sexual harassment, and harassment because of my national origin and my race; I am a black female of Haitian Ancestry. Examples of this include being told by a Caucasian sales manager that he wanted to have a "squirrel baby" with me; if I was a little thinner he would have sex with me. He also said that I have big breasts and he would like to stick his d-ck between them.

On or September 19, 2004 I discovered an advertisement in a folder in my work area that had a hand written ad that said sales position "white only". It then listed another inferior position where blacks would be serving white sales reps and said that "blacks only need apply". The ads further read that blacks would get Martin Luther King, Jr. Day as a paid vacation day and receive "good pay", $4.50 per hour. I faxed a copy of the ad to the president of the company (Mr. Izard). To the best of my knowledge, no inquiry or investigation, other than an extremely superficial one, was done and no remedial action was taken.

On or about September 21, 2004 I was called a nigger and a black bitch by Joseph Grasso (Floor Manager) and told that all Haitian people are slow and that the only Haitian that would make it with the company is Steve.

After reporting the incident, I was subjected to retaliation by the supervisor Joseph Grasso. I felt I had no other choice but to quit my job.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Madelyn Victor DATE: 9/6/05

ATTACHMENT 0500

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-000455

DATE ENTERED: 2/6/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/000455/06000455COD-020706-09032603.PDF

PAGE(S): 1

06-0455

15DA500850

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
06 FEB -6 PM 2:08
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
05 AUG -4 PM 5:10

A. PERSONAL INFORMATION		FCHR No. 200502301/0 JD
Name Clyde M. Akins		**E-Mail Address** / **Date of Birth**
Mailing Address 801 North West Pinckney Street		**Home Telephone Number (area code)** (850) 339-2396
City, State, and Zip Code Madison, FL 32340		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Lee & Cates Glass	**Number of Employees** 15+	**Telephone Number** (850) 575-9611
Street Address (Branch/Office in Florida) 1134 West Orange Avenue	**City, State and Zip Code** Tallahassee, FL 32310	**County** Madison

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 06/2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was discriminated against because of my race (black). About two months ago, I applied for a job with the respondent as a Glass Installer. I called the respondent at least four times about the status of my application, and I was told that the Respondent was not hiring at this time. However, the respondent hired Darrell (white) for the Glass Installer position. I have worked in this line of work for over 11 years, and I do not need to be trained.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Clyde Akins **DATE** 8-4-05

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FLORIDA COMMISSION ON HUMAN RELATIONS
05 AUG -4 PM 5:10

ATTACHMENT 0501

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-000483

DATE ENTERED: 2/9/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/000483/06000483COD-021006-12171817.PDF

PAGE(S): 1

06-0485

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
06 FEB -9 PM 3:20
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
2005 NOV 18 PM 2:52

A. PERSONAL INFORMATION		
Name Marcy Kelly	**FCHR No.** 200600212 KM **E-Mail Address** N/A	**Date of Birth** 01/17/1955
Mailing Address Post Office Box 3003	**Home Telephone Number (area code)** (386) 758-9388	
City, State, and Zip Code Lake City, FL 32056	**Work (if possible to call you there)** (386)755-9026 ext 3111	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida Crown	**Number of Employees** 15+	**Telephone Number** (386)755-9026
Street Address (Branch/Office in Florida) 971 West Duval Street	**City, State and Zip Code** Lake City, FL 32055	**County** Columbia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 09/26/2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been discriminated against by the respondent because of my race (black). During the course of my current employment with the respondent I have been required to do additional duties as project manager that other non African American employees were not made to do. I was promoted to the position of project manager on February 13, 2005 and was supervised by the operations manager at the time, Sandra Phillips. She has since left that position. The job was advertised at a starting salary of $29,000.00 per year. I was offered the position at $27,000.00 per year.

During my time as a project manager I was not allowed to perform the essential functions of my job as the other project managers were allowed to do. I was not allowed to attend meetings, make decisions regarding the direction of my team and other key functions. I was relegated to the duties of my former position which was career manager. The individuals I was supposed to manage were all career managers.

Other project mangers in similarly situated positions were not made to carry a case load. I was made to carry a case load. I was responsible for performing of two jobs, a project manger and career manager, while other project manger employees were made to handle the responsibility of only one job. Because I was unable to perform both jobs, I was demoted back to a career manager by the current operations manager Tom Hickenbotham. This took place on September 26, 2005.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Marcy S Kelly **DATE** 11-15-5

ATTACHMENT 0502

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-000584

DATE ENTERED: 2/14/2006

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2006/000584/06000584COD-021506-10524052.PDF

PAGE(S): 1

06-0584 2005D3027

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

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2005 SEP 26 AM 8:27

FILED
2006 FEB 14 PM 2:17
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		FCHR No. «FCHR_Num»
Name: Michael A. Capizzi	E-Mail Address	Date of Birth 11/16/1929
Mailing Address: c/o The Sessions Law Firm 200 W. Forsyth Street, Suite 503		Home Telephone Number (area code) (904) 224-0690
City, State, and Zip Code Jacksonville, Florida 32202		Work (if possible to call you there) (904) 224-0690

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name: Catholic Charities Housing Jax/Hurley Manor	Number of Employees Unk.	Telephone Number
Street Address (Branch/Office in Florida) c/o: J & M James Chartered 625 E. Lime Street, Suite 1	City, State and Zip Code Lakeland, Florida 33801	County

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
X RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS X RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): September 24, 2004

D. DISCRIMINATION STATEMENT:

Mr. Capizzi was employed by Catholic Charities Housing at Jax/Hurley Manor, located at 3333-3335 University Boulevard, Jacksonville, Florida, 32277. He is a Caucasian male. Mr. Capizzi applied for a different employment position within the company in August, 2004. He was qualified for that position, but his application was denied. The person or persons responsible for hiring for that position at that time was or were African-American. Mr. Capizzi made known his displeasure at not having been hired for the position. On or about September 24, 2004, Mr. Capizzi was fired from his then-current employment position. Mr. Capizzi was replaced on approximately the next business day by one or more African-American persons. Upon information and belief, the person or persons hired for the position for which Mr. Capizzi applied were not more qualified than him. Mr. Capizzi's firing was subsequently found to be without cause at an unemployment compensation hearing. Upon information and belief, every person hired at this facility after Mr. Capizzi's firing has been African-American. Mr. Capizzi feels that he was discriminated against due to his race, and that he was fired in connection with the denial of his application and/or in retaliation for making known his displeasure at not having been hired for the position for which he applied.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Michael A. Capizzi DATE: 9/11/2005

ATTACHMENT 0503

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-000592

DATE ENTERED: 2/15/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/000592/06000592COD-021506-15001600.PDF

PAGE(S): 1

06-0592

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
FILED
2005 JUL 26 PM 2:39
06 FEB 15 PM 2:25
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 0/20050204	CL
Name Ms. Gennie C. Bagley	**E-Mail Address**	**Date of Birth** 07/05/1957
Mailing Address 3218 East ~~Teal~~ JEAN Street	**Home Telephone Number (area code)** (813) 238-0771	
City, State, and Zip Code Tampa, FL 33610	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
City of Tampa, Florida	15+	(813) 274-8041
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
102 East 7th Avenue	Tampa, FL 33602	Hillsborough

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) July 9, 2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was discriminated against based on my race, Black, which has resulted in termination. I was terminated on July 9, 2004, under the pretext of not signing a leave slip. I know this to be pretext as a similarly situated White female, Dawn Colvin, as well several other similarly situated White females, did not sign a leave slip and was not terminated as a result.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Gennie C. Bagley JULY 26, 2005

ATTACHMENT 0504

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-000765

DATE ENTERED: 3/2/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/000765/06000765COD-030206-15422342.PDF

PAGE(S): 1

06-0765

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS

06 MAR -2 PM 2:32

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200502194 TS	
Name Ms. Felicia Alexander	**E-Mail Address**	**Date of Birth** 05/27/1968
Mailing Address 2013 South Cedar Avenue	**Home Telephone Number (area code)** (407) 415-8675	
City, State, and Zip Code Sanford, FL 32771	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Builder's First Source	15+	(407) 322-0059
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2901 Aileron Circle	Sanford, FL 32773	Seminole

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 06/14/2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was discriminated against during my employment at Builder's First Source base on my race (black), disability (Diabetes), and in retaliation for opposing discrimination. I was denied promotion, denied reasonable accommodation for my disability, harassed, unfairly disciplined, and unfairly terminated.

I applied for a Receptionist position, but I was not even given an interview. A non-black employee was hired. I was told that my application was left in the back of the desk drawer.

Because of my diabetes, I was unable to withstand direct sun rays for a long period of time. I requested to be placed under the overhang, but my request was denied. Hispanic employees were provided tarps to shelter them from direct sunlight. I was subjected to verbal harassment in regards to the accommodations I requested and the injury I suffered. I was subjected to comments such as, "It's not my problem," "I don't care," "We pay you too much for what you do anyways," and "You're messing up my bonus, and I don't believe you got hurt. No one saw you fall." I was given an unfair evaluation and an unfair raise of only nine cents. When I questioned the evaluation, I was told that I "Shouldn't have got hurt." On almost a daily basis I was verbally reprimanded. I was also spoken to in a way that would belittle me in front of my co-workers. I complained to the corporate office about the discriminatory actions. I was unfairly terminated on June 14, 2005. I believe I was discriminated against based on my race, disability, and in retaliation for opposing the discrimination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. **Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.**

SIGNATURE OF COMPLAINANT Ms. Felicia Alexander **DATE** July 28, 2005

ATTACHMENT 0505

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-000941

DATE ENTERED: 3/17/2006

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2006/000941/06000941M-031706-16185118.PDF

PAGE(S): 1,2

06-0941

Florida Commission on Human Relations

• Technical Assistance Questionnaire for Employment Complaints

FILED
2006 APR 17 P 1:41
DIVISION OF ADMINISTRATIVE HEARINGS

YOU MUST COMPLETE PAGES 1-3 FOR ALL CLAIMS OF EMPLOYMENT DISCRIMINATION

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12)
(Please answer the following:)

1. CONTACT/PERSONAL INFORMATION

a. Name: ☐Mr. ☐Ms. ☑Mrs. Mariselaura (First) J. (Middle Name or Initial) Gonzalez (Last)

Mailing Address: 680 NE 88 Terrace Apt 12

Zip Code: 33138 City: Miami County: Dade State: FL

b. If you want us to contact you by e-mail, please provide your e-mail address: m_1936@hotmail.com

c. Home Phone: 305) 758-0116 Work Phone: 305) 864-8885

Cell Phone: 305) 490-3222 Date Of Birth: 02/14/69 (mm / dd / yyyy)

d. If you will be represented by an attorney, please provide the attorney's name, address and phone number

Name: Don't know yet Phone: ( )

Address:

e. Please provide the name and telephone number of an individual who does not live with you but would know how to reach you:

Name: Richard Martinez Phone: 305) 758 0116

f. Have you filed a complaint of discrimination with the FCHR, EEOC, HUD or any local agency within the last year? If yes, complete below:

Agency Name: Florida Commission on Human Relations

Approximate date filed: 07/18/05 (mm / dd / yyyy) Complaint or Charge Number, if known: 200501802
AIA Emp Agency
EEOC No: 150A500738
EEOC No: 152006 00083

2. TYPE OF COMPLAINT: Please indicate whether you wish to file a(n):

☑ **Employment Claim** *(Were you Terminated, Suspended, Denied Promotion, Laid Off, Unfairly Disciplined, Harassed, Denied Training, Not Hired, Forced to Resign, or Given Different Terms and Conditions?)*
(Complete pages 1-5)

☐ **Handicap/Disability Claim**
(Complete pages 1-3, then pages 6-7)

☑ **Sex Discrimination Claim**
(Complete pages 1-3, then pages 8-9)

Received Time Mar. 6. 1:20PM

3. ESTABLISHING JURISDICTION

a. Today's Date 10 / 07 / 05 (mm / dd / yyyy)

b. What was the **MOST RECENT DATE** or **LAST DATE** that you were allegedly discriminated against (i.e. fired, laid off, disciplined, harassed, etc.)? 09 / [illegible] / 05 (mm / dd / yyyy)

c. What is the approximate number of persons employed by the employer that you are alleging discriminated against you? More than 15 employees (Miami Beach Office / Upper Manhattan Office / Lower Manhattan Office)

If your answer to 3b. is over *365 days before today* or your answer to 3c. is *less than 15*, please stop and contact a **Commission customer service representative at (1-800-342-8170 or 1-850-488-7082) OR stop and contact an attorney or your local legal aid society.**

4. BASIS FOR DISCRIMINATION

a. Below are the legal bases for discrimination. Check all the bases and subsets that apply to your alleged discrimination. **(ONLY CHECK THE BASES THAT SPECIFICALLY APPLY TO YOU)** If one or more of these boxes are checked, you must answer *Questions for Employment Discrimination Claims* **on pages 4-5.**

- ☒ **RACE:** ☐ Black ☒ White ☐ Asian/Pacific Islands ☐ American Indian/Alaskan Native
  - ☒ Other Brunette not tanned (Please identify)
- ☒ **COLOR:** ☒ Light skinned ☐ Dark skinned ☒ Other Middle skinned - Yellowish (Please identify)
- ☒ **NATIONAL ORIGIN:** ☒ Hispanic ☐ Mexican ☐ Arab/Afghani/Middle Eastern ☐ East Indian
  - ☐ Other Hispanic South American (Please identify)
- ☒ **MARITAL STATUS:** ☒ Married ☐ Single ☐ Divorced ☐ Widowed
- ☒ **SEX:** ☒ Female ☐ Male ☒ **AGE:** ☒ Under 40 ☐ 40-69 ☐ 70 & over
- ☒ **RETALIATION**
- ☒ **RELIGION:** Reformed Jewish (Please identify)
- ☐ **DISABILITY/HANDICAP** _____ (Please identify) ☐ Physical ☐ Mental

If you believe you have been discriminated against because of your disability, you must answer *Questions for Handicap/Disabilities Claims* on page 6-7.

b. Employment Action upon which your complaint is based: (Check all that apply)

- ☒ Terminated
- ☒ Suspended under investigation
- ☐ Denied Promotion
- ☐ Laid Off
- ☒ Unfairly Disciplined
- ☒ Harassed
- ☐ Denied Training
- ☐ Not Hired
- ☐ Forced to Resign
- ☒ Given Different Terms and Conditions
- ☐ Denied Reasonable Accommodation for Disability
- ☒ Sexually Harassed

If you believe you have been sexually harassed, you must answer *Questions for Sex Discrimination Claims* on pages 8-9.

- ☐ Other _____ (Please identify)

Received Time Mar. 6. 1:20PM

ATTACHMENT 0506

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-000942

DATE ENTERED: 3/17/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/000942/06000942COD-031706-16215221.PDF

PAGE(S): 1

06-0947

ORIDA COMMISSION ON HUMAN RELATIONS
009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION
Amendment C.O.D. EEOC No: 15DA500863 8/26/05

Date Stamp (FCHR Use Only)

FILED
2006 MAR 17 P 1:10
DIVISION OF ADMINISTRATIVE HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS
2005 AUG 29 PM 4:23

A. PERSONAL INFORMATION		
Name Rachell Stallworth	**FCHR No.** 200502465	**E-Mail Address** / **Date of Birth** 11/16/1961
Mailing Address 108 Louise	**Home Telephone Number (area code)** (850) 682-4709	
City, State, and Zip Code Crestview, FL 32536	**Work (if possible to call you there)** (850) 305-3552	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name School Board of Okaloosa County	**Number of Employees** 15+	**Telephone Number** (850) 689-7168
Street Address (Branch/Office in Florida) 120 Lowery Place	**City, State and Zip Code** Crestview, FL 32536	**County** Okaloosa

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 7/21/2005 (cont)

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been employed with the respondent since February of 2004. In January 2005, I began working as a Classroom Assistant for Dawn Hall. During my employment, I have been subjected to different terms and conditions, and retaliation because of participating in and reporting of Ms. Hall's discriminatory remarks and comments to both herself and her students. On January of 2005, I was treated unfairly because I was made to work and perform the duties of a Certified Teacher, Janitor, and Secretary and continued my job as the Class Room Assistant without extra pay. On February of 2005, I called William Gainey (Principal), Arden Farley, Investigator, and Linda King Union Representative to report Dawn Hall's, Supervisor, (white) racial discrimination and unprofessional behavior. These remarks were racially motivated and/or sexually biased and they were offensive to me and her students. Ms. Hall's behavior created a hostile work environment for me.

Specifically, Ms. Hall who is my immediate supervisor made the following discriminatory remarks to include but not limited to, She used sexual slurs and called a female principal a lesbian to the students in the classroom, comments about abortions in the classroom. For example, the head of an aborted fetus being mashed, stating to the students while in class "Ms. Stallworth is a mad woman". In addition, racial slurs were made such as "I don't want slant eyed grand children." "I chose the word snuff because it reminds me of the color of yawl's skin". She called a student at home and retaliated against me and made comments to other staff "stating that she was going to Dr. Fuller to make sure I'm not allowed on campus next year. On July 19, 2005. I was transferred to another school for the next school year. However, Ms. Hall was not disciplined in any way for her actions.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Rachell A. Stallworth

DATE: 8-26-05

ATTACHMENT 0507

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-001052

DATE ENTERED: 3/24/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/001052/06001052ECD-032406-10363036.PDF

PAGE(S): 1

[06-1052

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
06 MAR 24 AM 8:58
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
05 AUG 15 PM 4:03

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 200502673 — MS

Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Mr. Lester Hall		03-30-1966
Mailing Address		**Home Telephone Number (area code)**
3871 Gaffney Loop		850-219-1625
City, State, and Zip Code		**Work (if possible to call you there)**
Tallahassee, Florida 32303		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Disc Village, Inc.	15+	850-575-4388
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3333 West Pensacola Street	Tallahassee, Florida 32303	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): 8-8-05

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I believe that I have been discriminated against because of my race (Black) and my disability (Fibromyalgia). Upon the return of Mr. Harry Rohr (Facility Director of the Woodville campus) on July 21, 2005, the environment was very tense. I told Mr. Olk (CEO) that Mr. Rohr was being inconsiderate of me and the other supervisors (white females). I told him that we would like to sit down with him and Mr. Olk and Mr. Rohr to discuss these concerns. Mr. Olk said for us to handle it at our level. I agreed to the meeting. Before I could schedule the meeting, Ms. Bergeron (white supervisor) came to my office and told me that Mr. Rohr came to her about the concerns and that he reassured her that he knew she was doing a great job and that he was willing to work with her. Ms. Anderson (white supervisor) said that he had spoken to her about the same issue. When Mr. Rohr met with me his conversation was very different with me than it was with the two white supervisors. His first concern was if I was going to be staying with the agency. I informed him that I had no intentions on leaving the agency. He then stated that he was concerned about my medical problems and he wanted me to train another staff member to perform my job so that when I am out, she could do my job. Ms Bergeron (white female) also has a disability and is out of the office more often than I am but nothing was said to her about anyone else performing her job.

On August 3, 2005, I received a number of phone calls from one of the girls at one of our facility. She was very upset with staff at her facility. I instructed her to walk over to Disc Village office to see her counselor. Another call came in from this young lady and she stated that if staff came to pick her up she was going to catch a charge for fighting. I contacted Ms. Bergeron to have her take care of the problem. Mr. Bergeron was unable to ride with me to go and pick up the young lady so I went alone. I took her to my office to adjust her school schedule. Mr. Rohr came by my office and saw the young lady leaning over my desk as we worked on the internet to adjust her schedule. Mr. Rohr came to my office at the end of the day and stated that it was inappropriate for me to transport a female client in my vehicle. I told him that I understood but at the time in was in the best interest of the child that I did so. He then said that's how it started with James Jones (a former black supervisor) who was convicted of having sex with a female client. I informed him that I was not James Jones and that I have no intention of doing such.

On August 8, 2005, I was called to Mr. Rohr's office and told that Mr. Olk wanted to speak with me. Mr. Olk handed me a statement written by one of the female staff to read. The staff member accused me of inappropriate comments to her. The statement that I made to her was not of a sexual nature. In this conversation, again I was referred to as a "James Jones". I was told that I either resign or be terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Lester Lee Hall **DATE** 8/15/05

ATTACHMENT 0508

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-001434

DATE ENTERED: 4/20/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/001434/06001434ECD-042006-15524652.PDF

PAGE(S): 1

06-1434

15PA500943

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2005 SEP 15 PM 1:44

FILED
06 APR 20 PM 1:37

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200502727 JBM
Name Mr. Mike C. Jones	**E-Mail Address**	**Date of Birth** 12/21/1963
Mailing Address Post Office Box 372		**Home Telephone Number (area code)** (386) 364-1207
City, State, and Zip Code Live Oak, FL 32064		**Work (if possible to call you there)** (386) 792-5151

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name School Board of Suwannee County	**Number of Employees** 15+	**Telephone Number** 3863642601
Street Address (Branch/Office in Florida) 702 2nd Street, Northwest	**City, State and Zip Code** Live Oak, FL 32064	**County** Suwannee

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 5/31/05

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to disparate treatment and constructively discharged (forced to resign) because of my race (black). I was the only paraprofessional given a daily work by Mr. Frank Yanossy in order to prevent me from interacting with white female coworkers. Mr. Yanossy has made it known that he does not like me socializing with the white female staff.

I was also treated differently than a white female employee with regard to leave. On February 14, 2005, I met with Marilyn Jones, Principal, and request approval for a 10 week leave of absence in connection with mandatory training for my second job. I have been working for Respondent for 16 years, and working two jobs for over 10 without incident. Ms. Jones initially granted my request, asking that I keep her informed about the training date. I took leave without pay, but called in each time to obtain a substitute per our agreement. However, on March 11, 2005, my request was denied by the Superintendent, Walter Boatwright. I then asked if I could work 3 days a week and obtain a substitute the other two, but this request was denied as well. I again met with Mr. Boatwright on March 24, 2005, at which time he told me that he needed to consult with an attorney, but would call me during Spring Break. I did not hear from him, so I continued to call in twice a week.

Finally, I received a letter on April 20, 2005 telling me that any further absence would result in a recommended termination. An amended Petition for Termination was filed on May 17, 2005. I resigned on May 31, 2005. Shelly Townsend, (WF) has taken leave for almost the entire previous school year and came back for one week this year. She is currently on leave.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Mike C. Jones

DATE: 9-12-05

ATTACHMENT 0509

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-001600

DATE ENTERED: 5/5/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/001600/06001600COD-050806-09071107.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
06 MAY -5 PM 2:04
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)
RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
05 OCT 14 PM 3:01

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	
	200600106	MS
Name (Indicate Mr. or Ms.) Mr.	**E-Mail Address**	**Date of Birth**
Johnny Lee McCaskill, Sr.	N/A	08/18/1950
Mailing Address	**Home Telephone Number (area code)**	
1022 Sykes Drive	(850)878-5388	
City, State, and Zip Code	**Work (if possible to call you there)**	
Tallahassee, Florida 32305	N/A	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Harvey's Supermarket	**15+**	(850)942-2266
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2526 South Monroe Street	Tallahassee, Florida 32301	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
X RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN X AGE ☐ MARITAL STATUS X RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): October 22,2004

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

Background: Charging Party (CP), a black male, began his employment with Responding Party (RP) in November 1988. On October 22, 2004, CP was terminated from his position as Store Manager by RP. During the course and scope of his employment with RP, the CP was subjected to differential treatment based on his race, (black), age,(over 40 years old), and retaliated against for his favorable testimony in connection with a discrimination case filed with the FCHR/EEOC by a previous employee against the RP. By example, CP's Supervisors failed to provide CP with an adequately sufficient number of management personnel to properly maintain an acceptable store condition. Younger white Store Managers were provided 4 to 5 management persons to assist in operating their stores while CP was only provided 2 management positions. As a result of this disparate treatment, CP was forced to work additional hours up to seven days per week to properly cover the responsibilities expected by RP. Further examples of disparate treatment were suffered in that CP was written up for store conditions which existed in all area stores yet, younger white Store Managers were not disciplined in such a matters. Also, CP was subjected to criticism and reprimands concerning inventory shortages while younger white Store Managers who had more severely deficient inventories were not held to the same standard. CP began suffering escalated differential treatment and retaliation following RP learning of CP's favorable testimony which was given in a deposition held Wednesday, February 5, 2003 in the case of Khaled F. Hilo v. J.H. Harvey Company, USDC case # 4:02cv285-SPM FCHR case # 21-02502 & EEOC case # 15DA10614). This case was a national origin and religious discrimination based case.

Reason for action by Respondent: No legitimate reason was given by RP for their adverse actions against CP.

Reason for Filing Charge: CP files his charge of discrimination because of the disparate treatment he was subjected to by RP due to his race,(black), age,(over 40 years old), and due to the retaliation he suffered because of his favorable testimony in a previous discrimination case filed against the RP by a former employee.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Johnny McCaskill **DATE** 10-13-05

Notary: (required for filing)
Sworn and subscribed before me
13th **day of** October, **2005**
Frances P. Drew

Frances P. Drew (850) 383-4800
MY COMMISSION # DD083939 EXPIRES
January 30, 2006
BONDED THRU TROY FAIN INSURANCE, INC

ATTORNEY OF RECORD: MARIE A. MATTOX, P.A., Marie A. Mattox, 310 East Bradford Rd., Tallahassee, FL 32303

ATTACHMENT 0510

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-001663

DATE ENTERED: 5/11/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/001663/06001663COD-051106-15521252.PDF

PAGE(S): 1

06-1663

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

05 MAY 27 AM 9:32

Charge Presented To:	Agency(ies) Charge No(s):
[ ] FEPA	
[X] EEOC	150-2005-02498

FILED

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)	Home Phone No. (Incl Area Code)	Date of Birth
Olivia Lewis	(772) 571-8382 37	

Street Address	City, State and ZIP Code
806 Mulberry Street Sebastian, FL 32958	

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
INDIAN RIVER ESTATES	15 - 100	(772) 562-8700

Street Address	City, State and ZIP Code
2200 Indian Creek Blvd., Vero Beach, FL 32960	

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address	City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
04-06-2005	04-13-2005

[ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I am a Black.

When I returned from an approved medical leave in January, 2005, my schedule was not restored. White nurses and aides were restored their schedule when they returned from medical leave, namely: David Reynolds, Chris Reynolds, Patti Petrone, ~~Sue Stiles~~, and Eileen Johnson.

On April 5, 2005, I was assisting another Black nurses aide, Francine Sotts, administer a medication under doctor's orders to an agitated patient. During the administration of medication, the patient bit me on my hand. On April 6, 2005, I was suspended during an investigation.
On April 13, 2005, I was terminated with no explanation, with no contact during the investigation, and with no chance of appeal. White nurses and aides were involved in serious patient incidents such as the death of a patient and/or patient abandonment, and they were not suspended during an investigation nor were they terminated.

I believe I was discriminated against because of my race, Black, in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

5/26/05 Olivia Lewis
Date Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0511

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-001665

DATE ENTERED: 5/11/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/001665/06001665ECD-051106-15541654.PDF

PAGE(S): 1

06-1665

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

2006 MAY 11 P 1:30

DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2005 NOV -7 AM 10:37

A. PERSONAL INFORMATION		FCHR No. 200600094 CL
Name Mr. Roosevelt McCreary	**E-Mail Address**	**Date of Birth** 02/08/1964
Mailing Address 68 Morris Court	**Home Telephone Number (area code)** (850) 434-1466	
City, State, and Zip Code Pensacola, FL 32501	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Choicepoint Precision Marketing	15+	(850) 433-0710
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
7 Baylen Street	Pensacola, FL 32501	Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 10/21/2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have discriminated against based on my race, Black, and my EEOC complaint, which has resulted in unfair terms and conditions, and termination. Since nearly the beginning of my employment I have witnessed and been subjected to disparate treatment between Black and White employees.

I filed a complaint with the EEOC in 2003 (case 151200301596), and as a result I was given my job back. I was terminated in retaliation on October 21, 2004, on the pretext of cursing on the sales room floor. Not only did I not curse, but a White employee, Jim Brooks, has cursed on the sales floor and was given and first and final warning, though I was not given any warnings.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Roosevelt McCreary III

DATE 11-7-2005 11/7/2005

Received Time Nov. 7. 9:52AM

ATTACHMENT 0512

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-001970

DATE ENTERED: 6/5/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/001970/06001970ECD-060606-08244024.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

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HUMAN RELATIONS

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
06 JUN -5 AM 11:49
05 NOV -4 PM 2:43
DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION		**FCHR No. 200600235**	
Name Ms. Maggie Patterson		**E-Mail Address**	**Date of Birth** 1/30/1972
Mailing Address 6755 Veterans Memorial Drive		**Home Telephone Number (area code)** (850) 488-9148	
City, State, and Zip Code Tallahassee, FL 32309		**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Office of the Public Defender	**Number of Employees** 15+	**Telephone Number** (850) 488-2458
Street Address (Branch/Office in Florida) 301 South Monroe Street , Suite 401	**City, State and Zip Code** Tallahassee, FL 32301	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) October 3, 2005

D. DISCRIMINATION STATEMENT:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based upon my race (black). I have been retaliated against, given different terms and conditions and harassed in retaliation. A secretary in my office created and generated an e-mail which she sent to eight (8) people to include three (3) attorneys, four (4) secretaries and me, a receptionist. I am the only person in the recipient list who is black. The contents of the e-mail included a list of twelve (12) bullets which were derogatory statements about black New Orleans evacuees or implied therein. The secretary who generated the e-mail, Ms. Sherrie Lentz, was suspended for a week. Upon her return from suspension, she was reassigned from a "floating" (back up) secretary to a permanent secretary position. Now that she is a permanent secretary, I have to deal with her face to face on a daily basis whereas, before the incident I did not. Since she came back from suspension, my supervisor has begun to monitor my breaks, lunch hours, and my calls. Once a month, we get to go home early on a designated Friday of that month. Ever since this e-mail incident, I have been hassled about my early departure Friday. The majority of white employees will not talk to me or to other black employees.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Maggie Patterson

DATE
10/4/05

ATTACHMENT 0513

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-001985

DATE ENTERED: 6/6/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/001985/06001985ECD-060606-15515351.PDF

PAGE(S): 1

EEOC 150A500896 P.2

06-1985

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

FILED
JUN -6 PM 1:51
DIVISION OF ADMINISTRATIVE HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
05 AUG -2 PM 4:57

A. PERSONAL INFORMATION		FCHR No. 200502514 JD
Name Kenneth Arugu	**E-Mail Address**	**Date of Birth** 05/06/1958
Mailing Address 10015 Winding Lakes Road	**Home Telephone Number (area code)** (954) 747-7857	
City, State, and Zip Code Fort Lauderdale, FL 33351	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Broward County Sheriff's Office	**Number of Employees** 15+	**Telephone Number** (954) 321-1100
Street Address (Branch/Office in Florida) 2601 West Broward Boulevard	**City, State and Zip Code** Fort Lauderdale, FL 33312	**County** Broward

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 12/23/2004

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was employed by the respondent since November 1989 as a Treatment Counselor. During my employment, I was subjected to different terms and conditions because of my national origin (African Nigerian). While working with the respondent, I was accused of battery on a police officer and violation of several Broward Sheriff's Office Policies. In September of 2004, I went to trial for the criminal charges. I made a complaint to Roy Vrchota, Assistant Inspector General regarding my case. Mr. Vrchota called me to his office while my case was still pending and told me that when my case is over, I will be reinstated. On September 23, 2004, I was found not guilty of all of the charges.

On September 29, 2004, I sent a letter to the respondent requesting reinstatement of my job due to a favorable outcome of the criminal case. On December 23, the respondent wrote me and stated that I would not be reinstated. The respondent reason for not reinstating me was because their records indicate that I was terminated for violating several Broward Sheriff's Office policies, some of which reference Florida State Statutes.

However, at least three employees have violated many of the Broward Sheriff's Office policies, and they are still employed by the Respondent. In addition, some of these employees have been reinstated after being cleared of criminal charges. Yve Joseph (black) was charge with domestic violence against his wife, and multiple criminal acts, and he is still employed with the respondent. Mr. Jackson (white) had several DUI, but he was not terminated until after his fourth DUI. Roberts have engaged in unethical conduct by having a relationship with a client, but he is still employed with the respondent.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT		DATE
[signature]	05 AUG -2 PM 4:57	8/2/05

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FLORIDA COMMISSION ON
HUMAN RELATIONS

AUG. 2. 2005 4:35PM FLA COMM HUMAN RELATIONS NO. 2724 P. 3

ATTACHMENT 0514

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-001988

DATE ENTERED: 6/6/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/001988/06001988ECD-060606-15545054.PDF

PAGE(S): 1

06-1988

15DA600138

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

FILED
06 JUN -6 PM 1:54
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
05 NOV 17 PM 12:17

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	FCHR No. 200600215 KM	
Name Mr. Michael L. Perry	**E-Mail Address**	**Date of Birth**
Mailing Address Post Office Box 21334	**Home Telephone Number (area code)** (850) 656-5673	
City, State, and Zip Code Tallahassee, FL 32316	**Work (if possible to call you there)** N/A	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Embry-Riddle Aeronautical University	15+	(386) 226-6220
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
600 Clyde Morris Blvd.	Daytona Beach, FL 32114	Volusia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 06/23/2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was discriminated against by the respondent because of my race(balck). I was forced to immediately resign from my position or be fired after being told by my supervisor and another university representative that I had committed fraud in connection with the purchase of a cell phone. At the time I did not know I was being accused of, but last learned that I was being falsely accused of fraud for taking advantage of a promotional opportunity available to public university employees.

I believe that my race was also a factor in my termination in regards to the fact that I was the only African American male serving a satellite campus manager and one of very few other African Americans serving in high level management positions. I was treated differently that other similarly non African Americans. I was falsely accused of sexual harassment by another employee, who later retracted her story. I was not afforded the opportunity of a valid investigation of such charges consistent with proper Embry-Riddle University policies and procedures. I was not given a copy of any investigative reports documenting any findings regarded such accusations or given the opportunity to respond.

Instead I was forced to resign immediately after I was told that if I did not resign, I would be fired based on what I learned were other false charges. I was terminated/resigned on June 23, 2005.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. **Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.**

SIGNATURE OF COMPLAINANT

Michael Leroy Perry

DATE

11/16/2005

ATTACHMENT 0515

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-002131

DATE ENTERED: 6/16/2006

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2006/002131/06002131ECD-061906-13345434.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
05 AUG 30 PM 2:36
FILED
06 JUN 23 PM 2:11
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200502800 JBM	
Name Ms. Janet Cartwright	06-2131	**E-Mail Address**	**Date of Birth** 5/30/49
Mailing Address 46 Vansant Place		**Home Telephone Number (area code)** (334) 678-6923	
City, State, and Zip Code Dothan, AL 36301		**Work (if possible to call you there)** (334) 790-1172 (cell)	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida Department of Revenue	**Number of Employees** 15+	**Telephone Number** (770) 858-3080
Street Address (Branch/Office in Florida) 180 Interstate North Parkway, Suite 450	**City, State and Zip Code** Atlanta, GA 30339	**County** Fulton

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 8/31/04

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

During my employment with Respondent as a Tax Auditor II, I was denied training that was essential for satisfactory performance of my job, harassed and subjected to disparate treatment. I was ultimately discharged on August 31, 2004 because of my race (white) and sex (female). For example, I was asked to perform clerical and janitorial duties that were not required of my male counterparts. Also, I was denied a flex schedule that was afforded to non-white Tax Auditor II's.

In addition, I was not allowed to drive my own car during out of state field work, but had to ride with another male employee. I was denied training outside Georgia because "women should not travel alone". Non-white employees were able to attend the training. I believe this denial of training contributed to my termination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Janet T Cartwright DATE: 8/30/05

ATTACHMENT 0516

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-002460

DATE ENTERED: 7/14/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/002460/06002460ECD-071406-13142814.PDF

PAGE(S): 1

06-3460

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

15PA600226

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 05 DEC 28 AM 10:01

FILED 06 JUL 14 AM 8:38 DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200600544 KM
Name Veronica R Tolbert		**E-Mail Address**	**Date of Birth** 02/06/1961
Mailing Address 1951 North Meridan Road Apt 83		**Home Telephone Number (area code)** (850) 386-8230
City, State, and Zip Code Tallahassee, FL 32303		**Work (if possible to call you there)** (850) 488-6102

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Leon County Property Appraiser	**Number of Employees** 15+	**Telephone Number** (850)488-6102
Street Address (Branch/Office in Florida) 301 South Monroe Street	**City, State and Zip Code** Tallahassee, FL 32301	**County** Leon

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 12/20/2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been discriminated against by the respondent because of my race (African American) and because of my sex (female). I am an employee of the Leon County Property Appraiser Office. I have worked as switch board operator. I have approached the agency director, Bert Hartsfield and inquired about available positions that were within the agency and about the levels of stress that I was facing in my current position. Mr. Hartsfield expressed to me that he had become aware I was interested in advancing within the agency. Mr. Hartsfield informed me that I was hired into the agency as favor to a friend and that "I was not going to ever be promoted above my current position, nor will I be trained for any other position at the agency." I have Bachelor's Degree in Criminal Justice which would allow me advancement within the agency. There have been other similarly situated Caucasian females and males employees that have applied for promotions within the agency and have not been denied the opportunity to be promoted as I have been.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Veronica R. Tolbert 12/28/05

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2006 JUL 11 PM 3:17

ATTACHMENT 0517

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-002905

DATE ENTERED: 8/15/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/002905/06002905ECD-081506-14352035.PDF

PAGE(S): 1

06-2905

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
06 SEP 15 PM 1:41

LORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
06 AUG 15 AM 10:35
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 200502564 — MS

Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Ms. Diane Hawkins		10-17-1959
Mailing Address		**Home Telephone Number (area code)**
1556 University Lane #407		321-433-0133
City, State, and Zip Code		**Work (if possible to call you there)**
Cocoa, Florida 32922		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Best Western	15+	321-783-7621
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5600 North Atlantic Avenue	Cocoa Beach, Florida 32931	Brevard

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
x RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): 6-16-2005

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I was employed with respondent for over 6 ½ years and I was harassed, denied promotion and terminated because of my race black. I was not promoted to the position of supervisor or inspector, whereas the white employees who had less experience and less time on the job were given those positions. I complained about the discriminatory practices to the general manager and I was terminated on June 16, 2005.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — **DATE**

Diane Hawkins — 9-10-05

ATTACHMENT 0518

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-003664

DATE ENTERED: 9/25/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/003664/06003664ECD-092506-16112411.PDF

PAGE(S): 1

06-3660

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
06 SEP 25 AM 11:59
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2006 OCT 26 PM 4:12

A. PERSONAL INFORMATION		FCHR No. 200502829 MS	
Name Ms. Mildred A. Spears		**E-Mail Address**	**Date of Birth** 01-07-1955
Mailing Address Post Office Box 64		**Home Telephone Number (area code)** 850-549-8352	
City, State, and Zip Code Flomaton, AL 36441		**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Dillard's	**Number of Employees** 15+	**Telephone Number** 850-476-3011
Street Address (Branch/Office in Florida) 5100 North 9th Avenue	**City, State and Zip Code** Pensacola, FL 32504	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 9-1-05

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was denied training and subjected to different terms and conditions because of my race (black), and my age (50).

I began working with respondent on May 11, 1999. I have for the past 5 years exceeded my established sales quotas, and received numerous plaques and bonuses.

On August 1, 2005 I was demoted and I was not properly trained for the new position, and as a result of this my sales decreased. The work environment became very hostile and my sale per hour quota was higher than everyone else in the department and impossible to achieve. My salary was reduced from $17.00 to $7.95 per hour. The new employees' (white and under age 40) starting salary was $8.00 per hour and they had less experience than I have. I could no longer afford to drive 90 miles per day and endure the humiliation and stress that I encountered each day. On September 1, 2005, I felt I had no other choice but to resign.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Mildred A. Spears	October 22, 2005

ATTACHMENT 0519

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-003718

DATE ENTERED: 10/2/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/003718/06003718COD-100206-16333133.PDF

PAGE(S): 1,3

06-3118 15DA600488

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY	CHARGE NUMBER
☒ FEPA	RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS
☒ EEOC	

Equal Employment Opportunity Commission and Florida Commission on Human Relations

State or Local Agency, if any

2006 APR 24 PM 4:47

2006 OCT 2 PM 12:04

NAME *(Indicate Mr., Ms., Mrs.)*	HOME TELEPHONE *(Include Area Code)*
Audra Jenkins	**(678) 852-2523**

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
P.O. Box 43406	**Atlanta, Georgia 30336**	**8/14/70**

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE NUMBER *(Include Area Code)*
BRAMBLES INDUSTRIES, INC., d/b/a CHEP USA	**7500+**	**407-370-2437**

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
8517 South Park Circle	**Orlando, Florida 32819-9040**	**Orange**

NAME	TELEPHONE NUMBER *(Include Area Code)*

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es)*

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ NATIONAL ORIGIN

☒ RETALIATION ☐ AGE ☐ DISABILITY ☒ Other - FMLA

DATE DISCRIMINATION TOOK PLACE

EARLIEST	*LATEST*
06/25/2004	08/12/2005

☐ CONTINUING ACTION

THE PARTICULARS ARE *(If additional space is needed, attach extra sheet(s)):*

Please see attached.

Audra Jenkins 4/5/06

Notary Public, Clayton County, Georgia
My Commission Expires February 8, 2008

Carmen Diamond

people and the only way he could help her with her heavy workload was to eliminate her present job and move her to a lower position. Ms. Jenkins confronted Heller as to why he would demote her when she was far more qualified than two (2) Caucasian male employees who were recently promoted with absolutely no human resources experience and thus, made more money than she did. Ms. Jenkins reminded Heller of the career growth opportunities she was offered when she accepted the job, and CHEP USA's diversity initiative to promote women and minorities. Ms. Jenkins told Heller that inexperienced Caucasian males were being promoted[1] while she, a highly qualified African American female who has received high praise for her work performance, was being demoted. At this point, Ms. Jenkins believed that she was the victim of discrimination but she knew she would have to continue to take the demotions and the abusive behavior in order to keep her job. She was threatened with the prospect of having to pay back relocation fees if she were to leave the hostile work environment.[2]

Another blatant incident of discrimination and absolute humiliation occurred on December 28, 2004, when Heller made a formal announcement of her demotion and ordered her to train an inexperienced male replacement in all aspects of her manager's position.

During the time of Ms. Jenkins employment with CHEP USA, she was aware of the promotions of two Caucasian males with much less, if any, HR experience. Further, Ms. Jenkins, an African-American female, was the lowest paid employee of all the HR managers. Caucasian females and/or male employees who had similar or weaker work performances were recommended to receive $20,000 to $40,000 salary increases while

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[1] Employment levels at CHEP USA were divided into BAND 1-5, with BAND 1 being an entry level and BAND 5 being an executive level. BAND 3 and BAND 4 were management levels. Employment records indicate that BAND 3 and BAND 4 are staffed with a 95% Caucasian majority and 5% minority, and a 90% male to 10% female ratio. Ms. Jenkins was aware of only one female executive and one minority executive in place at a BAND 5 level during her employment with CHEP USA.

[2] Ms. Jenkins had signed a relocation agreement which indentured her to CHEP USA for a period of one year or she would be responsible for $25,000 in relocation expenses.

ATTACHMENT 0520

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-003788

DATE ENTERED: 10/4/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/003788/06003788ECD-100406-14241324.PDF

PAGE(S): 1,2

06-3788

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
2006 OCT -4 P 2:04
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2006 MAY -4 PM 1:44

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	
Name (Indicate Mr. or Ms.) Theresa L. Dawson	Email Address	Date of Birth 4/7/1959
Mailing Address 1242 Majestic Palm Court		Home Telephone Number (area code) (407) 814-8588
City, State, and Zip Code Apopka, Florida 32712		Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Bank of America	15+	(407)445-2619
Street Address (Branch/Office in Florida) 5655 North Orange Blossom Trail	**City, State and Zip Code** Orlando, Florida 32810	**County** Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) May 10, 2005

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:

SEE ATTACHMENT 1

II. Respondent's Reason for Personal Harm

SEE ATTACHMENT 1

III. Discrimination Statement:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

SEE ATTACHMENT 1 and 2

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

DATE
4/24/06

RECEIVED
2006 JUL 12 AM 8:16
FLORIDA COMMISSION
ON HUMAN RELATIONS

Attachment 1 -Diary of Termination

I had been employed with Bank of America from 1981-2005. My most recent position was as a Personal Banker at the Rosemont Branch, Orlando, Florida. I believe I had an exemplary work record with Bank of America. As of May, 2005 I was four years from retirement. However, on May 10, 2005 I was fired for allegedly sharing my computer signon/password with other employees. I believe this was not the real reason, and that I was fired because I am a Black/African American female over the age of 40, and considered expendable because of my race, age and the fact that I was near retirement.

No Recognized Policy Prohibiting Employees From Sharing Computer Signon/Password

In my 25 years with Bank of America, I was never warned, given a verbal or written notice or counseled on anything related to any policy or rule which prohibited another employee from using my computer signon/password. I never knew of anyone being discharged for allowing another employee to use a computer password/signon.

Examples of Rosemont Branch Employees Sharing Computer Signon/Password

In the past Marcia Clark, the manager of the Bank of America, Rosemont Branch, used Vicky Carrera's (Sr. Personal Banker) signon/password, Julieth Temero's (Personal Banker) signon/password, and my signon/password. Marcia Clark would also use our individual signon/passwords to open accounts and do other transactions, which allowed each of us to receive an employee incentive credit. Also, Assistant Manager Jeremy Barley, and Dorothy Faulk did the same thing, and followed the same procedure.

Events Leading to Firing and Complaint About Termination

On or about May 3, 2005 Marcia Clark approached me in person and asked if Dorothy Faulk's signon/password and my signon/password were being used by other employees. Dorothy Faulk and I are Black/African American. We were the only employees she asked about. However, I am sure that Marcia Clark knew that the White/Caucasian employees were also sharing their computer signon/passwords.

On May 10, 2005 I was ordered to meet with Marcia Clark, her supervisor Debbie Nelson, and Ronald Gonzak from Bank of America's security division. Marcia Clark told me I had violated Bank of America's policy by sharing my computer signon/password with other employees. Had Ronald Gonzak asked Jill Audeh, the current Senior Personal Banker with Bank of America, he would have learned a that employees had been given permission and there existed a practice of usage of computer signon/password sharing. However, he didn't, and I was then fired. Marcia Clark told me that I was "unworthy" to be a Bank of America Employee. No White/Caucasian employees at the Rosemont Branch were fired.

On May 10, 2005 I signed a written statement explaining to both Marcia Clark and Ronald Gonzak that I was given permission by Cheryl Page (previous Rosemont Branch Manager) to share my computer signon/password. I also apologized for this if it was an error. I also stated I did not deliberately disregard my commitment to Bank of America. Since this practice was done daily by all employees I did not know I would lose my job. However, both Dorothy Faulk and I were fired. None of the White/Caucasian employees who had previously done this were fired. These White/Caucasian employees are Rob Helm, Jill Audeh, Shirley Kicklighter, Jeremy Barley and Marcia Clark. Dorothy Faulk and I are Black/African American, over the age of 40 and we both were close to being able to retire.

ATTACHMENT 0521

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-003880

DATE ENTERED: 10/9/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/003880/06003880COD-100906-14361536.PDF

PAGE(S): 1

06-3880

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY	CHARGE NUMBER
[ ] FEPA [X] EEOC	

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2006 MAY -1 PM 4:27

Florida Commission on Human Relations and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Larry McCrary	(850) 457-7789

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
1320 Dexter Ave	Pensacola, FL 32507	12/15/1952

DIVISION OF ADMINISTRATIVE HEARINGS 2006 MAY -1 PM 4:27

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
Reichold Chemicals, Inc.	50+	(850) 433-7621

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
425 S. Pace Blvd	Pensacola, FL 32501	Escambia

NAME	TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [X] AGE
[ ] RETALIATION [ ] NATIONAL ORIGIN [X] DISABILITY [ ] OTHER *(Specify)*

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) *LATEST (ALL)*
04/03/2006

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

I. Personal Harm:

I am a black male. I am 54 years old. I have been employed by Reichold Chemical City Company as a chemical reactor operator since September 7, 1993. I am also disabled. However, during my employment, I have performed the duties of my job in a more than satisfactory manner. On April 3, 2006, I was terminated from my job. I believe that my termination was based upon my race, age, and disability.

II. Respondent's Reason for Personal Harm:

I ws told that I was being terminated because of performance problems. However, I am aware of several white employees who had performance problems who were not terminated or otherwise disciplined. For example, my supervisor's brother in law caused a reactor to explode causing serious injuries to a co-worker, but he was not disciplined. Also, three black employees in their fifties were terminated during the last six months of my employment.

III. Discrimination Statement:

I believe that I was discriminated against because of my race, age, and disability, in violation of Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), and the Florida Civil Rights Act.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED UNDER THE LAW.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Apr 25, 2006 Larry McCrary
Date Charging Party *(Signature)*

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT
Larry McCrary

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year) personally appeared before me on this the 25th day of April 2006. who produced FL DL M266-520-52-055-0 exp. 2/15/2012

JAGLYN STRODE
MY COMMISSION # DD 440187
EXPIRES: June 13, 2009
Bonded Thru Notary Public Underwriters

ATTACHMENT 0522

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-004648

DATE ENTERED: 8/31/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/004648/06004648ECD-111606-14421842.PDF

PAGE(S): 1

06-4648

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FLORIDA COMMISSION ON HUMAN RELATIONS

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)
2006 JUN 22 AM 8:38

EMPLOYMENT COMPLAINT OF DISCRIMINATION

2006 NOV 16 A 11:17

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200601744 CS
Name Ms. Jannel A. Cherrington		E-Mail Address jcherrington@cfl.rr.com	Date of Birth 10/15/1963
Mailing Address 584 Bramley Terrace Way, Apartment 104		Home Telephone Number (area code) 407-694-1818
City, State, and Zip Code Altamonte Springs, FL 32714		Work (if possible to call you there)

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Barry University SNHS – Anesthesiology	Number of Employees 15+	Telephone Number 305-899-3230
Street Address (Branch/Office in Florida) 11300 Northeast 2nd Avenue	City, State and Zip Code Miami, FL 33161	County Miami-Dade

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) May 15, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was given different terms and conditions, terminated, not reinstated back into the Graduate Program and retaliated against because of my race (black). I began the graduate program at Barry University – Orlando Campus - on May 16, 2005. I was told by John McFadden, Program Director for Barry University Anesthesiology Students, I will have to work harder during my clinical training in Orlando because I am a minority. Wolverine Anesthesiology Consultants are responsible for student assignments on a daily basis. I was paired up with Certified Registered Nurse Anesthetists (CRNAs) substantially longer than non-black students, even though my evaluations documented that my skill level was well above average. I was not given the opportunity to care for critically ill patients compared to non-black students. When I did work independently I did so without incident. During my 2nd semester, Mr. Clarke gave me a clinical grade of 80% because I was not delivering anesthesia independently. However, I was always assigned to work with a CRNA. I made an unofficial grade appeal to the director which was denied. The 3rd semester ending May 6, 2006, I received a "C" again because I was not practicing independently. I was placed on probationary status to which I declined – hence my unofficial dismissal on May 15, 2006. By being dismissed from the program I will have to pay back a substantial amount of student loans borrowed to invest in my training and I will also not be licensed to practice in the anesthesiology field, the field I have chosen to pursue for my career.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Jannel A. Cherrington DATE: 5/31/06

ATTACHMENT 0523

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 06-004650

DATE ENTERED: 11/16/2006

RACE: black

LINK: doah.state.fl.us/DocDoc/2006/004650/06004650ECD-111606-14430543.PDF

PAGE(S): 1

06-4650

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FILED
2006 JUN 22 AM 08:08
DIVISION OF HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200601691
Name Ms. Jannel A. Cherrington	E-Mail Address jcherrington@cfl.rr.com	Date of Birth 10/15/1963
Mailing Address 584 Brantley Terrace Way	Home Telephone Number (area code) 407-694-1818	
City, State, and Zip Code Altamonte Springs, FL 32714	Work (if possible to call you there)	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Wolverine Anesthesia Consultants	Number of Employees 15+	Telephone Number 407-872-2244
Street Address (Branch/Office in Florida) 100 West Lucerne Circle	City, State and Zip Code Orlando, FL 32801	County Orange

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): May 15, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was given different terms and conditions, terminated, not reinstated back into the Graduate Program and retaliated against because of my race (black). I began the graduate program at Barry University – Orlando Campus – on May 16, 2005. I was told by John McFadden, Program Director for Barry University Anesthesiology Students, I will have to work harder during my clinical training in Orlando because I am a minority. Wolverine Anesthesiology Consultants are responsible for student assignments on a daily basis. I was paired up with Certified Registered Nurse Anesthetists (CRNAs) substantially longer than non-black students, even though my evaluations documented that my skill level was well above average. I was not given the opportunity to care for critically ill patients compared to non-black students. When I did work independently I did so without incident. During my 2nd semester, Mr. Clarke gave me a clinical grade of 80% because I was not delivering anesthesia independently. However, I was always assigned to work with a CRNA. I made an unofficial grade appeal to the director which was denied. The 3rd semester ending May 6, 2006, I received a "C" again because I was not practicing independently. I was placed on probationary status to which I declined – hence my unofficial dismissal on May 15, 2006. By being dismissed from the program I will have to pay back a substantial amount of student loans borrowed to invest in my training and I will also not be licensed to practice in the anesthesiology field, the field I have chosen to pursue for my career.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency IF I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Jannel A Cherrington DATE: 5/31/06

ATTACHMENT 0524

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-000366

DATE ENTERED: 1/19/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/000366/07000366HDC-011907-13184318.PDF

PAGE(S): 1

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FLORIDA COMMISSION ON
HUMAN RELATIONS

2006 MAR 16 PM 2:31

March 8, 2006

HOUSING DISCRIMINATION COMPLAINT

CASE NUMBER: 04-06-0509-8
FCHR Number: 26-91843H

07-03666

FILED
07 JAN 19 AM 10:25
DIVISION OF
ADMINISTRATIVE
HEARINGS

1. **Complainants**

Rufus Bradwell
P.O. Box 24
Midway FL 32343

2. **Other Aggrieved Persons**

None.

3. **The following is alleged to have occurred or is about to occur:**

Discriminatory refusal to rent.
Failure to make reasonable accommodation.

4. **The alleged violation occurred because of:**

Race, sex and handicap.

5. **Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):**

4148 53rd Ave. West
Bradenton, FL 34210

6. **Respondent(s)**

Colonial Properties Trust
c/o Colonial Grand at Bayshore
4148 53rd Ave. West
Brandenton, FL 34210

7. **The following is a brief and concise statement of the facts regarding the alleged violation:**

The Complainant belongs to a class of persons whom the Act protects from unlawful discrimination because of his sex (male), race (African American), and disability (physical). Colonial Grand at Bayshore (Respondent) knew or should have known that the complainant was a disabled person. The Complainant requested a down stairs apartment because of his disability. On June 21, 2005, the Respondent informed the Complainant that they did not have a down stairs apartment available. Further, the Complainant believes that he had a problem trying to get approved because of his sex and race. The Complainant believes that the actions of the Respondent are in violation of the Fair Housing Act, as ended.

ATTACHMENT 0525

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-000796

DATE ENTERED: 2/15/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/000796/07000796ECD-021507-15544254.PDF

PAGE(S): 1

07-0796

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

FILED
07 FEB 15 AM 11:39
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
2006 APR 21 PM 1:26

A. PERSONAL INFORMATION		FCHR No. 200601269
Name Ms. Princess Gainey	**E-Mail Address**	**Date of Birth** 11/27/75
Mailing Address Post Office Box 290264		**Home Telephone Number (area code)** 386-760-4541
City, State, and Zip Code Port Orange, FL 32129		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Winn Dixie Corporation	**Number of Employees** 15+	**Telephone Number** 904-783-5000
Street Address (Branch/Office in Florida) 5050 Edgewood Court	**City, State and Zip Code** Jacksonville, FL 32254	**County** Duval

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 5-19-05

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was demoted because of my race (black). I have been employed with respondent since 1996. My position was Assistant Front End Manager. On April 22, 2005, I was promoted to the position of District Trainer. On May 19, 2005, I was demoted and assigned to a store that was closing. The reason given for the demotion was that I did not have good presentation skills. However, I was an In Store Trainer in my previous position. The position was given to a white female.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Princess Gainey

DATE 4/19/05

MB

ATTACHMENT 0526

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001114

DATE ENTERED: 3/8/2007

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2007/001114/07001114ECD-030807-16451045.PDF

PAGE(S): 1

07-1114

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
2006 AUG 28 AM 9:21

FILED
2007 MAR -8 P 2:44
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		
Name Alan D. Jimenez	**FCHR No.** 200602111 AG **E-Mail Address**	**Date of Birth**
Mailing Address 820 Northeast 19th Terrace	**Home Telephone Number (area code)** (305) 849-7926	
City, State, and Zip Code Fort Lauderdale, FL 33317 33304 AG	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Whole Foods Market	**Number of Employees** 15+	**Telephone Number** (954) 236-0600
Street Address (Branch/Office in Florida) 2000 North Federal Highway	**City, State and Zip Code** Fort Lauderdale, FL 33305	**County** Broward

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): August 5, 2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was unfairly disciplined and terminated because of my race (South American Indian) and my national origin (Hispanic). I started working for Whole Foods Market on December 20, 1992. My most recent position for Whole Foods Market was as a Department Manager and Produce Team Leader. On July 23, 2005, after a meeting, I tapped Mr. Tim LaFamme, one of my subordinate co-workers and a white, non-hispanic, on his shoulder with some tie wraps. I joked with him about some things said in the meeting. A little later, I gave him another tap on the shoulder. It was all done in a joking manner and Mr. LaFamme never made an objection or complained about those light-hearted actions. Mr. LaFamme and I had a good relationship. The day after, he bought me a coffee as he usually does. He did not mention anything negative and didn't seem to have any animosity towards me. Soon after this, however, Mr. LaFamme reported this incident. I believe he did this at the urging of my supervisor, I.B. "Buck" Buckles, who is also white and non-hispanic. Mr. Lafamme claimed that my behavior was "violent and threatening" even though in his statement he admitted I didn't hit him "hard." The company held a hearing, which I was not allowed to attend, where they determined that I had violated company rules and procedures with my "outrageous and repeated behavior at the job site." I had no history of violence in my 15 years with this company. I was then terminated on August 5, 2005. In the previous month, another manager, Michael Simon, grabbed and shook a female worker's arm. He was only written up for the incident and not fired. Similarly situated non-hispanic employees were treated in a more favorable way and were not subjected to false disciplinary claims. I believe my actions were taken out of context and used against me in the extreme as part of a conspiracy between Mr. LaFamme and Mr. Buckles to get rid of me because of my race and national origin.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Alan Jimenez **DATE** 8-22-06

ATTACHMENT 0527

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001128

DATE ENTERED: 3/9/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/001128/07001128ECD-030907-11171617.PDF

PAGE(S): 1

07-1128 15DA500979

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2005 SEP 28 PM 1:48

FILED
07 MAR -9 AM 10:41
DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200502770 CL
Name Mr. Richard Lake		**E-Mail Address** / **Date of Birth** 05/22/1960
Mailing Address 6404 Southwest 9th Avenue		**Home Telephone Number (area code)** (352) 237-3901 ✓
City, State, and Zip Code Ocala, FL 34474		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Arnold Truss Co. Inc.	**Number of Employees** 15+	**Telephone Number** (352) 867-1420
Street Address (Branch/Office in Florida) 2250 North West 42nd Street	**City, State and Zip Code** Ocala, FL 34474	**County** Marion

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 08/01/2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have been discriminated against based on my race, Black, which has resulted in unfair terms and conditions, reduction in pay, and termination. On July 1, 2005, I was injured on the job and went to my supervisor, Bill (a white male), and he told me to go home, but didn't say anything about the hospital. Even though I complained on several occasions I was never sent or told to go to the hospital. A similarly situated White male was told to go to the Dr.s office when he was injured at work. Furthermore, my pay was decreased prior to that for no reason, and no White employee was decreased to my knowledge. When I complained about these discrepancies, I was terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Richard L. Lake	9/26/05

ATTACHMENT 0528

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001255

DATE ENTERED: 3/16/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/001255/07001255COD-031607-14012301.PDF

PAGE(S): 1

07-1255

ISDA6000342

CHAR O DISCRIMINATION

This form is affected by the Privacy Act of 1974; see Privacy Act Statement on reverse before completing this form.

AGENCY	CHARGE NUMBER
☐ FEPA ☒ EEOC	200600937

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FLORIDA COMMISSION ON HUMAN RELATIONS
2006 FEB 16 PM 2:21

FILED
2007 MAR 12 P 1:54
FLORIDA COMMISSION ON HUMAN RELATIONS
TALLAHASSEE, FLORIDA

Florida Commission on Human Relations and Equal Employment Opportunity Commission
(State or local Agency, if any)

NAME (Indicate Mr., Ms., or Mrs.)	HOME TELEPHONE NO. (Include Area Code)
Latarsha M. Myles	(850) 316-7504

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
106 Jardine Road, Apt. A	Pensacola, Florida 32507	1/8/83

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one, list below.)

NAME	No. of EMPLOYEES/MEMBERS	TELEPHONE NO. (Include Area Code)
Tom Thumb, Store #31	15+	(850) 623-1916

STREET ADDRESS	CITY, STATE AND ZIP CODE
5953 Willard Norris Road	Milton, Florida 32570

NAME	No. of EMPLOYEES/MEMBERS	TELEPHONE NO. (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN

☐ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER (Specify)

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (Month, day, year)

ongoing

☒ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. Personal Harm: I am an African-American woman who began working at Tom Thumb Store #31 on or about December 27, 2005 as a cashier. One of the assistant managers there, Michael, has made the workplace very hostile to me because of my race. He has told other managers that customers do not like me simply because I am black. He has written me up for an event which did not occur and otherwise singled me out and treated me differently than the other employees, all of whom are non-black. I have lost work hours as a result of Michael, and my requests for transfers to other stores in order to get away from him have been denied. Additionally, I have lodged repeated complaints of his racist behavior to management officials, but nothing has been done.

II. Respondent's Reasons for Adverse Actions: Michael has told others that customers do not like me because I am black. When he wrote me up he said it was for my allegedly refusing to take out the trash, but I did not even work with him that day and thus could not have refused his order as he claimed. Moreover, I took out the trash before I left. It is clear that he is just singling me out because of my race.

III. Discrimination Statement: I believe that I have been discriminated against because of my race, African-American, in violation of Title VII of the Civil Rights Act of 1964, as amended, as well as the Florida Civil Rights Act of 1992. Moreover, I believe this racial discrimination to have been part of a pattern and practice of racial discrimination on the part of Tom Thumb's assistant manager.

☒ I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary to meet State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

2-15-05
Date (Signature) Latarsha M. Myles Charging Party

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, Month, and Year)

EEOC Form 5

ATTACHMENT 0529

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001256

DATE ENTERED: 3/16/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/001256/07001256COD-031607-14020602.PDF

PAGE(S): 1

07-1056

AMENDED CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; see Privacy Act Statement on reverse before completing this form.

AGENCY	CHARGE NUMBER
☐ FEPA ☒ EEOC	200602315 15D200603706

FILED

Florida Commission on Human Relations and Equal Employment Opportunity Commission

(State or local Agency, if any)

NAME (Indicate Mr., Ms., or Mrs.)	HOME TELEPHONE NO. (Include Area Code)
Latarsha M. Myles	(850) 316-7504

2007 MAR 16 P 1:56

DIVISION OF ADMINISTRATIVE HEARINGS

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
106 Jardine Road, Apt. A	Pensacola, Florida 32507	1/8/83

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one, list below.)

NAME	No. of EMPLOYEES/MEMBERS	TELEPHONE NO. (Include Area Code)
Tom Thumb, Store #31	15+	(850) 623-1916

STREET ADDRESS	CITY, STATE AND ZIP CODE
5953 Willard Norris Road	Milton, Florida 32570

NAME	No. of EMPLOYEES/MEMBERS	TELEPHONE NO. (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN

☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER (Specify)

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (Month, day, year)

ongoing

☒ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. Personal Harm: Ever since I filed my Charge of Discrimination with this Agency on February 16, 2006, I have been the victim of retaliatory conduct by my employer, Tom Thumb. This retaliation occurs almost daily, and as such, are too numerous to list here. However, some examples include the following. The individual who is the subject of my original Charge of Discrimination, Michael Moore, continues to enter the store and harass me, and damage my personal property. This has been witnessed by my current assistant manager, Ms. Debbie Delsignore. Additionally, my current general manager, Pat Merritt, has singled me out for discipline while other employees receive no discipline for the same actions. I have reported all of the above to my superior, Jamie Galloway, but I have received no response.

II. Discrimination Statement: I believe that I have been retaliated against in response to my prior Charge of Discrimination, in violation of Title VII of the Civil Rights Act of 1964, as amended, as well as the Florida Civil Rights Act of 1992.

☒ I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Date (Signature) 7-31-06

Charging Party

NOTARY - (When necessary to meet State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, Month, and Year)

EEOC Form 5

ATTACHMENT 0530

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001526

DATE ENTERED: 4/3/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/001526/07001526ECD-040307-15002800.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, S[illegible] 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

2007 APR -3 P 1:18

DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)
D200603652
07-1524

A. PERSONAL INFORMATION		
Name Mr. Shawn McCoy	**FCHR No.** 200602023 AG	
Mailing Address 205 Southwest 75th Street Apartment 9Q	**E-Mail Address**	**Date of Birth** 6/15/1964
City, State, and Zip Code Gainesville, FL 32607	**Home Telephone Number (area code)** (352) 331-5083	
	Work (if possible to call you there)	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Boston Market	**Number of Employees** 15+	**Telephone Number** (352) 331-1519
Street Address (Branch/Office in Florida) 6483 West Newberry Road	**City, State and Zip Code** Gainesville, FL	**County** Alachua

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) July 25, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was unfairly discharged, denied promotion, and given different terms and conditions because of my race (black). I started working for Boston Market on August 1, 1994 and am currently a Regional Culinary manager. My position was changed from Area Manager to Regional Culinary Manager as a result of company reorganization. It was not a promotion as I saw a decrease in my responsibilities. Since November 2005 I have been the number one ranked manager in my new position. I also received the 2005 Pinnacle Award which recognizes "the best of the best" in the Boston Market Corporation. This year I was rated "Exceeds Standards" (highest rating possible) on the annual performance evaluation. Despite my stellar record and high marks with Boston Market, I have not received an invitation or been offered a position for the next level as a Regional Manager. White area managers who have been ranked well below my performance level have been promoted before me. I attended a training seminar that I was told would be part of the promotion process. However, 13 white males were promoted even though they did not attend the seminar. My white regnl Manager, Joseph Alvarez, has been accused of making racist statements about blacks. I have been informed that Mr. Alvarez will not recommend or consider me for the position because of my race. Boston Market has only two black area managers and no black male regnl managers.

In addition to the denial of promotion, I have been subjected to different terms and conditions in the work environment because of my race. For example, I was required to clean stores for similarly situated white area managers who were not required to clean their own stores. On July 25, 2006, I informed Mr. Alvarez of other job offers that have been coming my way. He accepted that as my resignation even though that was not my intention at all. Now, the corporate office is under the assumption that I resigned my position when, in fact, I was discharged by Mr. Alvarez. I believe I have been discriminated against because of my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Shawn M. McCoy

DATE

8-17-2006

ATTACHMENT 0531

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001527

DATE ENTERED: 4/3/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/001527/07001527ECD-040307-15015001.PDF

PAGE(S): 1

07-1527

15D2006036

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

2007 APR -3 P 1:19

DIVISION OF ADMINISTRATIVE HEARINGS

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS

2006 AUG 31 PM 4:08

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		
Name Mr. Daryl Royster, Sr.	**FCHR No.** 200602219 **CS**	
Mailing Address 4406 Chantilley Way	**E-Mail Address**	**Date of Birth** 11/30/1967
City, State, and Zip Code Pensacola, FL 32505	**Home Telephone Number (area code)** 850-469-9910	
	Work (if possible to call you there)	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Pate-Stevedore	**Number of Employees** 15+	**Telephone Number** 850-438-3648
Street Address (Branch/Office in Florida) 720 South Barracks	**City, State and Zip Code** Pensacola, FL 32502	**County** Escambia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) August 28, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was denied a promotion, denied training, given different terms and conditions, denied reasonable accommodations, retaliated against and terminated because of my race (black) and disability (back impairment). I began my employment with the Respondent in September 2005 as a Cargo Handler. Since the beginning of my employment black employees are treated differently than similarly situated white employees. The Respondent does not allow black employees to take breaks. I tried to take a break because my back was hurting and Scott, white Supervisor, yelled at me to get back to work. I asked for reasonable accommodations, because of my back injury, to include light duty, no bending or picking up anything heavy. I informed them that I can supervise employees or work on the computer. Instead of promoting me to inside the office or posting that office jobs were available for all employees to apply, they hired a white male with no experience. I also saw Mike Pate, owner, train white employees to operate the fork-lifts. The Respondent works the black people like slaves, while the white people get the easy jobs. Mr. Pate ultimately terminated my employment on August 28, 2006 in retaliation for complaining about the discrimination

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Mr. Daryl A. Royster

DATE 08/31/2006

ATTACHMENT 0532

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001579

DATE ENTERED: 4/6/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/001579/07001579ECD-040907-12170317.PDF

PAGE(S): 1

07-1579

15D200603649

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
07 APR -6 PM 2:06
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2006 AUG 17 PM 2:09

A. PERSONAL INFORMATION		
Name Mr. Walter Booth	**FCHR No.** 200602160 **CS** **E-Mail Address**	**Date of Birth** 12/29/1954
Mailing Address 2810 Northeast 13th Street	**Home Telephone Number (area code)** 352-377-5951	
City, State, and Zip Code Gainesville, FL 32609	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name City of Gainesville, Florida	**Number of Employees** 15+	**Telephone Number** 352-334-5010
Street Address (Branch/Office in Florida) Post Office Box 490	**City, State and Zip Code** Gainesville, FL 32602	**County** Alachua

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) March 29, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was suspended and given different terms and conditions because of my race (black). I have been employed by the Respondent as a Code Enforcement Officer for ten years. The Respondent alleged that I said a house was in compliance and it was not. As a result, I was suspended for 5 days without pay. Todd Martin, white male, prepared a statement that a house was in compliance and it wasn't. However, no disciplinary action was taken against him. I believe that I was discriminated against because of my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Walter L. Booth Sr.

DATE

08/16/06

ATTACHMENT 0533

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001616

DATE ENTERED: 4/9/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/001616/07001616ECD-040907-14335433.PDF

PAGE(S): 1

07-1614 Mary Smith

15D200700809

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FILED
07 APR -9 AM 11:06
DIVISION OF ADMINISTRATIVE HEARINGS

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2006 SEP 29 PM 4:13

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		FCHR No. 200602446 MS
Name Mr. Rodney McMillian	**E-Mail Address** Stephenie_dargan@yahoo.com	**Date of Birth** 9-27-1976
Mailing Address 4052 Old Cottondale Road		**Home Telephone Number (area code)** 850-557-0127
City, State, and Zip Code Marianna, FL 32448		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Community Base Options	15	850-215-7688
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3011 6th Street	Marianna, FL 32448	Jackson

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-19-06

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was terminated because of my race (black). I began working with respondent on January 25, 2006 as an In-home Support staff. I was the only black employee working there. On or about July or August 2006, I called Barbara (Life Coach for the house) and told her that I needed groceries for the house. She said that David told her that we didn't need any groceries. I told her that was not the case, we did need groceries. She said she would bring them to me on Thursday. After I did not receive the groceries I called Brad (my supervisor) and told him that I needed groceries for house. Brad called Barbara and told her to bring groceries. Barbara got upset with me for calling Brad when she brought the groceries she began yelling at me and telling me to shut up when I spoke back to her. She also told me that she was going to get me fired. Later on my week off I received a call from Brad stating that he had a bone to pick with me. I asked what the problem was and he said that David said that I had been stealing groceries from the house. Barbara also made accusations against me to get me fired. On August 28, 2006 I was suspended and told I could not return to work until the investigation was over. The investigation was conducted and the results were unfounded and they would not pursue it any further.

On September 19, 2006, I was told that I could not return to work with respondent because a consumer said that they did not want me there. I was told that they do not have another house to place me in.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Rodney McMillian	9/27/06

ATTACHMENT 0534

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001633

DATE ENTERED: 4/11/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/001633/07001633ECD-041107-11110211.PDF

PAGE(S): 1

07-1633

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
07 APR 11 AM 10:
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		
Name Ms. Robin D. Young	FCHR No. 200602548 CS E-Mail Address	Date of Birth 12/18/1961
Mailing Address Post Office Box 5611	Home Telephone Number (area code) 850-544-8263	
City, State, and Zip Code Tallahassee, FL 32314	Work (if possible to call you there)	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name County of Indian River, Health Department	Number of Employees 15+	Telephone Number 772-794-7420
Street Address (Branch/Office in Florida) 1900 27th Street	City, State and Zip Code Vero Beach, FL 32960	County Indian River

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): September 30, 2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was terminated because of my sex (female) and race (black). I began working for the Respondent on March 8, 2005 as a Senior Dentist. I was the only black female Senior Dentist. On September 12, 2005 I was called into a meeting with Dr. Holtzclaw, Executive Medical Director, Donna Korora, Attorney for the Respondent, and Joe Guarine, Psychotherapist. I was told by Ms. Korora I needed to sign papers for a compulsory psychiatric evaluation. I informed her I would not be signing those papers without an attorney on my behalf reviewing them. I asked why I needed to take the evaluation. Ms. Korora relayed that Joelle, Human Resources Manager, made the allegation I was paranoid. Ms. Korora told me I was a threat to the public, she was going to have my license and I would never practice in the State of Florida because she knew people all the way to the top. After I made it clear I wasn't signing the papers, Ms. Korora told me to get my purse and leave and ordered Mr. Guarine to escort me from the building. Miranda Swanson, Assistant Administrator and Mr. Guarine did so. After I got home a courier came to the door with papers stating I was placed on compulsory disability leave. I then received a letter via certified mail dated September 30th stating I was terminated. I believe I was discriminated based on my race and sex.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Robin D. Young

DATE: 09-28-2006

ATTACHMENT 0535

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001959

DATE ENTERED: 5/7/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/001959/07001959COD-050707-15315731.PDF

PAGE(S): 1

07-1959

DATE FILED: MAY 25, 2004

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY: ☒ FEPA ☐ EEOC

CHARGE NUMBER: 400515 / 15MA400204

PALM BEACH COUNTY OFFICE OF EQUAL OPPORTUNITY

Palm Beach Co. Ofc. Of Equal Opp. and EEOC
State or local Agency, if any

04 MAY 25 AM 10:37

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Mr. Rubin L. Anderson	(561) 471-2659

STREET ADDRESS / CITY, STATE AND ZIP CODE	DATE OF BIRTH
4 Fox Fire Circle, West Palm Beach, FL 33401	07/07/1956

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
Poinciana Country Club	Cat A (15-100)	(561) 439-4733

STREET ADDRESS / CITY, STATE AND ZIP CODE	COUNTY
3536 Poinciana Drive, Lake Worth, FL 33467	099

NAME	TELEPHONE NUMBER (Include Area Code)
Valleycrest Golf Course Maintenance	

STREET ADDRESS / CITY, STATE AND ZIP CODE	COUNTY
24121 Ventura Blvd., Calabasas California 91302	037

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☐ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER *(Specify)*

DATE DISCRIMINATION TOOK PLACE
EARLIEST *LATEST*
03/23/2004
☐ CONTINUING ACTION

THE PARTICULARS ARE *(If additional space is needed, attach extra sheet(s))*:

I am an African American male. I worked for the above-named employer as a Golf Course Superintendent, until I was fired on March 23, 2004.

My employer's reason for my discharge was "unsatisfactory performance."

I believe that I have been discriminated against because of my race (African American) and I believe that my employer's actions are in violation of Article VI, Sections 2-261 thru 2-313 Palm Beach County Code (the Palm Beach County Equal Employment Ordinance), Title VII of the Civil Rights Act of 1964, as amended, and the Florida Civil Rights Act of 1992, as amended, for the following reasons:

1. Following the arrival of the new management the terms and conditions of my employment regarding company's rule and regulations were different than those of White employees who were similarly situated.
2. During the course of my employment I was excluded from information imperative to my work. I constantly requested equipment support and guidance from my employer (White) but my request were ignored.
3. I was not given the support my White co-workers were given and when they requested assistance I was required to help out.
4. I informed my employer regarding the disparate treatment but no actions were taken to correct the situation.
5. As the only African American Superintendent I believe I was set

** Text is Continued on Attached Sheet(s) **

FILED 07 MAY 7 AM 10:30 PALM BEACH COUNTY OFFICE OF EQUAL OPPORTUNITY

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2004 JUN -7 AM 8:

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

DL-A536 732 56 247-0

5-25-04
Date

Charging Party *(Signature)*

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Month, day and year)

5-25-04

EEOC FORM 5 (Rev. 07/99)

ATTACHMENT 0536

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-001973

DATE ENTERED: 5/8/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/001973/07001973ECD-050807-14103710.PDF

PAGE(S): 1

07-1973

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
15D200700052
FILED
07 MAY -8 AM 10:24
2006 OCT 16 PM 3:
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200602387 AG
Name Mrs. Deborah G. Pate	**E-Mail Address** **Date of Birth** 10/13/1971
Mailing Address 217 Northeast Michael Place	**Home Telephone Number (area code)** (386) 288-0007
City, State, and Zip Code Lake City, FL 32025	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Homes of Merit	15+	(386) 755-3073
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
Highway 100 East	Lake City, FL 32025	Columbia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) July 17, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions, harassed, retaliated against, and terminated because of my race (black) and sex (female). I began working for Homes of Merit in October 2005. I was employed as a final finisher. Several of my female co-workers did not like me. They continuously harassed me and threatened me. I attempted to make my complaint up the chain-of-command to get their behavior to stop. In April 2006, I went to my immediate supervisor, Tommy Smith, who is a white male, and complained about what was happening. I was completely ignored and pushed away. Obviously, nothing was done about the situation as it continued to be hostile for me. Several weeks later, I went to the plant manager, Steve Weeks, who is also a white male. He continued the pattern of ignoring my complaints and did nothing to help me. Next, I went to the operation manager, Billy Salers, who is a white male. He just told me to do whatever Mr. Weeks had said. He said I should go back to talk to Mr. Weeks, but Mr. Weeks had pushed me on to another manager. I felt like they were just bouncing me around and ignoring what was happening to me. In May 2006, I went to the owner, Keith Anderson, who is another white male. I complained about the harassment I was getting from my co-workers, but I also complained about the mistreatment and lack of support I was getting from management because of my race and sex. Mr. Anderson basically said I should talk to Mr. Weeks and/or Tommy Jobe, who is also white. I attempted to talk to Mr. Jobe, but I never got in touch with him. I finally contacted Billy Allen, who is white, at the corporate office. He came down to investigate the whole situation. He helped alleviate the situation briefly. However, my supervisors began to be hostile and harassing to me at this point. On July 17, 2006, they retaliated against me by terminating my employment. Upper management at Homes of Merit is all white. I feel like they didn't want to help me or listen to my complaints. In one situation, a black employee and a white employee were upset with each other. The black employee allegedly threatened the white employee. The white employee immediately went to upper management and told them what happened. The black employee was fired that same day. However, when I made my complaints about being threatened, no one listened and nothing was done. I feel that if I were a white male, this issue would have been satisfactorily resolved.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Deborah Pate **DATE** 10/14/06

ATTACHMENT 0537

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-002417

DATE ENTERED: 5/30/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/002417/07002417COD-053007-15554355.PDF

PAGE(S): 1

07-2417

15D200700129

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

FILED
2005 NOV 16 PM 1:30
07 MAY 30 PM 1:54
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

Complaint # 200700334

Name (Indicate Mr., Ms., or Mrs. etc.)

Mr. Wade A. Hamilton

Telephone # Home: **(352) 226-0499**
Other:

Street Address:
3800 SW 20th Avenue, #406

City, State, and Zip Code
Gainesville, Florida 32607

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

The Talking Phone Book			**Over 15**
Name			No. of employees
3201 SW 42nd Street, Suite 5	**Gainesville,**	**FL**	**32608**
Street Address	City	State	Zip Code
(352) 367-2400			**Alachua**
Telephone Number			County

Cause of Discrimination Based on:

X Race (Black) X Color _ Age _Marital Status
X National Origin (Jamaican) _Religion _Gender
_ Disability _Retaliation

Date Most Recent or Continuing Discrimination Took Place:

April 5, 2006

Personal Harm: Discharge, harassment.

Reason for Adverse Action: The local manager of the Jacksonville office and Terry Strickland, Regional Training Manager, said that they were going to have to let me go (during training in Jacksonville) due to insufficient work documentation.

Discriminatory Statement(s): I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act and/or Title VII of the Federal Civil Rights Act for the following reasons:

I was employed for three days and discharged while training in Jacksonville for insufficient proof of work identification. I believe this was pretext for discrimination and I was constantly harassed in front of the training class. I was made to find the Jacksonville social security office to validate my work identity during my lunch hour, and had to return punctually.

ATTACHMENT 0538

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-002848

DATE ENTERED: 6/27/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/002848/07002848ECD-062707-16234023.PDF

PAGE(S): 1

07-2848

15DA600303

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

FILED

EMPLOYMENT COMPLAINT OF DISCRIMINATION

2007 JUN 27 P 2:04

DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

2006 FEB -7 PM 2:15

A. PERSONAL INFORMATION		FCHR No. 200600757 MS
Name Mr. Thomas Robinson		**E-Mail Address** / **Date of Birth** 8-10-1959
Mailing Address 5156 Brywood Lane		**Home Telephone Number (area code)** 850-263-7220
City, State, and Zip Code Campbellton, FL 32426		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Alliance Laundry Systems	**Number of Employees** 15+	**Telephone Number** 850-526-3405
Street Address (Branch/Office in Florida) 3595 Industrial Park Drive	**City, State and Zip Code** Marianna, FL 32446	**County** Jackson

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 10-1-05

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was denied a promotion because of my race (black). I began working with respondent in May 1987. My position title is Steelyard Coordinator. I applied for the Fabrication Supervisor position twice in the last 3 years. Each time a white person was chosen for the position. I was just as qualified as the individuals chosen for the position. There are no black supervisors in the Fabrication Department. Mr. Faryniak (Manager) has shown discrimination toward blacks in his hiring and promotion practices.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Thomas Robinson **DATE** 2/6/06

ATTACHMENT 0539

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-003030

DATE ENTERED: 7/5/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/003030/07003030ECD-070607-13564956.PDF

PAGE(S): 1

07-3030

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION
AMENDED

Date Stamp (FCHR Use Only)
FILED
07 JUL -5 PM 2:25
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200700311 CS
Name Ms. Gwendolyn Boyd	E-Mail Address	Date of Birth 06/04/1954
Mailing Address 6112 Wilbur Way		Home Telephone Number (area code) 786-255-5967
City, State, and Zip Code Lake Worth, FL 33467		Work (if possible to call you there)

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
City of North Miami, Florida	15+	305-893-6511
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
776 Northeast 125th Street	Miami, FL 33161	Miami-Dade

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) November 14, 2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was given different terms and conditions and different wages because of my national origin (African American). When the former City Attorney was terminated the Deputy City Attorney, Pat SaintVil-Joseph, was appointed as the Interim City Attorney. When the new City Attorney was hired, the former Mayor Joe Celestin recommended that Ms. SaintVil-Joseph retain the same salary she was making as the Interim City Attorney, upon returning to her position as Deputy City Attorney. When I served as Interim City Manager and was returned to my former position as the Chief of Police, it was not recommended that I retain the same salary. Both Ms. SaintVil-Joseph and Mr. Celestin are Haitian-Americans. I was made aware of this disparate treatment on November 14, 2005. I provided Mayor Kevin Burns with a memo that explained this situation, however nothing has been done to date to correct it.

I have also filed a complaint with the Miami EEOC (510-2007-00776) alleging discrimination based on race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Gwendolyn Boyd

DATE: November 17, 2006

ATTACHMENT 0540

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-003087

DATE ENTERED: 7/10/2007

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2007/003087/07003087ECD-071007-15533853.PDF

PAGE(S): 1

07-3087

15D2007D0199

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
2007 JUL 10 P 1:58
2005 DEC 12 AM 8:38
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200602534 CS
Name Ms. Dawn M. Shook	**E-Mail Address** dmshook68@hotmail.com **Date of Birth** 08/23/1968
Mailing Address Post Office Box 341	**Home Telephone Number (area code)** 407-529-8811
City, State, and Zip Code Scottsmoor, FL 32775	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Riverside National Bank	15+	386-736-0524
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
351 East New York Avenue	Deland, FL 32724	Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☒ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☒ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) September 25, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was not hired because of my race (white), marital status (divorced), sex (female), age (38), religion (Pentecostal) and disability (depression and panic attacks). I have applied and interviewed for a branch manager position in the past. The Respondent has had my resume on file for over 2 years and I have also sent Monica Abollo, Recruiter, several resumes in 2005 and 2006. I received an email from Ms. Abollo on September 25, 2006 stating that I wasn't given the position. Jennifer Herndon, Regional Executive, stated she needed someone with experience. I have 3 years experience in supervisory positions, 4 vocational certificates, a two year degree, and specifically a specialization in management.

Lori Brim was working when I was inquiring about a job. She was made aware that I was a Christian because her son had died and I told her I would pray for her. They were also aware of my mental disability though both personal and professional acquaintances in the banking industry.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Dawn M Shook

DATE 12-11-06

ATTACHMENT 0541

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-003120

DATE ENTERED: 7/11/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/003120/07003120ECD-071107-14231423.PDF

PAGE(S): 1

07-3120

15D2007001165

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
07 JUL 11 AM 10:45
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
06 DEC -4 PM 1:28

A. PERSONAL INFORMATION		FCHR No. 200602448 CS
Name Mrs. Lynette Brown	**E-Mail Address**	**Date of Birth** 01/12/1950
Mailing Address 1312 Piedmont Drive		**Home Telephone Number (area code)** 850-385-0668
City, State, and Zip Code Tallahassee, FL 32312		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida Department of Highway Safety & Motor Vehicles	**Number of Employees** 15+	**Telephone Number** 850-617-3138
Street Address (Branch/Office in Florida) 2900 Apalachee Parkway	**City, State and Zip Code** Tallahassee, FL 32399	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) May 24, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was denied promotions, harassed, terminated and retaliated against because of my race (black) and age (56) I have been employed by the Respondent for over 13 years. Mrs. DeLopez, Director of Administrative Services, has denied me promotional opportunities that would include comparable work and comparable pay commensurate with my education, knowledge, skills, and abilities. However, similarly situated younger white employees have received the promotions I requested consideration for. On several occasions she has told me "people like you should just be happy to work here where you are. You should be happy to have come this far." I spoke with Mrs. DeLopez regarding the inequitable treatment on April 26, 2006. In that meeting she was verbally abusive, she lunged from behind her desk toward me, yelling in a fit of rage to harass me. I filed a formal written complaint on May 11th against the disparate treatment effected by Mrs. DeLopez and Ms. Knight. I requested a temporary assignment pending the outcome of an internal review of my situation, but my request was denied. I was ultimately terminated on May 24th. Three officers with the Florida Highway Patrol presented me with a termination letter that was effective close of business that day, in accordance with Section 110.604 Florida Statutes. I surrendered my agency access badge and was escorted out of building. I asked why I needed to be escorted by 3 officers and I was told that if I didn't leave with the officers I would be arrested and taken to jail.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Lynette Brown	December 4, 2006

ATTACHMENT 0542

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-003253

DATE ENTERED: 7/17/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/003253/07003253ECD-071707-16211521.PDF

PAGE(S): 1

07-3253

15D200700186

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

FILED
07 JUL 17 AM 10:20
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2006 DEC 13 PM 1:27

A. PERSONAL INFORMATION		**FCHR No. 200700403 AG**
Name Mr. Loundon D. Cook	**E-Mail Address**	**Date of Birth** 2/15/1967
Mailing Address 61 Presidential Lane	**Home Telephone Number (area code)** (386) 627-0880	
City, State, and Zip Code Palm Coast, FL 32164	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name KB Home	**Number of Employees** 15+	**Telephone Number** (386) 274-6014
Street Address (Branch/Office in Florida) 735 Fentress Boulevard	**City, State and Zip Code** Daytona Beach, FL 32114	**County** Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) November 30, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions, denied wages, harassed, suspended, retaliated against, and terminated because of my sex (male) and race (black). I began working for Countrywide in a joint venture with KB Home in March 2005. I was most recently employed as a home loan consultant. In March 2006, I received two very offensive and harassing phone calls from Dean Smith, sales manager of KB Home. He spoke to me in a very condescending tone. He also yelled and cursed. I have never witnessed or heard of Mr. Smith, who is white, speaking to any other employees in that manner. I believe that his hostility towards me was racially motivated. I brought this to the attention of my sales manager, Ann Doak, who is also white. Ms. Doak denied my requests for a private meeting to discuss the unfair treatment. On June 30, 2006, while I was on approved leave, Ms. Doak called and requested I attend a weekly conference call. She had not made the same request of a white co-worker, Jennifer Matacale, who was also on leave. I told Ms. Doak that her actions seemed to show bias. Ms. Doak sent me a very emotionally charged email later that night. Because of this email, I contacted the Employee Relation Department that night and filed a complaint of disparate treatment and hostile environment from Ms. Doak and Mr. Smith. From that point on, our working relationship became strained. She would make threats, like my "career depended on it." She unfairly criticized my work. It was also apparent that Mr. Smith wanted me removed. On October 13, 2006, Ms. Doak told me she had received information implicating me in a policy violation. I explained to her that this was not true, but she suspended me pending an investigation. I later learned I was placed on unpaid administrative leave. My requests for more information about the investigation were denied or ignored. I believe the investigation was initiated and prolonged in retaliation for my complaints. On November 17, 2006, I was informed that the investigation was complete and I was exonerated. However, I was told that I was to be demoted to another position because KB Home no longer wanted me on their team. I made the decision to not accept this demotion. On November 30, 2006, almost a full two weeks after the conclusion of the investigation, I was informed that I would be terminated because of some information found in my desk during the investigation. I am also being denied compensation and reimbursement that was promised to me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Loundon D Cook

DATE 12/10/2006

ATTACHMENT 0543

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-003437

DATE ENTERED: 7/25/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/003437/07003437ECD-072507-15513651.PDF

PAGE(S): 1

15D200706188

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2006 DEC 13 PM 1:27

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

07-3437

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
2007 JUL 25 P 1:48
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		**FCHR No. 200700327 AG**
Name Mr. Loundon D. Cook		**E-Mail Address**	**Date of Birth** 2/15/1967
Mailing Address 61 Presidential Lane		**Home Telephone Number (area code)** (386) 627-0880
City, State, and Zip Code Palm Coast, FL 32164		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name Countrywide	**Number of Employees** 15+	**Telephone Number** (386) 274-3000
Street Address (Branch/Office in Florida) 1530 Cornerstone Boulevard, Suite 120	**City, State and Zip Code** Daytona Beach, FL 32117	**County** Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) November 30, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions, denied wages, harassed, suspended, retaliated against, and terminated because of my sex (male) and race (black). I began working for Countrywide in a joint venture with KB Home in March 2005. I was most recently employed as a home loan consultant. In March 2006, I received two very offensive and harassing phone calls from Dean Smith, sales manager of KB Home. He spoke to me in a very condescending tone. He also yelled and cursed. I have never witnessed or heard of Mr. Smith, who is white, speaking to any other employees in that manner. I believe that his hostility towards me was racially motivated. I brought this to the attention of my sales manager, Ann Doak, who is also white. Ms. Doak denied my requests for a private meeting to discuss the unfair treatment. On June 30, 2006, while I was on approved leave, Ms. Doak called and requested I attend a weekly conference call. She had not made the same request of a white co-worker, Jennifer Matacale, who was also on leave. I told Ms. Doak that her actions seemed to show bias. Ms. Doak sent me a very emotionally charged email later that night. Because of this email, I contacted the Employee Relation Department that night and filed a complaint of disparate treatment and hostile environment from Ms. Doak and Mr. Smith. From that point on, our working relationship became strained. She would make threats, like my "career depended on it." She unfairly criticized my work. It was also apparent that Mr. Smith wanted me removed. On October 13, 2006, Ms. Doak told me she had received information implicating me in a policy violation. I explained to her that this was not true, but she suspended me pending an investigation. I later learned I was placed on unpaid administrative leave. My requests for more information about the investigation were denied or ignored. I believe the investigation was initiated and prolonged in retaliation for my complaints. On November 17, 2006, I was informed that the investigation was complete and I was exonerated. However, I was told that I was to be demoted to another position because KB Home no longer wanted me on their team. I made the decision to not accept this demotion. On November 30, 2006, almost a full two weeks after the conclusion of the investigation, I was informed that I would be terminated because of some information found in my desk during the investigation. I am also being denied compensation and reimbursement that was promised to me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Loundon D Cook

DATE 12/10/2006

ATTACHMENT 0544

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-003807

DATE ENTERED: 8/24/2007

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2007/003807/07003807COD-082407-13523952.PDF

PAGE(S): 1

2007006019
15D2007002557

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

RECEIVED
FILED
2007 AUG 24 AM 10:09
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION 07-3807 | **FCHR NO.**

Name (indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Susan Kirby	[redacted]	May 26, 1967

Street Address	Home Telephone Number (area code)
179 San Juan Circle	321-759-5074

City, State, and Zip Code	Work (if possible to call you there)
Melbourne, FL.32940	

List the employer, labor organization, employment agency, apprenticeship committee, government agency or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Appliance Direct, Inc.	More than 15	321-751-9501

Street Address	City, State and Zip Code	County
397 N. Babcock Street	Melbourne, Florida 32935	Brevard

Cause of discrimination based on [check appropriate box(s)]
|X| Race |__| Color |X| Sex |__| Religion |__| Handicap
|__| National Origin |__| Age |__| Martial Status |X| Retaliation

Date most recent or continuing discrimination took place (month, day, year)
09/30/06

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

I was subjected to a hostile work environment because of my sex and race in violation of the Florida Civil Rights Act, Florida Statues Chapter 760 ("FCRA"), and sexually harassed by subjecting me to sexual remarks, statements and advancements.

II. Respondent's Reasons for Personal Harm: Unknown.

III. Discrimination Statement:

I began working for Appliance Direct, Inc., on or about June 2003. I have a number of years of experience as a commissioned sales person, and I have never experienced or been subjected to discrimination and sexual harassment until Jeff Rock became my controlling manager at the Appliance Direct store, located at 397 N. Babcock St. When Mr. Rock became my direct manager, Mr. Rock carried himself in a lewd and lascivious fashion while at work. Mr. Rock would brag about the size of his penis and about his sexual prowess concerning duration and strength. Indeed, Mr. Rock would give vivid and descriptive detail concerning his "size." Mr. Rock described his penis so large that he needs to tie it down along the side of his pants when he is dancing. Moreover, Mr. Rock would routinely ask what kind of underwear I was wearing. Additionally, Mr. Rock would publicly comment how he would satisfy women, including a comment made about a Ms. Miho where he stated the he would do her so hard that he would make a knot in her back. In addition to the explicit comments, Mr. Rock would make sexual horse sounds anytime he perceived a woman, including employees, whom he perceived as attractive. Additionally, Mr. Rock would brag about how

ATTACHMENT 0545

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004020

DATE ENTERED: 9/6/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/004020/07004020COD-090607-13024402.PDF

PAGE(S): 1

20070044
15D2007003 20

FLO[illegible]DA COMMISSION ON HUMAN RE[illegible]TIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

07-4020

FILED
07 SEP -6 AM 10:53

DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION | FCHR NO:

Name (indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Mr. Ralph Alexander	[redacted]	08/22/1955

Street Address	Home Telephone Number (area code)
500 South Fiske Blvd.	321-631-6702

City, State, and Zip Code	Work (if possible to call you there)
Cocoa, Florida 32922	

List the employer, labor organization, employment agency, apprenticeship committee, government agency or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Solid Wall Systems, Inc.	More than 15	321-633-7511

Street Address	City, State and Zip Code	County
6767 N. Wickham Rd., Ste. 500	Melbourne, FL 32940	Brevard County

Cause of discrimination based on [check appropriate box(s)]
|_X_| Race |__| Color |__| Sex |__| Religion |__| Handicap
|__| National Origin |__| Age |__| Martial Status |__| Retaliation

Date most recent or continuing discrimination took place (month, day, year)
September 2006

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

I have been discriminated against based on my race in violation of Title VII of the Civil Rights Act, and the Florida Civil Rights Act, Chapter 760, Florida Statutes.

II. Respondent's Reasons for Personal Harm: Unknown.

III. Discrimination Statement:

I am an African–American male. I worked for Solid Wall Systems, Inc. as a Lead Concrete Laborer from July 2004 until I was laid off in late September 2006 along with several other African-American employees.

Shortly before we were laid off, the company hired several Hispanic male employees. Additionally, right after we were laid off, the company hired several more Hispanic male employees. The Hispanic male employees took over the positions and job duties, which were previously performed by me and my African-American co-workers. No Hispanic employees were laid off. Thus, African-American employees were laid off so that they could be replaced by Hispanic employees.

ATTACHMENT 0546

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004021

DATE ENTERED: 9/6/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/004021/07004021COD-090607-13031903.PDF

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

07-4021

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07 SEP -6 AM 10:52
DIVISION OF ADMINISTRATIVE HEARINGS

2007 SEP -7 PM 2:19

CHARGE OF DISCRIMINATION | **FCHR NO.**

Name (indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Mr. Stevie Daniels	[redacted]	06/12/1971

Street Address	Home Telephone Number (area code)
861 West Port Drive	321-632-2453

City, State, and Zip Code	Work (if possible to call you there)
Rockledge, Florida 32955	

List the employer, labor organization, employment agency, apprenticeship committee, government agency or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Solid Wall Systems, Inc.	More than 15	321-633-7511

Street Address	City, State and Zip Code	County
6767 N. Wickham Rd., Ste. 500	Melbourne, FL 32940	Brevard County

Cause of discrimination based on [check appropriate box(s)]
|_X_| Race |__| Color |__| Sex |__| Religion |__| Handicap
|__| National Origin |__| Age |__| Martial Status |__| Retaliation

Date most recent or continuing discrimination took place (month, day, year)

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

I have been discriminated against based on my race in violation of Title VII of the Civil Rights Act, and the Florida Civil Rights Act, Chapter 760, Florida Statutes.

II. Respondent's Reasons for Personal Harm: Unknown.

III. Discrimination Statement:

I am an African–American male. I worked for Solid Wall Systems, Inc. as a Lead Concrete Laborer from September 2003, until I was laid off in late September 2006, along with several other African-American employees.

Shortly before we were laid off, the company hired several Hispanic male employees. Additionally, right after we were laid off, the company hired several more Hispanic male employees. The Hispanic male employees took over the positions and job duties, which were previously performed by me and my African-American co-workers. No Hispanic employees were laid off. Thus, African-American employees were laid off so that they could be replaced by Hispanic employees.

ATTACHMENT 0547

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004022

DATE ENTERED: 9/6/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/004022/07004022COD-090607-13035503.PDF

PAGE(S): 1

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2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

07-4022

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07 SEP -6 AM 10:47
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION | **FCHR NO.**

Name (indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Mr. Ernest West Jr.	[redacted]	08/02/1961

Street Address	Home Telephone Number (area code)
813 Barbara Jenkins St.	321-693-6888

City, State, and Zip Code	Work (if possible to call you there)
Cocoa, Florida 32922	

List the employer, labor organization, employment agency, apprenticeship committee, government agency or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Solid Wall Systems, Inc.	More than 15	321-633-7511

Street Address	City, State and Zip Code	County
6767 N. Wickham Rd., Ste. 500	Melbourne, FL 32940	Brevard County

Cause of discrimination based on [check appropriate box(s)]
|_X_| Race |__| Color |__| Sex |__| Religion |__| Handicap
|__| National Origin |__| Age |__| Martial Status |__| Retaliation

Date most recent or continuing discrimination took place (month, day, year)
September 2006

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. **Personal Harm:**

I have been discriminated against based on my race in violation of Title VII of the Civil Rights Act, and the Florida Civil Rights Act, Chapter 760, Florida Statutes.

II. **Respondent's Reasons for Personal Harm:** Unknown.

III. **Discrimination Statement:**

I am an African–American male. I worked for Solid Wall Systems, Inc. as a Concrete Laborer from October 2004, until I was laid off in late September 2006, along with several other African-American employees.

Shortly before we were laid off, the company hired several Hispanic male employees. Additionally, right after we were laid off, the company hired several more Hispanic male employees. The Hispanic male employees took over the positions and job duties, which were previously performed by me and my African-American co-workers. No Hispanic employees were laid off. Thus, African-American employees were laid off so that they could be replaced by Hispanic employees.

ATTACHMENT 0548

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004172

DATE ENTERED: 9/17/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/004172/07004172ECD-091707-13141614.PDF

PAGE(S): 1

D200700487

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

07-4172

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
07 APR 11 PM 3:42

FILED
07 SEP 17 AM 10:33
COMMISSION CLERK & ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200701273 AG
Name Ms. Renita B. Thompkins	**E-Mail Address** mthmpk@aol.com	**Date of Birth** 6/12/1968
Mailing Address Post Office Box 38191		**Home Telephone Number (area code)** (850) 385-7116
City, State, and Zip Code Tallahassee, FL 32315		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name City of Tallahassee Police Department	**Number of Employees** 15+	**Telephone Number** (850) 891-4200
Street Address (Branch/Office in Florida) 234 East 7th Avenue	**City, State and Zip Code** Tallahassee, FL 32304	**County** Leon

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): April 4, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have been subjected to different terms and conditions, harassed, unfairly disciplined, denied promotion, and retaliated against because of my race (black). I began working for the Police Department in June 2001. I am currently employed as a Public Safety Communications Operator. In June 2006, I was unfairly disciplined as a result of a December 2005 incident. I felt like I did my job properly, but my superiors unfairly sought to reprimand me. During the investigation, I complained that I felt I was being targeted because of my race. Around this same time, my supervisors, Kelly Rentz and Wayne Sizemore, who are both white, implemented a policy prohibiting employees from reading, playing games, or doing other non-work related activities during our shifts. In December 2006, I was reading a book during my shift. Ms. Rentz came to me and told me to put the book away, while ignoring a white employee, Barbara, who was doing arts and crafts. I brought it to Ms. Rentz's attention that Barbara was violating the policy as well. Ms. Rentz did not care. Ms. Rentz and Mr. Sizemore often treated white employees differently from the black employees. White employees could stay on their personal phone calls all shift if they wanted, but we had to adhere to the policy (3 minutes or less). Also, white employees could come back late from lunch without any repercussions. When we were late from lunch, we had to use our personal time to cover it. Ms. Rentz and Mr. Sizemore also permitted a harassing and hostile environment. On one occasion, Ms. Rentz came into the office with a petition in favor of the Confederate flag. She went around to all the white employees. This was offensive and inappropriate. Some white employees regularly made racially insensitive and derogatory statements. In addition, my supervisors have denied me promotion for the last year. I passed the test that would enable me to be a trainer for new employees. This boost in position comes with several perks and an increased status. Despite qualifying for the position, they refuse to put me in charge of training another employee, thus denying the promotion. On January 18, 2007, I went out on medical leave. Since this time, I have been continually harassed by Captain Anderson, who is white, and other officers from the chain of command. They are attempting to get me to sign a disciplinary action with the threat of more severe discipline if I do not. I feel they are trying to force me to quit.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Renita Bowman Thompkins

DATE: 04-11-2007

ATTACHMENT 0549

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004306

DATE ENTERED: 9/19/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/004306/07004306ECD-091907-15455645.PDF

PAGE(S): 1

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DIVISION OF ADMINISTRATIVE HEARINGS

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2006 NOV 14 PM 1:51

07-4304

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 200700315	M H
Name (Indicate Mr. or Ms.) Mr Antonine D. Pierre	**E-Mail Address**	**Date of Birth** 5/12/57
Mailing Address 1731 Chrysler Ave	**Home Telephone Number (area code)** 941) 953-7937	
City, State, and Zip Code Sarasota FL 34234	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Broward County School Board	15+	954) 765-6000
Street Address (Branch/Office in Florida) 600 SE 3rd Ave. **CAUSE OF DISCRIMINATION BASED ON:** **National Origin (Haitian), Race, Perceived Disability**	**City, State and Zip Code** Ft. Lauderdale FL 33301	**County** **Broward** **DATE MOST RECENT OR DISCRIMINATION TOOK PLACE(month, day, year)** Nov. 30, 2005

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act:
On September 27, 2005 I was sent home by Professional Standards Administrator Richard Mijon. My supervisor Sylvester Davis requested that I submit to a Fitness for Duty Assessment for a psychological evaluation. No psychologist who speaks Creole was on a list provided to me. I was never allowed to return to work. I was never sent to anyone for a psychological evaluation. I was terminated on November 30, 2005 for alleged insubordination for failing to appear for a mandatory psychological evaluation. I was never told of any such appointment. I believe that I was fired because of discrimination based on my national origin (Haitian) my race and because of a perceived mental disability.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — **DATE**

Antoine Donnie Pierre — 11/14/06

Tallahassee, Florida 32301

ATTACHMENT 0550

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004385

DATE ENTERED: 9/21/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/004385/07004385COD-092107-12484848.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

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FLORIDA COMMISSION ON HUMAN RELATIONS
2007 SEP 24 AM 10:34
DIVISION OF ADMINISTRATIVE HEARINGS

07-4385

CHARGE OF DISCRIMINATION | FCHR NO. 2061089

Name (indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Mr. Carlos Cole	[redacted]	11/17/1982

Street Address	Home Telephone Number (area code)
1131 Grove Avenue	321-631-5334

City, State, and Zip Code	Work (if possible to call you there)
Cocoa, Florida 32922	

List the employer, labor organization, employment agency, apprenticeship committee, government agency or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Solid Wall Systems, Inc.	More than 15	321-633-7511

Street Address	City, State and Zip Code	County
6767 N. Wickham Rd., Ste. 500	Melbourne, FL 32940	Brevard County

Cause of discrimination based on [check appropriate box(s)]	Date most recent or continuing discrimination took place (month, day, year)
[X] Race [ ] Color [ ] Sex [ ] Religion [ ] Handicap [ ] National Origin [ ] Age [ ] Martial Status [ ] Retaliation	August 2006

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. **Personal Harm:**
I have been discriminated against based on my race in violation of Title VII of the Civil Rights Act, and the Florida Civil Rights Act, Chapter 760, Florida Statutes.

II. **Respondent's Reasons for Personal Harm:** Unknown.

III. **Discrimination Statement:**
I am an African–American male. I worked for Solid Wall Systems, Inc. as a Lead Concrete Laborer from September 2003, until I was laid off in late August 2006. A number of other African-American male employees were laid off within approximately a month of my layoff. The African American employees, including myself, who were laid off were replaced by Hispanic male employees. The Hispanic male employees took over the positions and job duties, which were previously performed by me and my African-American co-workers. No Hispanic employees were laid off. Thus, African-American employees were laid off so that they could be replaced by Hispanic employees.

Prior to my termination from Solid Wall Systems, Inc., my crew and I were told a number of times by managers that we needed to learn how to work like Mexicans.

I am also aware that a white male Lead Concrete Laborer was making a higher hourly rate than the African-American Lead Concrete Laborers including myself.

ATTACHMENT 0551

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004588

DATE ENTERED: 10/5/2007

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2007/004588/07004588COD-100507-16354135.PDF

PAGE(S): 1

EEOC Form 5 (5/01)

07-4588

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: [V] FEPA [X] EEOC

Agency(ies) Charge No(s): 200701128 and 511-2007-01354

FILED 07 OCT -5 AM 10: ADMIN. ASST. LEGISLATIVE AFFAIRS

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Lorie J. Plegue	**(941) 924-3657**	**02-12-1959**

Street Address / City, State and ZIP Code: **3548 Coronada, Apt #611, Sarasota, FL 34231**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
SAVE A LOT/JERRY'S ENTERPRISES	**Unknown**	**(941) 377-4547**

Street Address / City, State and ZIP Code: **4404 Beeridge Rd., Sarasota, FL 34233**

Name	No. Employees, Members	Phone No. (Include Area Code)
Home office for Human Resources		

Street Address / City, State and ZIP Code: 5101 Vernon Ave So Edina MN 55436

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DISCRIMINATION BASED ON (*Check appropriate box(es).*)

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[X] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
10-02-2006	**02-05-2007**

[ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I. Personal Harm

I have been employed as Asst. manager since July 13, 2004. On or about October 2006, I was denied reimbursement for gas/mileage related to work. Other Asst. Manager's who are not of my race, were allowed to receive to gas reimbursement. I complained to HR about not being reimbursed and a one time incident of sexual harassment. To my knowledge, nothing was done. Since my complaint I feel as though I was retaliated against verbally. I was resigned my position on February 5, 2007.

See attached statement and Company policy

II. Respondent's Reason For Adverse Action

No reason was given.

III. Discrimination Statement

I believe that I have been discriminated against due to my race, white in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

3-11-07 Lorie J Plegue

Date *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (*month, day, year*)

ATTACHMENT 0552

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004707

DATE ENTERED: 10/12/2007

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2007/004707/07004707COD-101507-08491949.PDF

PAGE(S): 1,2

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FLORIDA COMMISSION ON HUMAN RELATIONS
07 MAR 29 PM 2:22

07-4707

07 OCT 12 AM 11:27
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION

FCHR No.

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Arthur A. Bozeman II	[redacted]	12/25/1968

Street Address	Home Telephone Number (area code)
6524 Ammons Lane	(850) 722-7892

City, State, and Zip Code	Work (if possible to call you there)
Youngstown, Florida 32466	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Springfield Police Department	15+	(850) 872-7545

Street Address	City, State, and Zip Code	County
3529 East 3rd Street	Panama City, FL 32401	Bay

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [X] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 7/18/2006

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I am a 38-year-old, white male. In February of 1996, I became employed by the City of Springfield as a police officer. In October of 2000, I was promoted to Sergeant. On June 24, 2005, I was named as Acting Lieutenant by the Chief of Police. I experienced health problems while employed with the Springfield Police Department and, on April 1, 2006, I resigned from employment. After I had resigned from the Springfield Police Department, on July 18, 2006, the Springfield Chief of Police discriminated against me in his continued hostility toward me when I attempted to become employed in law enforcement with the Department of Corrections at Washington Correctional Institution. I feel that I have been discriminated against on the basis of a perceived disability arising out of health problems I experienced during my last year of employment with the Springfield Police Department. Please see a full narrative of the events attached as Exhibit "A."

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE

Arthur A. Bozeman II — 3-23-07

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME this 23 day of March, 2007 by Arthur A. Bozeman II who presented a Florida Driver License as identification.

Christina Denise Griffith

NOTARY PUBLIC STATE OF FLORIDA
Christina Denise Griffith
Commission # DD521993
Expires May 12, 2010
Bonded Troy Fain Insurance, Inc. 800-385-7019

To whom it may concern

On 6-24-05 Chief Barnes put out a memorandum telling all police department employees that in his absence I would be acting Lieutenant. He advised me that the position would become official as soon as he became the permanent Chief. On 7-3-05 I had to be transported to the hospital for a heart problem later to be learned as (Cardomyopaty). After several procedures and an internal heart monitor surgically implanted into my chest I returned to work on 7-19-05 light duty.

While working in the office I was called to the Mayors office along with Chief Barnes for an unknown problem. The city clerk Chris Hubbard was already in the Mayors office along with the Mayor Robert Walker when we arrived. Chris Hubbard told me that he was not picking on me but it had been brought to his attention that some department policies were being broken. Chris Hubbard asked me if I was on light duty and if I was wearing a weapon. I replied yes and pointed to my weapon on my side. Chris Hubbard pointed out that the department policy states that any employee on light duty will not be allowed to drive a city vehicle or wear a duty weapon. I told the Mayor and Chris Hubbard that I would drive my own vehicle to work until I was released back to full duty. I also told the Mayor that I did not think I was doing anything wrong because Officer Strickland, Officer Parks, and Sgt. Langston had done it in the past. I parked my city vehicle and drove my own vehicle for the remainder of my light duty time.

On 8-19-05 I was released to full duty and started driving my city vehicle again. On September 28, 2005 Chief Barnes came to Smitties were I was eating with my wife Carol Bozeman and my father Arthur A. Bozeman. Chief Barnes told me in front of my wife and dad that he was being forced to promote Lamar Hobbs over me to the Lieutenants position. Chief Barnes said that a commissioner later believed to be Talley came to his office and told him that it would be in his best interest to promote Lamar Hobbs to Lieutenant. Chief Barnes said that he had to do what was best for the department and if promoting Hobbs to lieutenant would make him permanent Chief that was the best thing for the department. Chief Barnes promoted Hobbs to Lieutenant and I was forced to go out on medical leave on 10-27-05 due to work related stress conditions (Hostile work environment). See attached. I also found out that the investigations that Lt. Hobbs had done on me were done under the instruction of Mayor Robert Walker.

I returned to work full duty on 1-3-06 and worked 2 weeks before having to go back out for surgery. The doctor took out my internal heart monitor. I then returned to work on 2-10-06. I worked until 3-3-06 before having to go back out on medical leave for stress related conditions at work. During this time Lt. Hobbs called me to his office and told me that Chief Barnes told him to talk to me about my shifts citations. Lt. Hobbs said that the Chief wanted us to step it up and do our part. I told Lt. Hobbs that I found this odd due to the fact that I had carried the department in tickets for the last 10 years and now I am being told that I am not working up to par. I also went to the Chief and asked him on more than one occasion if I was under any type of investigation and he repeatedly said no.

Exhibit "A"

ATTACHMENT 0553

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004769

DATE ENTERED: 10/18/2007

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2007/004769/07004769ECD-101807-11183318.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

07-4769

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07 JUN -4 PM 4:01

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07 OCT 18 AM 10:22
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 200701756	
Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Albert Beddy	None	04/19/1940
Mailing Address	**Home Telephone Number (area code)**	
7281 Sycamore Road	850-284-8728	
City, State, and Zip Code	**Work (if possible to call you there)**	
Quincy, FL 32351	None	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
State of Florida, Fish & Wildlife Conservation Commission	15+	(850) 488-4676
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
620 South Meridian Street	Tallahassee, FL 32399-1600	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): August 2006

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

Charging Party (CP) a heavily-credentialed white male aged 67, applied for Accounting Position #70557 with Responding Party (RP) and was interviewed but not chosen. CP, prior to the filing of this Charge, attempted to obtain additional information about the hiring process, but RP refused to provide most of the essential documentation, including critical hiring notes, scoring sheets and related materials. Based on the information available to CP, CP was passed over in favor of a less-qualified 23-year old female who at the time of selection was more than four decades younger than CP.

By copy of this Charge of Discrimination, FWC and its counsel are directed not to destroy, and to preserve, any paper or electronic record of any kind relevant to Plaintiff's claim or the matters outlined in this Charge. Representatives of FWC shall ensure that each person likely to have possession, custody or control of any such record, or a role in the purging of such records, is immediately advised in writing not to dispose of or destroy any such record. This includes computerized records and all materials associated with the hiring process (interview notes, candidate materials, scoring sheets, etc.).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Albert J Beddy

DATE: 06/02/2007

Notary: (required for filing)
Sworn and subscribed before me
Darlene M Trimboli
2nd day of June 2007.
Darlene M Trimboli

DARLENE M. TRIMBOLI
MY COMMISSION # DD 607612
EXPIRES: October 22, 2010
Bonded Thru Notary Public Underwriters

ATTORNEY OF RECORD: MARIE A. MATTOX, P.A., Marie A. Mattox, 310 East Bradford Rd., Tallahassee, FL 32303 (850) 383-4800

ATTACHMENT 0554

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004785

DATE ENTERED: 10/19/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/004785/07004785COD-101907-15314931.PDF

PAGE(S): 1

*Copy of Original Fax

EEOC Form 5 (5/01) 07-41785 DATE FI : JULY 19, 2006

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

[X] FEPA
[X] EEOC

FILED

Palm Beach County Office Of Equal Opportunity and EEOC

State or local Agency, if any

2007 OCT 19 P 2:11

DIVISION OF ADMINISTRATIVE HEARINGS

Name (Indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Gloria J. Bias-Gibbs	**(561) 863-5089**	**07-12-1956**

Street Address	City, State and ZIP Code
750 West 5th Street, Riviera Beach, FL 33404	

Named Is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
JUPITER MEDICAL CENTER	**500 or More**	**(407) 747-2234**

Street Address	City, State and ZIP Code
1210 S. Old Dixie Highway, Jupiter, FL 33458	

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address	City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
	11-29-2005

[ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I am an African American female. I worked for the above-named employer as a Security, until I was compelled to resign on November 29, 2005.

I believe that I have been discriminated against because of my race (African American) and I believe that my employer's actions are in violation Article VI, Sections 2-261 thru 2-313 Palm Beach Code (the Palm Beach County Equal Employment Ordinance), Title VII of the Civil Rights Act of 1964, as amended, and the Florida Civil Rights Act of 1992, as amended, for the following reasons:

1. The terms and conditions of my employment regarding my employer's rules and regulations were different than those of White employees who were similarly situated.
2. I was subjected to disparate treatment regarding promotional advancement, training, transfers and equal pay. I was isolated from other co-workers (White) and patients. I also had to endure derogatory remarks by my supervisor (White) in reference to my culture and race.
3. The company rules and regulations are not uniformly applied. White employees were treated more favorably and were more likely to receive the support of my employer. I was held to closer scrutiny than White employees.
4. I informed my employer regarding the discriminatory treatment but no actions were taken to correct the situation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

9-22-06 Gloria J. Bias-Gibbs

Date Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

Veronica Mitchell (for charging Party)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (*month, day, year*) 22nd, Sept. 2006

VERONICA MITCHELL
Notary Public - State of Florida
My Commission Expires Sep 12, 2010
Commission # DD 594513
Bonded By National Notary Assn.

ATTACHMENT 0555

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-004827

DATE ENTERED: 10/23/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/004827/07004827ECD-102407-09200420.PDF

PAGE(S): 1

07-4827

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

FILED

EMPLOYMENT COMPLAINT OF DISCRIMINATION

AMENDED 07 OCT 23 AM 8:20

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2007 FEB -8 PM 2:24

15D200700338

A. PERSONAL INFORMATION		FCHR No. 200700183 CS	
Name (DIVISION OF ADMINISTRATIVE HEARINGS) Mr. Jimmy O. Gathers, Jr.		**E-Mail Address** freshjay1@yahoo.com	**Date of Birth** 02/01/1975
Mailing Address 621 Maine Avenue		**Home Telephone Number (area code)** 850-~~215-2772~~ 769-7976	
City, State, and Zip Code Panama City, FL 32401		**Work (if possible to call you there)**	
B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)			
Name Del-Jen, Inc.	**Number of Employees** 15+	**Telephone Number** 850-283-4457	
Street Address (Branch/Office in Florida) 119 Alabama Avenue	**City, State and Zip Code** Panama City, FL 32403	**County** Bay	
C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION		**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)** May 15, 2006	

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was harassed, given different terms and condition, denied training, unfairly disciplined, suspended, terminated, and retaliated against because of my race (black). I was treated differently than the non-black employees. Harry Boeker, Grounds Lead, made racist comments openly in the presence of other employees and he has never been disciplined. I was singled out and sent out to do work that usually required at least two employees by myself. Initially, I wasn't given a lead opportunity to run a crew. I was often overlooked, despite over 2 years of experience, until my supervisor, Johnny Walker, found out he was being investigated by the Union Steward, Scott Blood. I informed Scott that I was being singled out because of my race. Johnny came to me within the same week and finally offered me the position. After being promoted, Ralph Jamerson, Utilities Supervisor, did not give me adequate training and then they wrote me up for it even after I made it known to him that I was not being trained properly. I also needed keys to get into certain locations while performing the duty of reading meters. When I asked about the keys it was said that I could not receive them until after my 90 day probationary period was complete. I still did not receive my keys after 180 days. On February 8th I was written up and unfairly suspended. I also wasn't given the same work materials as non-black employees even though I needed it to perform my job properly. I believe I was set up to fail. I was ultimately terminated on May 15, 2006.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Jimmy O. Gathers	02/01/2007

ATTACHMENT 0556

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-005356

DATE ENTERED: 11/21/2007

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2007/005356/07005356COD-112107-11092809.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

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FLORIDA COMMISSION ON
HUMAN RELATIONS
07 APR 23 PM 1:07

FILED
07 NOV 21 AM 10:18

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 200701387 15D2007 02564 MS
Name (Indicate Mr. or Ms.) Mr. Phillip J. Winget	**E-Mail Address** / **Date of Birth**
Mailing Address 4949 Kings Road	**Home Telephone Number (area code)** 850-569-2855
City, State, and Zip Code Basam, Florida 32423	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Jackson County Correctional Facility	15+	850-482-9651
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2737 Penn Avenue	Marianna 32448	Jackson

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): 3-22-07

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I believe I was suspended because of my race (white). I began working with respondent on August 18, 2003. My position title is Corporal. On March 10, 2007 a fought broke out in the prison cell. One of the officers (Sullivan) attempted to subdue the inmate, he was hit by the inmate. I called for assistance and two other officers came to assist. The inmate was very resistant while we were trying to extract him from the cell. He was biting and kicking at us and I attempted to assistant the officers. Inmate Martin finally ceased his fight and complied with our orders. Officer Brown and I wrote our reports and they were approved by our Chief of Corrections (Donald Barnes). A week or so later an article came out in the paper that two white officers beat a black inmate. On March 22, 2007 we received a personnel action stating that we were suspended without pay till further notice.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — **DATE**

04-23-07

ATTACHMENT 0557

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-005399

DATE ENTERED: 11/28/2007

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2007/005399/07005399ECD-112807-15235523.PDF

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
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07 APR 23 PM 1:08
FILED

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No.200701388
15D2007005020

MS

Name (Indicate Mr. or Ms.) Mr. James Brown	**E-Mail Address** / **Date of Birth** 9-18-1979
Mailing Address 454 Highway 73	**Home Telephone Number (area code)** 850-482-8264
City, State, and Zip Code Marianna, Florida 32448	**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Jackson County Correctional Facility	**Number of Employees** 15+	**Telephone Number** 850-482-9651
Street Address (Branch/Office in Florida) 2737 Penn Avenue	**City, State and Zip Code** Marianna 32448	**County** Jackson

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): 3-22-07

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I believe I was suspended because of my race (white). I began working with respondent on March 19, 2001. My position title is Sergeant. On March 10, 2007 a fought broke out in the prison cell. One of the officers (Sullivan) attempted to subdue the inmate, he was hit by the inmate. I came to assist the other officers. The inmate was very resistant while we were trying to extract him from the cell. He was biting and kicking at us. Inmate Martin finally ceased his fight and complied with our orders. Officer Winget and I wrote our reports and they were approved by our Chief of Corrections (Donald Barnes). A week or so later an article came out in the paper that two white officers beat a black inmate. On March 22, 2007 we received a personnel action stating that we were suspended without pay till further notice.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT _____ **DATE** 4/23/07

ATTACHMENT 0558

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-005790

DATE ENTERED: 12/27/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/005790/07005790ECD-122707-14235323.PDF

PAGE(S): 1

07-5790

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

Date Stamp (FCHR Use Only)
07 DEC 27 AM 10:22
2007 DEC 24 PM 4:53

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	
Name (Indicate Mr. or Ms.) Charles Outley	E-mail Address	Date of Birth 1/16/78
Mailing Address 448 Spooner Road	Home Telephone umber (area code) 850-875-4331	
City, State, and Zip Code Quincy, Florida 32351	Work (if possible to call you there) N/A	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name: Big Bend Rebar	Number of Employees 15+	Telephone # 850-875-8000
Street Address 1 Corporate Court	City, State and Zip Code Quincy, Florida 32351	County Gadsden

CAUSE OF DISCRIMINATION BASE ON – Check appropriate box

RACE ☒ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY ☐
NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐
RETALIATION ☐

DATE MOST RECENT DISCRIMINATION TOOK PLACE: On or about 4/1/07

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, in that, among other things:

I am an African American male and I was hired to work for Big Bend Rebar on August 1, 2006, as a laborer, and paid $7.00 per hour. While I worked at the company I discovered that African Americans were initially paid less than Caucasian employees, i.e. African Americans started at $7.00 per hour and Caucasian employees started at between $9.00 - $10.00 per hour. Caucasian employees were given raises and allowed to earn more than $10.00 per hour. However, I was told that the most I would ever be paid is $9.00 per hour.

It is also my understanding that African Americans are now not allowed to work and get paid overtime, while Caucasian employees are allowed to. Caucasian employees are also provided bonus' while African American employees are not.

All office employees are Caucasian and African Americans work in the shop.

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge.

Under Penalty of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated here in are true.

SIGNATURE OF COMPLAINANT: Charles Outley

DATE: 8/24/07

ATTACHMENT 0559

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-005791

DATE ENTERED: 12/27/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/005791/07005791ECD-122707-14250925.PDF

PAGE(S): 1

07-5791

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

Date Stamp (FCHR Use Only)
07 DEC 27 AM 10:28
2007 DEC 26 PM 4:54
ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 200702431	
Name (Indicate Mr. or Ms.) Desantis Williams	E-mail Address	Date of Birth 9/13/76
Mailing Address 177 Ray Road	Home Telephone number (area code) 850-509-5130	
City, State, and Zip Code Quincy, Florida 32351	Work (if possible to call you there) N/A	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name: Big Bend Rebar	Number of Employees 15+	Telephone # 850-875-8000
Street Address 1 Corporate Court	City, State and Zip Code Quincy, Florida 32351	County Gadsden

CAUSE OF DISCRIMINATION BASE ON – Check appropriate box

RACE☒ COLOR☒ SEX☐ RELIGION☐ DISABILITY☐
NATIONAL ORIGIN☐ AGE☐ MARITAL STATUS☐
RETALIATION☐

DATE MOST RECENT DISCRIMINATION TOOK PLACE: On or about 4/1/07

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, in that, among other things:

I am an African American male and I was hired to work for Big Bend Rebar on December 1, 2005, as a laborer/crane operator, and paid $7.00 per hour. While I worked at the company I discovered that African Americans were initially paid less than Caucasian employees, i.e. African Americans started at $7.00 per hour and Caucasian employees started at between $9.00 - $10.00 per hour. Caucasian employees were given raises and allowed to earn more than $10.00 per hour. However, African Americans were told that the most they would be able to earn was $10.00 per hour.

It is also my understanding that African Americans are not allowed to work and get paid overtime, while Caucasian employees are allowed to. Caucasian employees are also provided bonus' while African American employees are not.

All office employees are Caucasian and African Americans work in the shop.

African American employees are not be allowed to be promoted in to management positons.

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge.

Under Penalty of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated here in are true.

SIGNATURE OF COMPLAINANT: Desantis Williams Sr.

DATE: 8-27-07

ATTACHMENT 0560

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 07-005792

DATE ENTERED: 12/27/2007

RACE: black

LINK: doah.state.fl.us/DocDoc/2007/005792/07005792ECD-122707-14265226.PDF

PAGE(S): 1

07-5792

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301

Date Stamp (FCHR Use Only)

FILED
AM 10: 23
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	
Name (Indicate Mr. or Ms.) Antonio Farmer	E-mail Address	Date of Birth 9/24/81
Mailing Address 326 Circle Drive	Home Telephone umber (area code) 850-875-4150	
City, State, and Zip Code Quincy, Florida 32351	Work (if possible to call you there) N/A	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name: Big Bend Rebar	Number of Employees 15+	Telephone # 850-875-8000
Street Address 1 Corporate Court	City, State and Zip Code Quincy, Florida 32351	County Gadsden

CAUSE OF DISCRIMINATION BASE ON Check appropriate box

RACE☒ COLOR☒ SEX☐ RELIGION☐ DISABILITY☐
NATIONAL ORIGIN☐ AGE☐ MARITAL STATUS☐
RETALIATION☐

DATE MOST RECENT DISCRIMINATION TOOK PLACE: On or about 4/1/07

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, in that, among other things:

I am an African American male and I was hired to work for Big Bend Rebar in November, 2005, as a laborer, and paid $7.00 per hour. After working as a laborer for a period of time I was promoted to be a fabrication manager. I was given a raise to $10.00 per hour. In January, 2007, the plant manager position became available and I applied for the job. I was the most qualified applicant. However, in March/April, 2007 the company hired a Caucasian male for the job. The Caucasian male had less experience and I had to train him. Obviously, this Caucasian male was paid more than I was.

In addition, while I worked at the company I discovered that African Americans were initially paid less than Caucasian employees, i.e. African Americans started at $7.00 per hour and Caucasian employees started at between $9.00 - $10.00 per hour. Caucasian employees were given raises and allowed to earn more than $10.00 per hour. However, African Americans were told that the most they would be able to earn was $10.00 per hour.

It is also my understanding that African Americans are not allowed to work and get paid overtime, while Caucasian employees are allowed to. Caucasian employees are also provided bonus' while African American employees are not.

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge.

Under Penalty of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated here in are true.

SIGNATURE OF COMPLAINANT Antonio D. Farmer **DATE** 8/23/07

ATTACHMENT 0561

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-000309

DATE ENTERED: 1/16/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/000309/08000309ECD-011708-16105310.PDF

PAGE(S): 1

08-0309

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

2007 JUN 25 AM 8:37

2007 JUN 26 PM 3:39

A. PERSONAL INFORMATION 15D200700639	FCHR No. 200701703 AG	
Name Mr. Raymond T. Goings	**E-Mail Address**	**Date of Birth** 4/25/1956
Mailing Address Post Office Box 346	**Home Telephone Number (area code)** (229) 263-5660	
City, State, and Zip Code Quitman, GA 31643	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name ~~Twin Oak Juvenile Development, Inc.~~	**Number of Employees** 15+	**Telephone Number** (850) 948-1200
Street Address (Branch/Office in Florida) 742 Southwest Greenville Hill Road	**City, State and Zip Code** Greenville, FL 32331	**County** Madison

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	March 26, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was harassed, denied training, given unfavorable different terms and conditions and wages, suspended, and terminated because of my race (black). I began working for Twin Oak Juvenile Development, Inc. in August 2006. I was most recently employed as a tester, teacher, and librarian. I was first hired with Twin Oak as a tester. While I was employed by the respondent, I was not allowed bathroom breaks. I was not allowed a proper release to go to the bathroom nor was I given a key to the staff bathroom like the similarly situated white staff. Instead, they gave me a key to the client's bathroom. I was also only allowed a 30 minute lunch break. These similarly situated white employees were given an hour break. My supervisor and lead teacher, George Hare, who is white, was hostile to me. He was always on my case. He was continually looking over my shoulder and questioning many things I did. In August 2006, Mr. Hare asked me to allow a client to take another client's placement test. I refused, but I feel that he was simply trying to get me in trouble. I ~~was often in the position of having extra job duties added on or changed. However, I was never given the proper, requested~~ training for these new duties. I was basically told to figure it out on my own. To the best of my knowledge, similarly situated white employees received their proper training. In January 2006, after my performance review, I was denied a raise. When I was hired, I was promised this pay raise after six months of employment. Mr. Hare requested that I teach a welding class. I informed him that, under Department of Education guidelines, I was not qualified to teach that class. There were white employees, who knew the material, he could have asked to teach the class, but he asked me. I refused to give a grade in the class due to the fact that I was not qualified to do so. As a result, I was suspended on March 22, 2007. On March 26, 2007, I was officially terminated. Because of my race, I believe that Mr. Hare intentionally put me in the impossible position of deciding between breaking state education law/policy and going against my employer's wishes. It was a no-win situation and I was terminated unfairly.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Raymond T. Goings

DATE

~~6-25-07~~ 6-25-07

ATTACHMENT 0562

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-000539

DATE ENTERED: 1/29/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/000539/08000539ECD-012908-11034803.PDF

PAGE(S): 1

08-0539

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

15D2007 00612

Date Stamp (FCHR Use Only)

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 08 JAN 29 AM 10:12

2007 JUN 12 PM 4:00

A. PERSONAL INFORMATION		FCHR No. 200701793 AG
Name Dureatha Sampson		**E-Mail Address** / **Date of Birth** 8/17/1957
Mailing Address 948 Balkin Road		**Home Telephone Number (area code)** (850) 656-7193
City, State, and Zip Code Tallahassee, FL 32305		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida State University School	**Number of Employees** 15+	**Telephone Number** (850) 245-3700
Street Address (Branch/Office in Florida) 300 School House Road	**City, State and Zip Code** Tallahassee, FL 32305	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) June 7, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have been harassed, given unfavorable different terms and conditions, and retaliated against because of my race (black) and sex (female). I began working for the Florida State University School in October 2006. I am currently employed as a facility supervisor. Mike Cook, superintendent of facilities, who is white, has continually made my working environment hostile. Mr. Cook was against my employment from the start. He told me that he did not want me in that position and he would not make things easy for me. Mr. Cook cursed at me and harassed me often. Also, he did everything he could to undermine my authority with the employees under my supervision. He told them to answer to him, not me. Mr. Cook actually told several of these employees that, "she isn't shit, don't do what she says." Mr. Cook would not allow me to properly do my specific job duties. On numerous occasions, I was forced to perform tasks outside of my job duties. He allowed my subordinates to disobey me and he restricted me from supervising the day-shift employees, though my job description stated they were under my authority. In January 2007, my subordinate, Dianne Merrit, told me, "I don't give a goddamn what you say, I am not going to do shit"! Mr. Cook allowed her to speak to me in this manner without even disciplining her. I made several complaints to personnel, both to the school and to Florida State University. Despite my protests over his discriminatory treatment, personnel did not, to my knowledge, take any preventative or corrective actions. On one occasion, Mr. Cook spoke to me in his typical disparaging way in front of the director of facilities, Mr. Trafford, who is also white. Mr. Trafford did nothing. When Mr. Cook broke policy with regard to employee evaluations in March 2007, I called personnel again. On June 7, 2007, Mr. Cook yelled at me in front of several staff members and a student. He stated that he had heard I had gone to personnel and that he did not care what I did because my "ass did not scare him." He continued to yell and scream several threats. He then called me a "bitch."

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Dureatha Sampson Faculty Supervisor DATE 6/12/07

ATTACHMENT 0563

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-001077

DATE ENTERED: 2/29/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/001077/08001077COD-022908-14041004.PDF

PAGE(S): 1

FILED
2008 FEB 29 P 12:23
DIVISION OF ADMINISTRATIVE HEARINGS

Florida Commission on Human Relations
2009 Apalachee Pkwy., Suite 100
Tallahassee, FL 32301

CHARGE OF DISCRIMINATION 08-1077 Complaint # 200708080

Name (Indicate Mr., Ms., or Mrs. etc.)
Mr. Clive Gordon

Telephone # Home: **(352) 375-3944**
Other: **(352)**

Street Address:
8008 NE 56th Terrace

City, State, and Zip Code:
Gainesville, FL 32609

2007 JUL 23 PM 2:41

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Duffield Home Improvement			**Approximately 25**
Agency Name			No. of employees
4566 NW 5th Blvd., Suite E	**Gainesville**	**FL**	**32608**
Street Address	City	State	Zip Code
(352) 375-7008			**Alachua**
Telephone Number			County

Cause of Discrimination Based on:

Date Most Recent or Continuing Discrimination Took Place: **7/13/07**

X Race (Black)_ Color _ Age _Sex
_ Religion _ Disability **X** National Origin (Jamaican)
_Marital Status _ Retaliation

Personal Harm: Discharge, different terms and conditions of employment and harassment

Reason for Adverse Action: William P. Duffield, Owner, told me that I did not finish the job.

Discriminatory Statement(s): I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act and/or Title VII of the Federal Civil Rights Act for the following reasons:

I was hired about four months ago and was given different terms and conditions than other employees throughout my employment. I was given lower payment for per diem (food and gas), and no money for hotel when working long distance. White employees were given those benefits plus company gas cards and company stickers for their vehicles so that they were covered for car service if they needed it. Once, Ray Secrest started speaking Spanish to me as a joke, because of my heavy Jamaican accent. He also asked me if Whites run the island. William P. Duffield, Owner, told me that I did not finish the job. He made me wait outside for my check. Then Ray Secrest, Project Manager threw a check at me, called me a nigger and told me to leave the premises. If I was given the equal benefits that other employees get when I broke down out of town, I could have finished the job.

ATTACHMENT 0564

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-001118

DATE ENTERED: 3/4/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/001118/08001118ECD-030408-14080208.PDF

PAGE(S): 1

08-1118

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED FILED
FLORIDA COMMISSION ON HUMAN RELATIONS
08 MAR -4 AM 10:38
2007 OCT 10 PM 4:45
DIVISION OF ADMINISTRATIVE HEARINGS

15D-2008-00064

A. PERSONAL INFORMATION	FCHR No. 200702629 AG	
Name Mr. Carlos T. Modley	**E-Mail Address** carlosmodley@aol.com	**Date of Birth** 1/8/1973
Mailing Address Post Office Box 430	**Home Telephone Number (area code)** (850) 830-0988	
City, State, and Zip Code Shalimar, FL 32579	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name The Fresh Market	**Number of Employees** 15+	**Telephone Number** (850) 650-9760
Street Address (Branch/Office in Florida) 4495 Commons Drive	**City, State and Zip Code** Destin, FL 32540	**County** Okaloosa

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): August 28, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was given different terms and conditions, denied promotion, suspended, and terminated because of my race (black). I began working for the Fresh Market in January 2007. I was most recently employed as a lead cutter in the meat department. During my employment, I was the only black male in the meat department. After my first manager resigned, the company did not offer me the promotion to manager. I should have been considered as I was the lead cutter in the department. Instead, the company hired Gary Arnold, who is white, into the manager position. On or about August 1, 2007, I discovered that Mr. Arnold requested that I be fired. He had sent a letter to Debbie, the district manager, who is also white, stating that he would resign if I was not terminated. On or about the week of August 23, 2007, I was suspended from work due to a background check. The company sought more information about my criminal history. Debbie asked me if I had ever been convicted of a felony. I advised her that I had not. However, on or about August 28, 2007, Debbie informed me that I was terminated because I had falsified my application because I had indicated that I had not been convicted of a felony. I have never been convicted of a felony. I feel that I was singled out because I am black. Mr. Arnold wanted me gone and Debbie helped make that a reality. There were at least three non-black employees (Eddie Estrada, Mike Davidson, and David Hunter) with whom I worked that had criminal records. One of the three, Mr. Hunter, was actually rehired by the company after my termination. The company did not closely scrutinize their records nor did they use these employees' criminal history against them as they did me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Carlos Modley

DATE 9 OCT 07

ATTACHMENT 0565

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-001154

DATE ENTERED: 3/7/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/001154/08001154ECD-030708-13382238.PDF

PAGE(S): 1

08-1154

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

ate Stamp (FCHR Use Only)

FILED
08 MAR -7 AM 10:08
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200702414 AG	
Name Dr. Valentine Andela	**E-Mail Address**	**Date of Birth** 7/05/1974
Mailing Address 924 Garrett Road, Apartment #404	**Home Telephone Number (area code)** (305) 458-9078	
City, State, and Zip Code Upper Darby, PA 19082	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name University of Miami	**Number of Employees** 15+	**Telephone Number** (305) 243-4992
Street Address (Branch/Office in Florida) 1475 Northwest 12th Avenue (D8-4)	**City, State and Zip Code** Miami, FL 33136	**County** Miami-Dade

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	April 11, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was harassed and terminated because of my race (black) and national origin (Cameroonian). I began working for the University of Miami, Sylvester Comprehensive Cancer Center in June 2005. I was employed as a post-doctoral associate. While I was conducting an extensive cancer research project, my supervisor, Dr. William Harrington, Jr., regularly treated me in a prejudiced and unprofessional manner. On or about August 20, 2006, when I returned from leave, Dr. Harrington was extremely hostile and rude to me. At about this same time, I went to human resources with my concerns with how Dr. Harrington handled the research article of which I was the lead author. On or about September 12, 2006, the University of Miami, providing no rationale, terminated my employment. I believe that Dr. Harrington had undue influence on this decision. I also feel that, had I been a white associate and/or had I been from a predominately white nation of origin, I would have not have been treated so distastefully by Dr. Harrington nor would I have been unjustly dismissed. Furthermore, on or about April 11, 2007, Dr. Harrington attempted to publish a bogus research article listing me as the lead author. I feel this highly unethical act was done, in part, to harm my reputation in this particular field and to disrupt my future employment status.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

ATTACHMENT 0566

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-001225

DATE ENTERED: 3/12/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/001225/08001225COD-031208-16224922.PDF

PAGE(S): 1

08-1225

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:	Agency(ies) Charge No(s):
[X] FEPA [X] EEOC	461-2007-133 15F-2007-00136

City of Orlando Office of Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Mr. Robert L. Tucker	**(407) 914-7126**	**10-20-1968**

Street Address: **3314 South Sanford Ave., Sanford, FL 32773** City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
BUILDERS FIRST SOURCE	**15 - 100**	**(407) 322-0059**

Street Address: **2901 Aileron Circle, Sanford, FL 32773** City, State and ZIP Code

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address: City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

[X] RACE [ ] COLOR [X] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
09-01-2006	**02-15-2007**

[ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I. PERSONAL HARM:
On or about February 15, 2007, I was fired. In September 2006, I was demoted. I worked for this company since July 2002. At the time of my termination I was employed as a Lumber Puller.

II. RESPONDENT'S REASON FOR PERSONAL HARM:
Ms. Tammy Pettis (Female), Plant Manager, stated that I was being fired for violation of company policy. No reason was given for my being demoted.

III. DISCRIMINATION STATEMENT:
I believe that I have been discriminated against in violation of Title VII of the Civil Rights Act of 1964, as amended, and the 1992 Florida Civil Rights Act because of my Race/Black and my Sex/Male by Demotion and Discharge for the following reasons:

1. Even though I was performing my duties as a Machine Operator in accordance with company policy I was demoted and was replaced by Ms. Nora Dowling and Ms. Elizabeth (LNU) (Both Females).
2. Mr. William Thomas (White), has violated company policy on numerous occasions and was never disciplined.
3. I believe that my Race/Black and my Sex/Male was the basis for my being treated in such a discriminatory manner.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Feb 20, 2007
Date

Robert L Tucker
Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

Mae H. Moore

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Robert L Tucker

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

2/20/07

NOTARY PUBLIC - STATE OF FLORIDA
Mae H. Moore
Commission # DD389091
Expires: MAR. 05, 2009
Bonded Thru Atlantic Bonding Co., Inc.

RECEIVED
2007 MAR 16 PM 12:25
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
ADMINISTRATIVE HEARINGS

ATTACHMENT 0567

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-001434

DATE ENTERED: 3/20/2008

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2008/001434/08001434COD-032108-11111111.PDF

PAGE(S): 1

DIVISION OF ADMINISTRATIVE HEA

DATE 3 FILED 20-08

08-1434

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC — 150-2005-03432

05 AUG -1 AM 8:34

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)	Home Phone No. (Incl Area Code)	Date of Birth
Ms. Brigid Mckeon	**(786) 553-7015**	**07-23-1970**

Street Address / City, State and ZIP Code: **13959 S.W. 44th Lane Circle, #B, Miami, FL 33175**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. (Include Area Code)
ALUTIIQ-MELE	**15 - 100**	**(305) 406-3404**

Street Address / City, State and ZIP Code: **3399 N.W. 72nd Avenue, Miami, FL 33122**

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address / City, State and ZIP Code:

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [ ] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] OTHER *(Specify below.)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
02-26-2005	**02-26-2005**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

1) I was discharged on February 26, 2005.

2) Mr. Nelson Meneses, Manager, indicated that I did not pass the shooting test.

3) I believe that I have been discriminated against because of my Race/White in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

07-28-05 — Date

Brigid McKeon — Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE *(month, day, year)*

ATTACHMENT 0568

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-001436

DATE ENTERED: 3/20/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/001436/08001436COD-032108-11120212.PDF

PAGE(S): 1

DIVISION OF ADMINISTRATIVE HEARINGS

DATE FILED 3·20·08

EEOC Form 5 (5/01) 08-1436

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

05 NOV 29 PM 12:00

Charge Presented To:	Agency(ies) Charge No(s):
☐ FEPA	
☒ EEOC	150-2006-00440

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)	Home Phone No. (Incl Area Code)	Date of Birth
Mr. Robinson Nelson	(786) 436-1132	08-25-1972

Street Address: 3891 Sw 31st Street, Hollywood, FL 33023 — City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
ALUTIIG-MELE, LLC	201 - 500	(305) 406-3404

Street Address: 3399 Nw 72nd, Avenue, Miami, FL 33166 — City, State and ZIP Code

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address — City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN

☐ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: 03-01-2005 Latest: 10-31-2005

☐ CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

On or about October 31, 2005, I was denied equal work hours while in my position of Security Officer at post USIA, a radio station. On or about March 1, 2005, I was denied overtime work hours.

The Supervisor, Lt. Russell Lunette told me she did not have anymore work hours. Captain Aries told me overtime was eliminated and had no more hours, even though, he granted overtime to Nadja Abue, non-Black Officer.

I believe that I have been discriminated against because of my race, Black, by being denied equal work hours and overtime hours, in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

11/20/05 — Date

Robinson Nelson — Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (*month, day, year*)

ATTACHMENT 0569

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-001456

DATE ENTERED: 3/24/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/001456/08001456ECD-032408-13243524.PDF

PAGE(S): 1

08-1956

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
08 MAR 24 AM 10:31
2007 SEP 12 PM 2:38
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200702522 AG	
Name Ms. Judy A. Sorey	**E-Mail Address** samn89@hotmail.com	**Date of Birth** 11/08/1953
Mailing Address 1025 North Everitt Drive, Apartment A-3	**Home Telephone Number (area code)** (850) 784-6932	
City, State, and Zip Code Panama City, FL 32401	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Mastercorp, Inc.	**Number of Employees** 15+	**Telephone Number** (850) 233-1500
Street Address (Branch/Office in Florida) 17501 Front Beach Road	**City, State and Zip Code** Panama City Beach, FL 32413	**County** Bay

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	September 17, 2006

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was harassed, given different terms and conditions, and effectively discharged because of my race (black) and in retaliation for my complaint of discrimination. I began working for Mastercorp, in August 2005. I was most recently employed as the laundry supervisor. My supervisors, Miguel Palacio (Regional Manager) and Wilmer Gonzalez (Head Housekeeper), who are both Mexican, maliciously harassed me every day, up to and including my last day. They caused me a great deal of stress and created an extremely hostile environment by yelling at me and getting in my face. They would talk to me in a nasty tone and tell me to shut my mouth. They would also question my work. In addition, they purposely denied me the proper additional employee help I requested. I feel that both resented the fact that I am a black employee who was in a supervisory position. On July 3, 2006, I forwarded a formal complaint of discrimination to human resources. Unfortunately, to the best of my knowledge, no action was taken on my behalf. However, the company did take action to rid themselves of my complaint and retaliate against me. The company contrived the situation so that they would fail to renew their contract when it ended and, thus, have to move to another location for another contract. Though other employees were invited by the company to work at the new contracted location, I was informed on or about September 17, 2006, that I was not going to be extended the same invitation.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Judy A. Sorey

DATE: 9/12/07

ATTACHMENT 0570

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-001747

DATE ENTERED: 4/10/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/001747/08001747ECD-041008-15165916.PDF

PAGE(S): 1

08-1747 15D2008-00033

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 08 APR 10 AM 8:26 2007 OCT 10 AM 8:30

OFFICE OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200702675 AG	
Name Ms. Camika S. Jerido	**E-Mail Address**	**Date of Birth** 1/11/1983
Mailing Address 3344 Hunt Street	**Home Telephone Number (area code)** (904) 384-2180	
City, State, and Zip Code Jacksonville, FL 32254	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name PSS World Medical	**Number of Employees** 15+	**Telephone Number**
Street Address (Branch/Office in Florida) 4345 Southpoint Boulevard	**City, State and Zip Code** Jacksonville, FL 32216	**County** Duval

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) September 18, 2007 (ongoing)

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have been subjected to disparate treatment and denied promotion because of my race (black). I began working for PSS World Medical in October 2006. I am currently employed as a ~~procurement specialist~~ supply chain expeditor. I feel that company management, which is mostly-if not all-white, treats black employees less favorably than white employees. Black employees' work is more carefully inspected and nit-picked. If a black employee makes a minor mistake, management will find it and point it out. However, if a white employee makes a mistake, it is most often overlooked and ignored. When new temporary employees come to work in the office, only the white employees are asked to train them. In November 2006 and again in May 2007, management denied me the promotion for which I applied. Each time, those promotional positions were all filled by white employees. Throughout my employment with the respondent, management has never properly acknowledged me for my excellent work performance. Though, a newer white employee, Heather Larsh, was immediately recognized by management, who saluted her performance and provided her a free lunch. When Ms. Bernard is out of the office, it is Ms. Larsh rather than me who is put in charge, even though I much more senior to her. I am further singled out as I now have to email Ms. Bernard every time I take a break. No one else in the office is made to do this. I feel that this disparate treatment is being promoted by Ms. Bernard's two white supervisors, Crystal Marx and Renee Placette.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Camika Jerido **DATE** 10/5/07

ATTACHMENT 0571

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-001750

DATE ENTERED: 4/10/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/001750/08001750ECD-041008-15234523.PDF

PAGE(S): 1

08-1750 CS

150200700831

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FILED
08 APR 10 AM 10:34
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		**FCHR No. 200702375 CS**
Name Mr. Henry Woodie	**E-Mail Address** henrywoodie@bellsouth.net	**Date of Birth** 10/24/1940
Mailing Address 1067 Marlin Drive	**Home Telephone Number (area code)** 321-632-2911	
City, State, and Zip Code Rockledge, FL 32955	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Independent Group Home Living (IGHL)	**Number of Employees** 15+	**Telephone Number** 321-724-1267
Street Address (Branch/Office in Florida) 501 Ranier Street	**City, State and Zip Code** Palm Bay, FL 32907	**County** Brevard

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) August 2, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was retaliated against and terminated because of my age (66), race (black), sex (male), and/or because I previously filed a complaint with the Florida Commission on Human Relations (FCHR # 200700920). I was promoted to Assistant Residential Manager (ARM) on February 20, 2007. This position was created for me as a result of my previous filing. I was told by Ms. Herman, Human Resources Director, to continue performing the responsibilities of the Direct Care Councilor (DCC), my previous position, until there was a change later on. On June 1st I received my 90-day evaluation, which included several discrepancies. One of which was Ms. McElvain, a 40 year old, white female, who was hired one month prior to my promotion, was my mentor. Another discrepancy was I worked Friday's 8am-4pm. Since my promotion, I worked three Friday's and all other times I worked 12am-8am, the same times I worked as a DCC worker.

Ms. McElvain and I maintained a good working relationship until mid July when I noticed there was no food available for the client's lunches I had to prepare. I began going to Wal-Mart and purchasing food, from my own account, so I could complete my job duties. I requested reimbursement however Ms. McElvain stated there was no money on hand, even though she maintains control of a $1500/month budget. I then spoke with Ms. Herman about the situation, who in turn spoke with Ms. McElvain. On July 29th Ms. McElvain and another DCC worker went grocery shopping and left all the bags spread out on the floor. I did not put them away because I did not realize there were goods that would spoil left out. On July 31st Ms. McElvain called Ms. Herman and told her I left $200 worth of groceries out to spoil. I tried calling Ms. McElvain to see why she blamed me but she would not answer. Instead, she called Ms. Herman and told her I threatened her. Shortly thereafter I was terminated on August 2, 2007 for allegedly threatening Ms. Elvain.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT REN. Henry L. Woodie

DATE 8/30/07

ATTACHMENT 0572

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-001927

DATE ENTERED: 4/16/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/001927/08001927COD-041608-15581358.PDF

PAGE(S): 1

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15D200700873

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2007 SEP 17 PM 12:30

FILED
08 APR 16 AM 10:19
DIVISION OF
ADMINISTRATIVE
HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	FCHR No. 200702289 CS	
Name Mrs. Sarah L. Smith	**E-Mail Address**	**Date of Birth** 03/27/1967
Mailing Address 847 West Michigan Avenue	**Home Telephone Number (area code)** 850-436-8486	
City, State, and Zip Code Pensacola, FL 32505	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Cavalier Telephone & TV	**Number of Employees** 15+	**Telephone Number** 850-432-4855
Street Address (Branch/Office in Florida) 3300 North Pace Boulevard	**City, State and Zip Code** Pensacola FL, 32505	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) On or about July 16, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was given different terms and conditions, denied reasonable accommodations, and terminated because of my disability (mini-stroke) and my race (black). I began working for the Respondent as a sales representative in December 2006. Until I had my stroke on April 19, 2007 I missed very few days. After having my stroke I was hospitalized and eventually went back to work on May 2nd. My first day back I got sick. I tried everything I could do to stay; I even requested the accommodation of taking more breaks. My request was denied. I ended up getting so sick I had to leave. I spoke with my doctor then with Cassandra Pressley, my Supervisor, about taking medical leave. Cassandra and Amaro Debarros, the General Manager, assured me I would not loose my job.

While on medical leave I received a letter dated July 16th, regarding terminating my 401K. I figured it was a mistake so I called and spoke with Cassandra and she did not know anything about it. I then contacted Suzanne in the corporate office. She stated she did a voluntary resignation on me because I was out sick.

There was a white sales representative who was out all the time and they never fired her. She eventually quit and took a better paying job. I believe I was discriminated against because of my race and disability.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Mrs. Sarah L. Smith	9-13-07

ATTACHMENT 0573

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-002074

DATE ENTERED: 4/24/2008

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2008/002074/08002074COD-042408-14450045.PDF

PAGE(S): 1

08-2074

Florida Commission on Human Relations
2009 Apalachee Pkwy., Suite 100
Tallahassee, FL 32301

CHARGE OF DISCRIMINATION Complaint # 2008 00425 16

Name (Indicate Mr., Ms., or Mrs. etc.)
Ms. Rong Ran

Telephone # Home: **(352) 538-7799**
Other: **(352)**

Street Address:
1604 SW 40 Terrace, Apt. E

City, State, and Zip Code:
Gainesville, FL 32607-4088

FILED
08 APR 24 PM 1:25
DIVISION OF ADMINISTRATIVE HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Infinite Energy — **Hundreds**
Agency Name — No. of employees

7001 SW 24th Avenue — **Gainesville, FL 32607**
Street Address — City State Zip Code

(352) 331-1654 — **Alachua**
Telephone Number — County

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2007 NOV -9 PM 3:44
FLORIDA COMMISSION ON HUMAN RELATIONS

Cause of Discrimination Based on:

Date Most Recent or Continuing Discrimination Took Place: **11/1/07**

X Race _ Color _Sex
_ Religion_Disability X National Origin (Chinese)
_Marital Status _ Age _ Retaliation

Personal Harm: Discharge, loss of pay and benefits, disparate treatment, denial of promotions, interviews and training

Reason for Adverse Action: Bill Ross, Call Center Director, told me that I was fired for poor performance.

Discriminatory Statement(s): I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act and/or Title VII of the Federal Civil Rights Act for the following reasons:

I was employed for more than 2 years with very good performance and very good attendance. On 11/1/07, the Call Center Director and the HR Manager escorted me to another building without allowing me to collect my belongings from my work station. When I received the box with my belongings some items were missing. I was not allowed to go back in to the building where my work station was located. Managers have made derogatory comments about me riding a bike. The company is very into celebrating employee birthdays and contributions are expected from other employees. Management never said a word about my birthday. My Team Lead did not speak to me but spoke with others with smiles. Her expression was scolding with a harsh tone. I was isolated socially and in the location of my desk. I applied for 3 promotions and was not even contacted for an interview. I requested customer service training several times and was denied. Other employees received training and opportunities.

ATTACHMENT 0574

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-002159

DATE ENTERED: 5/1/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/002159/08002159ECD-050108-14084008.PDF

PAGE(S): 1

08-2159

15D-2008-00038

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
2007 OCT -9 PM 3:42

FILED
08 MAY -1 PM 12:40
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	**FCHR No. 2007 0248 / AG**
Name Mr. Darrell Roulhac	**E-Mail Address** / **Date of Birth** 1/10/1972
Mailing Address 652 Pecan Street	**Home Telephone Number (area code)** (850) 415-6038 (850)573-2018
City, State, and Zip Code Chipley, FL 32428	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Family Dollar	15+	(850) 526-6500
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3949 Family Dollar Parkway	Marianna, FL 32448	Jackson

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) Date of termination by phone, July 18, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was subjected to disparate treatment, harassed, unfairly disciplined, suspended, and discharged because of my race (black), sex (male), and in retaliation to my objections to discrimination. I began working for Family Dollar in September 2005. I was most recently employed as a bulk order filler. My supervisor, Chris Miller, who is white, disliked me because I am a black male. He went out of his way to treat me poorly compared to his white employees. In April 2007, Mr. Miller called me "boy." During a meeting he called me crazy and, on another occasion, he called me a monkey. The operations manager, Jeff Diamond, who is also white, allowed Mr. Miller treat me in this unfair and hostile manner. I complained to Mr. Diamond about Mr. Miller's discriminatory actions, but Mr. Diamond took no preventative actions. Mr. Diamond, instead, unfairly verbally reprimanded me on several occasions, including twice in July 2007. Angel Anderson, who is also white, was my human resources representative. She was fully aware of the situation, but she also did nothing to prevent the discriminatory actions I was receiving. I feel that she chose to take the side of Mr. Miller and Mr. Diamond. On July 17, 2007, Mr. Miller accused me of being "unprofessional," though I had done absolutely nothing wrong. Shortly thereafter, I was suspended from work for that day. The following day, management terminated my employment. I feel that Mr. Miller and Mr. Diamond collaborated to get rid of me because I am a black male and because I stood up to and objected to their discriminatory behavior.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Darrell Roulhac **DATE** 10-5-07

ATTACHMENT 0575

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-002528

DATE ENTERED: 5/22/2008

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2008/002528/08002528ECD-052308-09305130.PDF

PAGE(S): 1

08-2528

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
08 MAY 22 AM 10:14
2007 DEC 14 PM 3:48

A. PERSONAL INFORMATION	FCHR No. 200800505 MS	
Name Ms. Dianna Decker	**E-Mail Address**	**Date of Birth**
Mailing Address 619 Bess Court	**Home Telephone Number (area code)** 850-415-0755	
City, State, and Zip Code Jeffersonville, IN 47130	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Gadsden County, Florida School Board	15+	850-627-9651
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
35 Martin Luther King Boulevard	Quincy, FL 32351	Gadsden

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11-15-07

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was denied a promotion because of my race (white). I began working with respondent in July 1998. My last position title was Director of Staff Development/Personnel. In July 2007 I was denied the opportunity to apply for an Assistant Superintendent of Academic Services because I am not African American, although I am more than qualified for the position. On July 11, 2007 Mr. Reginald James (Superintendent) came into my office and told me to advertise the position of Assistant Superintendent for Academic Services. All positions are posted for a minimum of 5 days. Mr. James then went into Jane Butler's office and said he wanted to introduce Ms. Butler to her new boss, Assistant Superintendent Sonja Bridges. He then came back into my office and announced that he had selected Sonja Bridges (African American) to be the Assistant Superintendent for Academic Services. Although she was not qualified for it, the position was modified for her by the Superintendent (Reginald James) and the School Board, who was also aware that the position was being modified for her because she is African American. After this incident occurred I had trouble concentrating on my work because I felt that this was so unjust and discriminatory. On November 15, 2007 I quit my job.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Dianna Decker	12-10-07

ATTACHMENT 0576

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-002573

DATE ENTERED: 5/27/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/002573/08002573ECD-052708-16211221.PDF

PAGE(S): 1

08-2573

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HUMAN RELATIONS
08 MAY 27 PM 2:53
08 MAY 27 AM 11:26
DIVISION OF
ADMINISTRATIVE
HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	**FCHR No. 200800422 LF**	
Name Mr. Jimmy Oates	**E-Mail Address**	**Date of Birth** 06/04/1940
Mailing Address 2115 Northeast 7th Avenue	**Home Telephone Number (area code)** (352) 372-7622	
City, State, and Zip Code Gainesville, FL 32641	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name Wal-Mart	**Number of Employees** 15+	**Telephone Number** (352) 378-0619
Street Address (Branch/Office in Florida) 2649 Northwest 13 Street	**City, State and Zip Code** Gainesville, FL 32641	**County** Alachua

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
X RACE X COLOR ☐ SEX ☐ RELIGION X DISABILITY/HANDICAP
☐ NATIONAL ORIGIN X AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11/1/2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been denied a reasonable accommodation and discharged because of age, perceived disability, race, black, and color. In October 2007, I brought in doctor's notes to the respondent stating I should be placed on light duty because of arthritis in my hand. The respondent employs older and perceived as disabled employees, who are white, and has placed them on light duty positions, such as door greeters. On or around November 1, 2007, I was told not to return to work because I was not 100% fit to work. I believe I have been discriminated against because of my race, black, color, age and perceived disability.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Jimmy Oates **DATE** 11-26-07

ATTACHMENT 0577

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-002596

DATE ENTERED: 2/17/2009

RACE: black

LINK: doah.state.fl.us/ROS/2008/08002596.pdf

PAGE(S): 3

Petitioner offered no exhibits. The Town presented the testimony of Cathlene Williams, the town clerk; Roger Dixon, the Town's public works director; and Mayor Anthony Grant. The Town's Exhibits 1 through 8 were admitted into evidence.

A Transcript of the first portion of the hearing was filed on August 25, 2008. A Transcript of the conclusion of the hearing was filed on October 31, 2008. At the conclusion of the final hearing, the parties were informed of the provisions of Florida Administrative Code Rule 28-106.216 regarding the filing of proposed recommended orders. Neither party filed a proposed recommended order or requested an extension of the time period for filing.

FINDINGS OF FACT

1. The Town is an employer as that term is defined in Subsection 760.02(7), Florida Statutes.

2. Petitioner was hired by the Town in November 2004 as an administrative assistant to Mayor Anthony Grant. Petitioner is a dark-skinned African-American woman who was 51 years of age at the time of the hearing.

3. Petitioner was interviewed and hired by a committee appointed by Mayor Grant. The committee included town clerk Cathlene Williams, public works director Roger Dixon, and then-chief administrative officer Dr. Ruth Barnes. Mayor Grant did

ATTACHMENT 0578

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-002621

DATE ENTERED: 5/30/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/002621/08002621ECD-060208-15425042.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

08-2621

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
08 MAY 30 PM 2:18
FILED
2007 NOV 15 PM 3:36
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200800132 AG
Name Mr. Patrick L. McLaughlin		**E-Mail Address** / **Date of Birth** 7/22/1964
Mailing Address 748 Amos Street		**Home Telephone Number (area code)** (850) 398-6917
City, State, and Zip Code Crestview, FL 32539		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name City of Crestview, Florida	**Number of Employees** 15+	**Telephone Number** (850) 682-1091
Street Address (Branch/Office in Florida) 715 North Ferdon Boulevard	**City, State and Zip Code** Crestview, FL 32536	**County** Okaloosa

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): July 1, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was subjected to different terms and conditions, harassed, unfairly disciplined, and terminated because of my race (black). I began working for the City of Crestview on June 20, 2007. I was employed as an equipment operator I in the City of Crestview Public Services Department. My supervisor, Sylvester Vance, who is white, treated me much less favorably than other similarly situated white employees. He was harder on me than he was on the white employees. I believe that Mr. Vance was motivated to get me out of the department because I am black. A white co-worker, Sandy, made numerous racially offensive remarks. He used the word "nigger" on many occasions and he expressed his biased view of "black boys" often. Mr. Vance was well aware that Sandy continually made these racist comments in front of me and other black employees. However, Mr. Vance never took any preventative action to stop this harassment. In or around July 2007, I provided some information regarding an incident to General R. Cox, Public Services Director. The incident involved a department employee who died in an accident on the job. I informed Mr. Cox about information I had been told with respect to the incident. Mr. Vance was extremely upset that I spoke with Mr. Cox about my knowledge of the incident. He immediately took action to harm my employment standing with the department. He unfairly accused me of being a poor employee, though my work was stellar. He also made several false statements accusing me of wrongdoing or being tardy. Mr. Vance effectively lied about my performance in order to have me fired. In July 2007, I was, in fact, fired by the department. Mr. Vance essentially forced my termination. I believe that, had I been a white employee, Mr. Vance would not have taken the same action against me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Patrick McLaughlin **DATE** 10-30-07

ATTACHMENT 0579

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-002936

DATE ENTERED: 6/19/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/002936/08002936ECD-061908-15281028.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

08-2936

Date Stamp (FCHR Use Only)

FILED
FLORIDA COMMISSION ON HUMAN RELATIONS
08 JUN 19 PM 4:03
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		
Name Mrs. Rosa P. McDonald	**FCHR No.** 200801371 **AG** **E-Mail Address**	**Date of Birth** 4/20/1952
Mailing Address 1961 McLeod Road	**Home Telephone Number (area code)** (850) 836-6223	
City, State, and Zip Code Defuniak Springs, FL 32435	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Walton County Council on Aging	**Number of Employees** 15+	**Telephone Number** (850) 892-8165
Street Address (Branch/Office in Florida) 1154 Baldwin Avenue	**City, State and Zip Code** Defuniak Springs, FL 32435	**County** Walton

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): January 18, 2008

D. DISCRIMINATION STATEMENT:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was subjected to disparate terms and conditions because of my race (black). I began working for the Walton County Council on Aging in December 2007. I was most recently employed as a driver. I was the only black driver in the office. My supervisor, Kay Brady, is white. I feel that she intentionally failed to enter my name on the food boxes for delivery. The other white drivers had their names on their boxes. The former employee in my position still had his name on the box. I went to Ms. Brady to request that my name be placed on the boxes in the future. Instead of complying with my request, Ms. Brady simply put the route name on the boxes rather than my name. I felt this was unfair and racist. In addition, one of the white drivers, Margaret, often had guests ride along with her on her deliveries. When I asked Ms. Brady if I could bring guests along, she told me with attitude that I could not. I did not receive the same treatment as the white employees.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Rosa P. McDonald

DATE: 3/19/08

ATTACHMENT 0580

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-003098

DATE ENTERED: 6/25/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/003098/08003098ECD-062508-14413141.PDF

PAGE(S): 1

08-3098

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
08 FEB 26 AM 8:

FILED
08 JUN 25 AM 10:56
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200800845	
Name Mr. Larry Williams	**E-Mail Address**	**Date of Birth** 8/10/1965
Mailing Address 2529 Vega Drive #346	**Home Telephone Number (area code)** (850) 575-4855	
City, State, and Zip Code Tallahassee, FL 32303	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
AAA Tree Experts Inc.	16	(850) 385-3319
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3610 N. Monroe Street	Tallahassee, FL 32303	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 8/29/2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

During my employment with AAA Tree Experts, I was subjected to intimidation, and I was terminated from my position as a truck driver because of my Race (Black). On August 26, 2007, I used the company truck to pick up extra logs to donate to the company. I tried to contact Steve Pichard (company owner), and Barry (a supervisor) to inform them of what I was doing. However, I was unable to reach them. I didn't think it would be a problem because it benefited the company. White employees used company trucks frequently to perform side jobs. On numerous occasions Ben, a company supervisor has been overheard making racial slurs including the word "nigger". On August 29, 2007, two white employees were seen driving on Interstate 10 in a company truck with a noose tied on the back of the truck. On that same day, Mr. Pichard called me and said he needed to speak with me. I spoke with him and asked him about the noose, he told me it was none of my business. I told Mr. Pichard I thought the noose was very offensive. Mr. Pichard then informed me that I was being terminated for using the company truck without permission.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE

2-19-2008

ATTACHMENT 0581

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-003114

DATE ENTERED: 6/26/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/003114/08003114ECD-062608-14462246.PDF

PAGE(S): 1

08-3114

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED 2007 DEC 14 AM 9:16

FILED 08 JUN 26 PM 1:28 DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200800623 LF	
Name Ms. Eulinda Russ	**E-Mail Address**	**Date of Birth**
Mailing Address Post Office Box 767	**Home Telephone Number (area code)** 850-352-2392	
City, State, and Zip Code Cottondale, FL 32431	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name City of Cottondale	**Number of Employees** 15+	**Telephone Number** 850-352-4361
Street Address (Branch/Office in Florida) Post Office Box 398	**City, State and Zip Code** Cottondale, FL 32431	**County** Jackson

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
X RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	03/02/2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have not been hired because of my race, black. In February 2007 I applied for the City Clerk position. On March 2, 2007 I went by the respondent's office and was greeted by the new hire for the clerk position, Denise (not black). I never received any correspondence from the respondents in regards to my application for the clerk position. Previously, I applied for the same position in 2003 and 2006. I never received correspondence from the respondent regarding an opportunity for an interview. In October 2007 I attended a town hall meeting and complained about a pattern of practice by the respondent to employ black employees only as grounds keepers and non-black employees in the office. City officials responded by saying the position was an internal hire position only. I believe the person hired for the City Clerk position was not an internal hire and the statement made by the city officials was only a pretext for discrimination. I believe I have been discriminated against because of my race, black.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE

Eulinda M Russ — 12-13-07

ATTACHMENT 0582

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-003381

DATE ENTERED: 7/14/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/003381/08003381ECD-071408-15413741.PDF

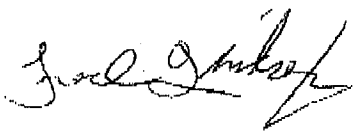
PAGE(S): 2

Monday, January 28, 2008, I was questioned about an incident that occurred in the break room. The incident in question occurred about 6:15 a.m. My supervisor, Kim Howell walk into the break room and asked Mr. Anthony Smith where did he get the food from.; he stated he got off the counter. Ms. Howell then told all of us to get started with today's work. Our work day begins at 6:00a.m.

At about 7:15 a.m. Ms, Howell pulled me to the side and asked me what happened. Where did Mr. Smith get that food from? I told her I had no idea. I saw the same thing that se saw. I saw a person eating and that's all I saw. I had no idea where he got the food from. Kim Howell told me that I would have to speak with Harry Madden, Vice President about the incident. She then informed me that depending on what I say about what I saw that I could lose my job. I would be seen as an accomplice.

At about 7:35 a.m. I had to go to an interrogation with Mr. Madden. I told him that I didn't see anything. I don't know where he got that food from. He treated me as if he was trying to make me say something that he wanted to hear and that I didn't know. After he finished interrogating me, he told me to me to go back to work. The next day which was my scheduled day off? I went to work at 6:00a.m. to make some overtime and was permitted to work until about 10:05a.m. Mr. Madden requested me to come to his office, Mr. Malloy, supervisor told me to report to Mr. Madden's office. Mr. Madden terminated me immediately and asked for my identification badge.

Mr. Madden treated me differently from Ms. Kim Howell. She saw the identical same thing I saw (Mr. Smith eating some food). Neither one of us saw where Mr. Smith got the food from. Mr. Madden did not interrogate Ms. Howell nor did he fire her. She is a White Female and I am a Black Male.



Fred Lindsey

ATTACHMENT 0583

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-003612

DATE ENTERED: 7/22/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/003612/08003612PFR-072208-16000700.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

FILED
08 JUL 22 PM 1:50
DIVISION OF ADMINISTRATIVE HEARINGS

FRITZ ADONIS FCHR NO: 200800844

Petitioner 08-3612

Vs.

BIOMET 3I, INC., a Florida Corporation, f/k/a IMPLANT INNOVATIONS, INC., a Florida Corporation,

Respondent.
_____/

PETITION FOR RELIEF

THIS is a Petition for Relief from Unlawful Employment Practice. The Respondent has violated Florida Civil Rights Act of 1992, As Amended. Petitioner is seeking relief pursuant to Rule 60Y-5.008.

Background and summary of Allegations:

Petitioner, Fritz Adonis, has been an employee of Respondent, Biomet 3i, Inc, since October 1996. Petitioner filed this charge against Respondent alleging that Respondent has discriminated against him when he was not hired for a promotion position for which he was the most qualified because of his race (black), national origin (Haitian), and color (dark skinned). Respondent denies the allegation. Respondent contends that Petitioner was not hired due to his disciplinary history and that the employee who was chosen did not have any disciplinary actions on file over the course of her employment with Respondent.

Disputed Issues of Material Fact:

1. **Disciplinary History:** It is the position of the Petitioner that Respondent's disciplinary reprimands are not applied uniformly to all employees.

2. **Performance Reviews:** Respondent has listed numerous phrases from their chosen candidate's (Carmen Barrientos-Cuva) annual reviews from 2001 to 2006 in support of their claim that she was the better candidate. However, Respondent only provided Petitioner's 2002 annual review. Similar positive phrases also appear in Petitioner's 2002 annual review. Moreover, Petitioner made numerous requests for his file which Respondent has never produced.

3. **Documentation Errors:** Respondent's treatment of documentation errors are not applied uniformly to all employees. The majority of the documentation errors Respondent listed are common documentation errors frequently made by non-black, non-Haitian

ATTACHMENT 0584

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-003720

DATE ENTERED: 7/29/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/003720/08003720ECD-072908-16032903.PDF

PAGE(S): 1

08-3720

Erika

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
08 JUL 29 PM 3:49
2008 FEB -4 PM 3:40
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200800906
Name Mr. Craig L. Tapper	**E-Mail Address**	**Date of Birth** 6/1/1971
Mailing Address 314 Charlotte Street	**Home Telephone Number (area code)** (407) 692-7800	
City, State, and Zip Code Winter Garden, FL 34787	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name Publix, Inc.	**Number of Employees** 100+	**Telephone Number** (407) 654-9697
Street Address (Branch/Office in Florida) 13750 W Colonial Drive	**City, State and Zip Code** Winter Garden, FL 34787	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 12/04/2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

During my Employment with Publix, I was subjected to harassment, intimidation, retaliated against, discharge, and after my termination, given unfavorable references, and denied re-hire because of my Race (Black), and National Origin (Jamaican). I was originally employed with Publix on June 26, 2006 and worked as a stock clerk/manager. On August 28, 2007 a store associate came up to me and said "Dennis Socca (grocery manager) said to tell that nigger Craig to quit his bitching, I will get him some help in his department". I reported this incident to the Store Director Mr. Brazil. Mr. Socca was suspended because of his racial comment. After reporting this incident, I received threats and racial comments from several managers including Dennis Socca, Ron Caulkin, and Ryan Bowls in front of stock crew and store vendors. The threats and racial comments became more frequent and were happening almost daily after Mr. Brazil (who is black) was replaced with Kris Kolinsky (who is white) as store director. On several occasions I was greeted with "hey boy" by Mr. Caulkin and Mr. Bowls. Mr. Bowls threatened me saying "If you are one minute late I'll fire your ass", I was told numerous times by Mr. Caulkin and Mr. Bowls to"get your ass back on that banana boat". I had an situation to occur which caused me to miss work for two days. I asked a friend to go to Publix and speak with Mr. Kolinsky. My friend informed Mr. Kolinsky of the situation and that I would be unable to attend work. On December 4, 2007, Mr. Kolinsky told me that I was terminated because I missed work and did not call in. I believe Mr. Kolinsky used this incident to terminate me. I attempted to regain employment at several Publix stores after I received rehire status through the corporate office. I was denied employment from five different Publix stores because of the references being given by management staff at my previous employer. I was told "no can't do it" or, "no we don't want that kind of stuff in this store" after each store contacted my previous employer and disclosed that they had some knowledge of the incident that occurred between myself and Mr. Socca.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

DATE 02/04/08

ATTACHMENT 0585

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-003721

DATE ENTERED: 7/29/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/003721/08003721ECD-072908-16042704.PDF

PAGE(S): 1

08-3721

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Amended

Date Stamp (FCHR Use Only)

FILED
08 JUL 29 PM 1:40
2007 DEC 17 AM 8:44

A. PERSONAL INFORMATION	FCHR No. 200800534 AG
Name Ms. Joycelyn Jones	**E-Mail Address** / **Date of Birth**
Mailing Address Post Office Box 2649	**Home Telephone Number (area code)** (407) 310-6859
City, State, and Zip Code Orlando, FL 32802	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Spherion Staffing	**Number of Employees** 15+	**Telephone Number** (407) 444-8549
Street Address (Branch/Office in Florida) 1000 International Drive	**City, State and Zip Code** Lake Mary, FL 32746	**County** Seminole

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): December 7, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have been subjected to disparate terms and conditions, harassed, sexually harassed, and terminated and unfairly disciplined because of my race (black), sex (female), and in retaliation for my complaints of discriminatory conduct. I began working for Spherion in May 2007. I am contracted to work as a customer service representative with several employers, including the American Automobile Association (AAA), at a call center. On June 10, 2007, during my first shift, Anthony Hinton, a supervisor for AAA, was extremely hostile and rude to me. He yelled at me simply because I had logged-in early, which is exactly what I had been instructed to do in training. On another occasion, Mr. Hinton admonished me for wearing what he felt was inappropriate footwear. A white employee sitting near me was clearly in violation of the footwear policy, but he said nothing to her. They way in which Mr. Hinton spoke to me regarding the situation was offensive to me. He positioned himself extremely close to me, in my personal space, and he brushed up against me with his knee. Mr. Hinton specifically targeted minority women with his hostile conduct. He did not treat males or white women in the same distasteful manner. I complained to management, specifically Mike Fratus at AAA and April Jaques at Spherion, regarding Mr. Hinton's discriminatory actions. They took no preventative action on my behalf. April even went so far as to tell me that I was the problem. Another employee, Jamie Jordan, who worked for Spherion, told me numerous times that I was beautiful and that he wanted to marry me. His comments were unwanted and of a sexual nature. Again, I complained to management, but nothing was done. As a result of my complaints, AAA and Spherion both targeted me for retaliation. I have been constantly and unfairly reprimanded. Other similar situated employees who have not complained are allowed to recline, eat, play games…etc., without fear of reprimand. Also, on October 22, 2007, I was denied the days off I requested. My calls were monitored and screened then sent to quality assurance, so they are not being checked at random as policy dictates. On December 7, 2007, I was notified that I had been terminated due to a quality assurance issue which I feel is pretext.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

DATE 12/13/07

ATTACHMENT 0586

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-003824

DATE ENTERED: 8/5/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/003824/08003824ECD-080508-15540054.PDF

PAGE(S): 1

CO8-3824

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FILED 2008 AUG -5 A 11:09 DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200600876 AG
Name Mrs. Valeria N. Thompkins	**E-Mail Address** valt@windstream.net	**Date of Birth** 10/9/1971
Mailing Address 807 Northwest Walker Avenue	**Home Telephone Number (area code)** (386) 364-1522	
City, State, and Zip Code Live Oak, FL 32064	**Work (if possible to call you there)** (386) 364-8777	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Shands at Lakeshore	**Number of Employees** 15+	**Telephone Number** (386) 754-8000
Street Address (Branch/Office in Florida) 560 East Franklin Street	**City, State and Zip Code** Lake City, FL 32055	**County** Columbia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): December 28, 2005

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have been harassed and terminated because of my race (black) and in retaliation for my complaints of discriminatory conduct. I began working for Shands at Lakeshore in August 2004. I was employed as a registered nurse. Two white supervisors harassed me on several occasions. I reported this harassment to upper management. They took no action on my behalf, and the harassment continued. On December 28, 2005, I was terminated from my position. I believe that the termination was done in retaliation for my complaints related to the harassment. And Serval white nurses. VThompkins

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Valeria Thompkins

DATE: 3/4/08

ATTACHMENT 0587

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-003934

DATE ENTERED: 8/14/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/003934/08003934ECD-081408-14092509.PDF

PAGE(S): 1

08-3934

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
FLORIDA COMMISSION ON HUMAN RELATIONS
2007 AUG 14 A 10:58
2007 DEC 19 PM 1:47
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		
Name Ms. Peggy Chester	**FCHR No.** 200800593 **MS** **E-Mail Address**	**Date of Birth**
Mailing Address 1441 NW 137th Street	**Home Telephone Number (area code)** 305-685-1907	
City, State, and Zip Code Miami, FL 33167	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Broward Outreach Center/Miami Rescue Mission	**Number of Employees** 15+	**Telephone Number** 305-571-2209
Street Address (Branch/Office in Florida) 2159 NW 1st Court	**City, State and Zip Code** Miami, FL 33127	**County** Miami-Dade

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 12-21-06

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions, harassed, retaliated against, suspended and terminated because of my race (black). I began working with respondent in February 2005. My last position title was Social Services Supervisor. On December 14, 2006 Roberta Geist, (white) Therapist referred to Case Management staff in a derogatory manner. She referred to us as "you people", stating that we need to learn procedures. All of Case Management was comprised of minorities. I reported the incident to Mr. Hall (Director) and I told him that I would like to speak with Ms. Geist's supervisor about her behavior. Mr. Hall stated that we are a team and acted as if I was doing something wrong by wanting to report the offensive conduct of Ms. Geist. On December 17, 2006 Mr. Hall called me to a meeting and Ms. Ayerdis (~~Ms. Geist's supervisor~~ HR Director) attended also. When I got in the meeting I discovered that it was not going to be about the incident that occurred with Ms. Geist, instead Mr. Hall began to talk about my alleged short comings. I was placed on three day suspension. On December 21, 2006 I was terminated. The reason given was poor performance. However, during my time on the job I was promoted more than once. Ms. Geist was not disciplined for making the offensive statement. This company has poor tolerance for African Americans in Case Management positions. My previous supervisor (Black) was harassed until she resigned and another black supervisor's position was given to a white employee. My position was given to a white female whom I had previously complained about, who was not qualified for the position.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. **Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.**

SIGNATURE OF COMPLAINANT Peggy Chester

DATE December 19, 2007

ATTACHMENT 0588

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004553

DATE ENTERED: 9/17/2008

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2008/004553/08004553ECD-091708-16073607.PDF

PAGE(S): 1

08-4553

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

15D-2008-00081

SEP 17

DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2007 OCT 25 PM 4:20

A. PERSONAL INFORMATION		
Name Mr. Felixberto Llevado	**FCHR No.** 200800047 **MS** **E-Mail Address**	**Date of Birth**
Mailing Address 63 Oak Lane	**Home Telephone Number (area code)** 850-863-1147	
City, State, and Zip Code Shalimar, FL 32579	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name San Destin Golf & Beach Resort	**Number of Employees** 15+	**Telephone Number** 850-267-8083
Street Address (Branch/Office in Florida) 9300 Emerald Coast Parkway West	**City, State and Zip Code** San Destin, FL 32550	**County** Walton

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 6-18-07

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was harassed, unfairly disciplined, intimidated, subjected to different terms and conditions, denied a reasonable accommodation, and terminated because of my national origin (Asian) and my disability (neurological). I began working with respondent on October 17, 1995. My position title was Golf Course Maintenance. I am a Filipino and I endured constant harassment from white employees. I was accused of being in this country illegally and I was told that I needed to go back to my own country and that I was not wanted here. I had to work while others were allowed to take breaks. I was assigned jobs that were not completed by others and I was told not to go home until the jobs were completed. When I didn't complete the jobs in a timely manner and I went into overtime, I was threatened with termination and I was given bad performance reviews. I reported the incidents to Barry Sayers (supervisor) and that only made things worse for me. I was told to keep my mouth shut about my problems or I would have it shut. On October 26, 2006 I was called into a meeting and told to go home, that I was being fired. I went to the back door to get my lunch box and I was unexpectedly punched, I blacked out and when I regained consciousness I called security and they called law enforcement. After I was treated for the incident I was out on worker's comp. I spoke with Ms. Sylvia Hank (Human Resources) and she said that an investigation was going to take place. She also told me that I was not terminated and that my supervisor did not have the authority to terminate me. I was still out on worker's comp until June 2007. The worker's comp doctor released me to go back to work with a 5 percent disability rating. However, I could not stand because I was very dizzy. I went to another doctor and I was told that my inner ear had been damaged from the blow that I received to my head and that was causing me to be dizzy and not have any balance. I was not able to return to work. I receive a letter from my job stating that if I did not return to work by June 18, 2007 that I would be terminated. I could not go back to work because I could not keep my balance and I was told by my doctor that I could not operate any machinery or equipment.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

10-23-07

ATTACHMENT 0589

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004554

DATE ENTERED: 9/17/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/004554/08004554ECD-091708-16080408.PDF

PAGE(S): 1

08-4534

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

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FLORIDA COMMISSION ON HUMAN RELATIONS
FILED
08 MAR 21 PM 2:52

2008 SEP 17 A 8:28

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200801272 MS
Name Ms. Melvin Williams	**E-Mail Address**	**Date of Birth**
Mailing Address Post Office Box 364	**Home Telephone Number (area code)** 850-656-9026	
City, State, and Zip Code Lloyd, FL 32337	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Consulate Health Care of Tallahassee	15+	850-942-9868
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1650 Phillips Road	Tallahassee, FL 32308	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 2-21-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions, unfairly disciplined and terminated because of my race. On February 8, 2008 I was accused of sleeping on the job. I was not at work on that night, it was my day off. Also on February 10, 2008 I was accused of not caring for patients. The patients in question were not assigned to me. I was presented with write-ups and I had not seen until the day of my termination on February 21, 2008. Also white employees (CNAs) were given many chances when they were found to be at fault for incidents and they were not terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Melvin D Williams DATE 3/21/08

ATTACHMENT 0590

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004559

DATE ENTERED: 9/17/2008

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2008/004559/08004559ECD-091708-16111511.PDF

PAGE(S): 1

08-4539

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
2008 SEP 17 AM 11:24
DIVISION OF ADMINISTRATIVE HEARINGS

2008 SEP 21 PM 4:16

EJ

A. PERSONAL INFORMATION		**FCHR No. 200800934**	
Name Mr. Freddie Sexton		**E-Mail Address**	**Date of Birth** 4/28/1958
Mailing Address Post Office Box 105		**Home Telephone Number (area code)** (904) 824-1341 #120	
City, State, and Zip Code Saint Augustine, FL 32084		**Work (if possible to call you there)**	
B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)			
Name St. Augustine Transfer/Gamsey Carriage Company	**Number of Employees** 24	**Telephone Number** (904) 829-2391	
Street Address (Branch/Office in Florida) 15 Holly Lane	**City, State and Zip Code** Saint Augustine, FL 32084	**County** Saint Johns	
C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es) ☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☒ MARITAL STATUS ☐ RETALIATION		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 12/25/2007	

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

During my employment with St. Augustine Transfer/Gamsey Carriage Company, I have been subjected to sexual harassment, harrassment, different terms and conditions, wages, denied promotion, and discharged based on my marital status (married), sex (male), age (over 40) and Race (American Indian). My wife and I were the only married couple working for the company. Teresa Henegar (general manager) and Freddie Spinelli (barn manager), accepted a $20 tip from a couple and placed them on my carriage. Ms. Henegar and Mr. Spinelli were aware that the women intended to remove her top and try to seduce me while her husband watched, and took pictures. I felt degraded by this and it caused arguments between my wife and I. One day I found KY jelly in my carriage. I asked Mr. Spinelli who put the K-Y jelly in my carriage. Mr. Spinelli said that the K-Y Jelly was put on my carriage as a joke. Company owner Mr. Stewart Gamsey continually denied me a promotion. Mr. Gamsey would hire young females for the carriage driver position, and they would be promoted to different positions within a short period. I had more experience than anyone he promoted. Teresa Henegar constantly yelled and screamed at me. The company never paid me for my own training and the training of new drivers. All of the other drivers received compensation for training new drivers and their own training. A few days before Christmas, I started wearing a leather jacket that my wife gave me. The leather jacket had fringes on the sleeves, and was adorned with tribal emblems representing my Native American tribe. As a result, I received comments like "we are going to have a "Pow Wow", and being called "Tonto". On December 25, 2007, I was terminated by Mr. Gamsey. The police arrived on the property after receiving a disturbance call of yelling, and screaming on the property. A police officer told me Mr. Gamsey wanted my ~~husband~~ wife and I removed from the property, and the police issued us a "no trespassing" notice. We had to leave the property immediately and take whatever we could carry at that time. Mr. Gamsey never informed me why we were fired, and will not accept any calls from my wife and I.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Mr. Freddie Sexton DATE 3-18-08

DATE RECISVED 3-18-08

ATTACHMENT 0591

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004561

DATE ENTERED: 9/17/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/004561/08004561ECD-091708-16123112.PDF

PAGE(S): 1

08-4561

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED FLORIDA COMMISSION ON HUMAN RELATIONS 2008 SEP 17 AM 10:25

2008 SEP 17 AM 8:25 DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200801575 AG
Name Mr. Kenneth K. Scott	**E-Mail Address**	**Date of Birth** 9/23/1983
Mailing Address 8342 Gardenia Circle, #4	**Home Telephone Number (area code)** (850) 607-7289	
City, State, and Zip Code Pensacola, FL 32534	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Two Men and a Truck	**Number of Employees** 15+	**Telephone Number** (850) 471-1166
Street Address (Branch/Office in Florida) 7280 Plantation Road, #1	**City, State and Zip Code** Pensacola, FL 32504	**County** Escambia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): March 13, 2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was subjected to unfair terms and conditions, demoted, and terminated because of my race (black) and in retaliation for my complaints of discrimination. I began working for Two Men and a Truck in April 2007. I was most recently employed as a mover. The franchise owner at the time, Mark Melor, who is white, treated his black employees unfairly compared with his white employees. For example, in or around June 2007, Mr. Melor planted cash around a house at which he ordered me and an all-black crew to move. He was testing us to see if we would steal. Mr. Melor never did this with any of the white employees. Also, when he received a false complaint that drugs were being sold off a company truck, he immediately met with all the black employees and questioned us. He never questioned the white employees. My hours were often cut. I usually was given fewer hours than the white employees. On one occasion, an item went missing from a house, and Mr. Melor and his wife, Stacy, who is also white, first came to me and questioned me about it. If anything went wrong, I and the other black employees were the first to be interrogated. In December 2007, I was promoted to a driver position. However, Mr. Melor very shortly thereafter demoted me back down to mover because he claimed that my criminal record prohibited me from being a driver. Yet, Mr. Melor allowed two white employees, both of whom I believe had much worse criminal records, to stay in the driver position. I complained several times to Mr. Melor that his practices were discriminatory. He simply brushed off my concerns. In or around March 2008, Tod, who is also white, took over ownership of the franchise. Tod was friends with Mr. Melor. I worked for Tod for three days. During this time, I complained to him regarding the racist actions Mr. Melor took in demoting me from the driver position. On March 13, 2008, Tod terminated my employment. He advised me that my criminal record was a concern and that I did not meet their insurance carrier's standards. I feel this was pretext because he really terminated me because I am black and because I complained about Mr. Melor's discrimination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Kenneth K Scott **DATE** 4/11/08

ATTACHMENT 0592

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004573

DATE ENTERED: 9/18/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/004573/08004573ECD-091808-14560556.PDF

PAGE(S): 1

08-4573

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED

08 SEP 18 PM 1:38

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. VE 200801708 AG
Name Mr. Esker Bobo	**E-Mail Address** eskerbobo@bellsouth.net	**Date of Birth** 5/10/1954
Mailing Address 2107 Ortega Street	**Home Telephone Number (area code)** (850) 368-6105 (Cell)	
City, State, and Zip Code Navarre, FL 32566	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name First Student, Inc.	**Number of Employees** 15+	**Telephone Number** (850) 983-5100
Street Address (Branch/Office in Florida) 6544 Fire House Road	**City, State and Zip Code** Milton, FL 32570	**County** Santa Rosa

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) April 22, 2008

D. DISCRIMINATION STATEMENT:

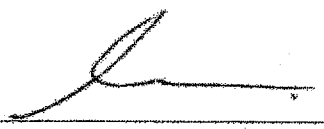
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

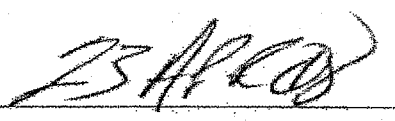
I believe that I have been subjected to disparate terms and conditions, denied wages, and denied promotion because of my race (black). I began working for First Student in September 2006. I am currently employed as a school bus inspector. In or around February 8, 2008, I took and passed the final portion of the State of Florida School Bus Inspector Exam. I received my certification and I was supposed to have received both a raise and a job upgrade classification, but I have been denied both because I am black. Bobbie Williams, First Student Transportation Director at First Student, has continually denied me this raise and promotion which I have rightfully earned. Approximately four white males took and passed this same exam. Within two weeks, Mr. Williams, who is also white, approved their raises and job upgrades. Mr. Williams advised me that he was not going to approve my raise and job upgrade because I had not been with the company long enough. I strongly belief this to be pretext as I have been told by several employees that length of employment with the company should have nothing to do with whether I receive the raise and promotion. I believe that Mr. Williams is really rejecting me because I am black.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**





ATTACHMENT 0593

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004797

DATE ENTERED: 9/26/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/004797/08004797ECD-092608-13185718.PDF

PAGE(S): 1

08-4797

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2009 2007 OCT 17 PM 4:16 FILED

A. PERSONAL INFORMATION		
Name Ms. Edna Long	**FCHR No.** 200800501 **AG** **E-Mail Address**	**Date of Birth** 10/04/1952
Mailing Address 4330 Century Road	**Home Telephone Number (area code)** (850) 594-6021	
City, State, and Zip Code Greenwood, FL 32443	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Chipola College	**Number of Employees** 15+	**Telephone Number** (850) 526-2761
Street Address (Branch/Office in Florida) 3094 Indian Circle	**City, State and Zip Code** Marianna, FL 32446	**County** Jackson

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) November 1, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was subjected to disparate terms and conditions and unfairly terminated because of my race (black), age (55), and because I complained about and objected to discriminatory conduct. I began working for Chipola College in 1972. I was most recently employed as a Department Associate-Library. At the time of my termination, I was the only black employee in my department. I was also the longest employed employee on campus and one of the older employees. In or around 1997, I filed a complaint with the Florida Commission on Human Relations against Chipola College for race discrimination. I have also been vocal advocate of equal treatment for Chipola's black employees. On November 1, 2007, my supervisor, Merle Houston, who is white, walked by my desk and advised me that she was going to Human Resources, though she provided me no explanation as to why. Later that day, I was confronted by Karan Davis, Associate Vice President of Human Resources, who is white. She accused me of violating Chipola policy by visiting pornographic/inappropriate sites on Tuesday, October 23, 2007. This allegation against me is absolutely false. Ms. Davis proceeded to inform me that Matthew White, Network Coordinator: Information Systems, who is white, had been tracking my assigned computer for approximately one month. I believe that I was singled out from my co-workers in that respect. Ms. Davis would not allow me to refute the allegations or present any evidence against them on my behalf. Ms. Davis told me that I needed to resign my position immediately or I would be fired. She advised me that I could not speak with Ms. Houston, Dr. Clemmons, Vice President of Instructional and Student Services, who is white, or Dr. Prough, President, who is also white, because they were all in agreement with this action against me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Edna L. Long **DATE** 12/14/07

ATTACHMENT 0594

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004873

DATE ENTERED: 9/30/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/004873/08004873ECD-093008-16012401.PDF

PAGE(S): 1

08-4873

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FILED FLORIDA COMMISSION ON HUMAN RELATIONS 08 SEP 30 PM 1:50 08 APR 22 PM 2:41 DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	**FCHR No. 200801624 EJ**	
Name Mr. Brunel Dangervil	**E-Mail Address** bdanger75@yahoo.com	**Date of Birth** 02/02/1975
Mailing Address 16851 N.E. 21 Avenue #17	**Home Telephone Number (area code)** (786) 262-5732	
City, State, and Zip Code Miami, FL 33162	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Trump International Sonesta Beach Resort	40+	(305) 692-5600
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
18001 Collins Avenue	Sunny Isles, FL 33160	Miami-Dade

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 04/22/2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to disparate terms and conditions, harassment, and wrongfully terminated because of my National Origin (Haitian). My supervisor Elisabeth Cortez (Hispanic) removed me from my 6am work shift, and replaced me with Luis who is Hispanic, and had less seniority. On numerous occasions, I heard security officer Curtis (Black-American), use the phrase "fucking Haitian" when I walked by. On April 22, 2008, Assistant Manager Luis Santana (Hispanic) terminated me. Mr. Santana did not give me a reason for my termination. He told me to never come back on the hotel premises, and had security escort me off the property.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT [signature]

DATE 04/22/08

ATTACHMENT 0595

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004874

DATE ENTERED: 9/30/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/004874/08004874COD-093008-16015101.PDF

PAGE(S): 1

EEOC Form 5 (5/01)

08-4874

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC — 510-2008-02108

08 SEP 30 PM 1:49

and EEOC

State or local Agency, if any

DIVISION OF ADMINISTRATIVE HEARINGS

Name (Indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Mr. Maxito Francois	**(305) 770-0869**	**01-03-1955**

Street Address / City, State and ZIP Code

1330 N. E. 203 Street, North Miami Beach, FL 33179

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
MIAMI-DADE COUNTY	**101 - 200**	**(305) 375-4400**

Street Address / City, State and ZIP Code

General Services Administration, 111 N. W. 1st Street, 24th Floor, Miami, FL 33128

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address / City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [X] NATIONAL ORIGIN
- [ ] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
06-01-2006	**05-16-2007**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

1. I am Haitian. My race is Black. I was employed by Respondent since approximately June 2006, as a Security Officer. While I was employed I was discriminated against by Joe Wolf, Assistant Supervisor, White. Mr. Wolf subjected me and other Black and Haitian security officers to discrimination. Mr. Wolf terminated all the Black and Haitian officers and replaced them with White officers. On or around May 26th, 2007, I was terminated from my employment by Joe Wolf.

2. I was not given a legitimate reason for my termination.

3. I believe I was discriminated against because of my national origin and race in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Feb 20, 2008
Date

Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0596

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004875

DATE ENTERED: 9/30/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/004875/08004875COD-093008-16021902.PDF

PAGE(S): 1

2008 01159 MS

08-4875

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08 SEP 30 PM 1:49
DIVISION OF ADMINISTRATIVE HEARINGS

Florida Commission on Human Relations
2009 Apalachee Pkwy., Suite 100
Tallahassee, FL 32301

CHARGE OF DISCRIMINATION Complaint #

Name (Indicate Mr., Ms., or Mrs. etc.)
Ms. Susie M. Walton Banks

Telephone # Phone: **(352) 375-3919**
Other: **(352) 393-2861**

Street Address:
2503 NE 10th Terrace

City, State, and Zip Code:
Gainesville, FL 32609

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Civigenics/Community Education Centers	**Over 100 (contractor for the State)**
Florida Dept. of Corrections/Substance Abuse Program Svcs.	**Thousands**
Agency Name	No. of employees

PO Box 1665	**Mount Dora, FL 32756-1665**
2601 Blair Stone Road	**Tallahassee, FL 32399**
Street Address	City State Zip Code

(352) 729-4024	**Lake**
(850) 488-3130	**Leon**
Telephone Number	County

Cause of Discrimination Based on:

X Race (Black) _Color _Sex
_ Religion _Disability _National Origin
_Marital Status _ Age _Retaliation

Date Most Recent or Continuing Discrimination Took Place: **10/5/07**

RECEIVED
2008 FEB 15 PM 2:41

Personal Harm: Demotion, involuntary transfer, disparate treatment, denial of appeal and loss of wages.

Reason for Adverse Action: Poor performance is the reason given for demotion; no reasons given for other harms.

Discriminatory Statement(s): I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act and/or Title VII of the Federal Civil Rights Act for the following reasons:

I was the only Black Program Director of 7 and was demoted, although my performance/completion rate was comparable to the other Directors who are White. I was given directives that were not given to any other Program Directors. The terms and conditions for achieving performance standards were more stringent than were given to the other Program Directors. My program was not sited for violation of the contract. I was replaced by a White male. Policies and procedures were not followed for program reviews or for disciplinary action. I have exemplary performance since 8/4/04, and have no previous disciplinary action until this unfounded adverse action. My written complaint has been ignored.

ATTACHMENT 0597

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004878

DATE ENTERED: 9/30/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/004878/08004878CCA-093008-16040104.PDF

PAGE(S): 1

2008D1161

Florida Commission on Human Relations
2009 Apalachee Pkwy., Suite 100
Tallahassee, FL 32301

FILED
08 SEP 30 PM 1:46
DIVISION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION 08-4878 Complaint # 08 SEP 30 PM 1:46

Name (Indicate Mr., Ms., or Mrs. etc.)
Ms. Susie M. Walton Banks

Telephone # Phone: **(352) 375-3919**
Other: **(352) 393-2861**

Street Address:
2503 NE 10th Terrace

City, State, and Zip Code:
Gainesville, FL 32609

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Civigenics/Community Education Centers	**Over 100 (contractor for the State)**
Florida Dept. of Corrections/Substance Abuse Program Svcs.	**Thousands**
Agency Name	No. of employees
PO Box 1665	**Mount Dora, FL 32756-1665**
2601 Blair Stone Road	**Tallahassee, FL 32399**
Street Address	City State Zip Code
(352) 729-4024	**Lake**
(850) 488-3130	**Leon**
Telephone Number	County

Cause of Discrimination Based on:

X Race (Black) _Color _Sex
_ Religion _Disability _National Origin
_Marital Status _ Age _Retaliation

Date Most Recent or Continuing Discrimination Took Place: **10/5/07**

RECEIVED
2008 FEB 15 PM 2:45
FLORIDA COMMISSION ON HUMAN RELATIONS

Personal Harm: **Demotion, involuntary transfer, disparate treatment, denial of appeal and loss of wages.**

Reason for Adverse Action: Poor performance is the reason given for demotion; no reasons given for other harms.

Discriminatory Statement(s): I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act and/or Title VII of the Federal Civil Rights Act for the following reasons:

I was the only Black Program Director of 7 and was demoted, although my performance/completion rate was comparable to the other Directors who are White. I was given directives that were not given to any other Program Directors. The terms and conditions for achieving performance standards were more stringent than were given to the other Program Directors. My program was not sited for violation of the contract. I was replaced by a White male. Policies and procedures were not followed for program reviews or for disciplinary action. I have exemplary performance since 8/4/04, and have no previous disciplinary action until this unfounded adverse action. My written complaint has been ignored.

ATTACHMENT 0598

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004911

DATE ENTERED: 10/1/2008

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2008/004911/08004911ECD-100208-14070907.PDF

PAGE(S): 1

08-4911

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
08 OCT -1 PM 1:23
CLERK
ADMINISTRATIVE
RECORDS

A. PERSONAL INFORMATION		FCHR No. 200801219 EJ
Name Mr. Albert Prevatt Sr.	**E-Mail Address**	**Date of Birth** 10/03/1958
Mailing Address 1435 Tall Oaks Road	**Home Telephone Number (area code)** (386) 985-1222	
City, State, and Zip Code Deland, FL 32720	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Volusia County Division of Corrections	250	(386) 254-1555
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
Caller Service 2865	Daytona Beach, FL 32120	Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11/08/2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was unfairly disciplined, suspended, terminated, and retaliated against based on my race (white). I believe that Captain K. Modzelewski did not conduct a fair and unbiased investigation when an inmate made a complaint against me. No attempt was ever made to look for the truth and try to exonerate me. I was accused of saying a racial slur to an inmate. This incident allegedly occurred on July 7, 2007. No attempt was ever made to look for the truth and try to exonerate me. Every attempt was made to find inmates/evidence to speak up against me. There was another officer, Dinh (Vietnamese), who made a specific racial slur "nigger" in front of quite a few witnesses. No disciplinary action was taken against him for using the racial slur. On September 15, 2007, I filed a hostile work environment complaint against several members of my department. I believe that this is one of the reasons I was terminated. My work schedule was changed . My work schedule switched from midnight to day shift. On November 5, 2007, I was called into the director's office, and suspended without actually given any reason other than, "you know what you've been doing". I was escorted off the premises without further explanation as to why this action was taken against me. I was fired three days later on November 8, 2007.

THE EFFECTIVE DATE THAT THEY SAID I WAS FIRED WAS NOV. 10, 2007.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Albert L. Prevatt SR	MARCH 26, 2008

FCHR Charge Form – Revised April 22, 2004

I RECEIVED THIS ON 3-26-08 AT 3:40 PM. I MAILED IT BACK TO

ATTACHMENT 0599

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004912

DATE ENTERED: 10/1/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/004912/08004912ECD-100208-14074607.PDF

PAGE(S): 1

08-4912

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FILED 2008 OCT -1 PM 1:50

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200801399 EJ	
Name Mrs. Kimberly D Mitchell	**E-Mail Address** k.mitchell65@yahoo.com	**Date of Birth** 07/04/1980
Mailing Address 465 Poinsetta Street	**Home Telephone Number (area code)** (850) 997-9952	
City, State, and Zip Code Monticello, FL 32344	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Capital Lanes	15	(850) 422-2695
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
820 Capital Circle N.E.	Tallahassee, FL 32301	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 3/9/2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to harassment, different terms and conditions, given unfavorable references, and terminated because of my Race (Black), and Color. My supervisor was Eleanor Pizzi. I worked for Capital Lanes from October 11, 2007 until March 9, 2008. Mrs. Pizzi frequently had me come into work two hours early to clean the fryers. Mrs. Pizzi never asked the other two white employees that worked in the kitchen to clean the fryers. I asked her why am I the only one that has to clean the fryers, she replied, "don't worry about that, just do your job, and if you have a problem with it you can find employment elsewhere." In January 2008, Mrs. Pizzi told a Black female who wanted a job application that the company was not hiring. The same day she hired a white male who applied for a position on the spot. Mrs. Pizzi cut my work hours. She reduced my hours from 40 to 30 hours per week. Mrs. Pizzi changed my work schedule from six days to three days a week. After that, I decided to look for an additional part time job to supplement my income. A potential employer called Mrs. Pizzi to verify my employment. She told me that she was firing me because I failed to let her know that I was looking for another job. I told her that as long as that job was not interfering with my current job she had no right to fire me. I also feel Mrs. Pizzi gave me an unfavorable reference because I did not get the job. My last day of employment was March 9, 2008.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Kim Mitchell	3/24/08

ATTACHMENT 0600

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-004983

DATE ENTERED: 10/8/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/004983/08004983ECD-100808-16000500.PDF

PAGE(S): 1

08-4983

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FILED 08 OCT -8 PM 1:32

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS

DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		
Name Ms. Dafney Cook	**FCHR No.** 200802141 **EJ**	
Mailing Address 2445 Dunn Avenue	**E-Mail Address** dardaf904@aol.com	**Date of Birth** 05/07/1969
City, State, and Zip Code Jacksonville, FL 32218	**Home Telephone Number (area code)** (904) 757-8926	
	Work (if possible to call you there)	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Corrections Corporation of America	**Number of Employees** 15+	**Telephone Number** (386) 755-3379
Street Address (Branch/Office in Florida) 7906 E. Hwy 90	**City, State and Zip Code** Lake City, FL 32055	**County** Columbia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 04/11/2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been subjected to different terms and conditions, sexually harassed, involuntarily transferred, denied promotion, harassed, unfairly disciplined, and terminated because of my sex (female) and race (black), and retaliated against after filing a grievance. During my employment, I was subjected to different terms and conditions. For example, White female officers did not have to work the larger housing units where there was a large assignment of black male inmates. They also had lighter workloads and had a less stressful working environment. On August 28, 2007, Chief Dan Devers (white) and Captain Michael Register (white) placed me under an investigation with out the consent of the facility's inspector and in disregard to policy because a white male inmate made allegations against me. I filed two formal grievances with my employer in October 2007 regarding the incident. On November 28, 2007, Warden Medlin and Chief Devers tried to terminate me for unauthorized leave in retaliation for filing the grievance. Captain R. Shaw had approved my leave; however, Chief Devers and Warden Medlin wanted my leave denied by Captain Shaw in order to terminate me. I was subjected to sexual harassment by my direct supervisor Correctional Counselor Roderick Polite. He made offensive and unwanted sexual advances towards me starting in December 2007. I rejected his sexual advances and told him to stop. Counselor Polite told me that he would leave me alone if I would give him oral sex. In retaliation for rejecting his advances, Counselor Polite became very critical of my work performance, and tried to have me terminated by alleging I was in violation of policy. On January 4, 2008, per Counselor Polite, I was removed from my assigned work area. On February 15, Chief Devers and Warden Medlin threatened to terminate me for allegedly disrespecting the Human Resource Manager. Later on, I informed my supervisor that I was too upset about the incident and was unfit to work that day because I could not focus on my job. On February 16, 2008, When I arrived to work, I was advised by my supervisor Captain J. Rudy, per Warden Medlin, that I could not work until I received a doctor's note stating I was fit to work. On March 28, 2008, Chief Devers denied me promotion after I interviewed for a Correctional Counselor position. The position was given to a co-worker with far less experience and knowledge. On April 11, 2008, I was unfairly disciplined by Warden Medlin in comparison to Officer Amanda Sanders (white). On April 11, 2008, Warden Medlin wrongfully terminated me in retaliation of the grievances I filed against Chief Devers and Captain Register.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

FCHR Charge Complaint Revised April 22, 2004

Dafney L Cook

DATE 6-30-08

ATTACHMENT 0601

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-005243

DATE ENTERED: 10/21/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/005243/08005243ECD-102108-16011501.PDF

PAGE(S): 1

08-5243

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

FILED
08 OCT 21 PM 1:27
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)
RECEIVED
2008 MAY 19 PM 4:45

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	FCHR No. 200801654 AG	
Name Mr. Van Gandy	**E-Mail Address**	**Date of Birth** 11/7/1973
Mailing Address 8580 Vickie Street	**Home Telephone Number (area code)** (850) 478-2851	
City, State, and Zip Code Pensacola, FL 32514	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Accustaff	**Number of Employees** 15+	**Telephone Number** (850) 477-9915
Street Address (Branch/Office in Florida) 5710 North Davis Highway	**City, State and Zip Code** Pensacola, FL 32503	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) February 4, 2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I have been harassed, denied promotion, subjected to disparate terms and conditions and wages, and constructively discharged because of my race (black) and in retaliation for my complaints of discrimination. I began working for Accustaff in June 2006. I was employed as a material handler/pack-out tech. Chad Payne, my team leader, treated me in a hostile and unfair manner. I complained numerous times to human resources and to my manager, Randy Dunn, who is also white, but no action was ever taken against Mr. Payne. However, I feel that Mr. Payne retaliated against me as a result of my complaints. On September 21, 2007, I found a noose in the area which I work. On September 28, 2007, I found another noose in a drawer. These actions were very offensive to me and the other black employees. On October 1, 2007, Chris Barrows, who is white, was named into the team leader position. Neither I nor any of the other black employees were considered or even made aware of the opening. In or around January 2008, I took a pack-out test. On January 2, 2008, I asked Mr. Dunn about my results on the test and he confirmed that I scored a 94 and passed the test. For passing the test, I was supposed to have received extra wages. Mr. Dunn acknowledged that I was due this extra pay, but he never granted me this pay. After receiving further harassment from Mr. Payne, I decided that I had to resign my position due to the unfair and hostile work environment. I gave my resignation notice on or about February 4, 2008.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Van Gandy DATE 5-11-08

ATTACHMENT 0602

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-005374

DATE ENTERED: 10/24/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/005374/08005374ECD-102708-15265026.PDF

PAGE(S): 1

08-5374

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
08 OCT 24 PM 2:45
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200801541 EJ
Name Mr. Melvin Butler	**E-Mail Address** **Date of Birth** 02/28/1967
Mailing Address 40 Jack Scott Road	**Home Telephone Number (area code)** (850) 251-8339
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Cardinal Staffing Services	15+	(850) 513-3000
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1637 Metropolitan Blvd	Tallahassee, FL 32308	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 03/27/2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was retaliated against, given different terms and conditions, and terminated because of my race (black). I was employed with Cardinal Staffing Services. I was assigned to work at BR William Trucking Company as an order puller. On March 03, 2008, a white co-worker said to me that the reason why this building has an alarm on it is to keep black people out. I called Cardinal and spoke with Diane (manager) to report what the employee said. Later that day Annis from Cardinal human resources visited my jobsite. She had a meeting with BR Williams Manager Tony Wilkerson, and the employee who made the racist statement. After the meeting, the employee was terminated. Tony stated that he hated that he had to fire the employee, looking directly in my eyes. Right then I knew that my name came up in the meeting. I felt that I was now a target. I believe that I was retaliated against because that employee was fired. On March 24, 2008, I was arrested. I was unable to call anyone until the next day at 1:00pm. On March 25, 2008, I informed Cardinal that I was in jail, and unable to come to work. Annis told me that I had been released from BR Williams because of a no call / no show, but they would assign me to another company. On March 27, 2008, Annis told me that I was being released from Cardinal and that it was "just not working out." I asked her, "Is there anywhere else you can send me?" She stated, "I'm sorry I can't help you." Other similarly situated white employees have been treated more favorably. For example, Jason (white) received a 2nd assignment from Cardinal Staffing because his 1st assignment did not work out due to attendance and tardiness problems. I did not receive the opportunity to be re-assigned to another job.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Melvin Butler	5-3-08

ATTACHMENT 0603

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-005579

DATE ENTERED: 11/5/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/005579/08005579ECD-110608-11193919.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suit 00, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

08-5579 RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS

FILED
2008 NOV -5 P 2:19
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		**FCHR No: 200801904 AG**
Name Ms. Mary L. Jones	**E-Mail Address**	**Date of Birth** 5/6/1966
Mailing Address 6501 Robar Tesora Street		**Home Telephone Number (area code)** (850) 396-5776
City, State, and Zip Code Navarre, FL 32566		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida Department of Revenue	**Number of Employees** 15+	**Telephone Number** (850) 595-5008
Street Address (Branch/Office in Florida) 3670-B North "L" Street	**City, State and Zip Code** Pensacola, FL 32505	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): April 25, 2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was subjected to disparate terms and conditions and unfairly terminated because of my race (black) and in retaliation for my complaints of discrimination. I began working as an independent contractor for the Florida Department of Revenue in July 2007. I was employed as a legal assistant. My supervisor, Priscilla Phipps, who is white, treated another legal assistant, Megan McClinnis, who is also white, much more favorably because of her race. Ms. Phipps allowed Megan to basically come and go as she pleased. Ms. Phipps would let her leave work without any prior approval. She would also allow Megan to frequently call-in or come to work at whatever time she wanted. Ms. Phipps allowed Megan to skirt policies and procedures by letting her make-up her missed hours. Additionally, Ms. Phipps showed favoritism for Megan by more often awarding her, instead of me, work on special assignments. Ms. Phipps also provided Megan much greater opportunities with respect to cross-training. I complained to Marilyn Walker, Revenue Manager II, that I felt Ms. Phipps was racist. I also confronted Ms. Phipps regarding her favoritism toward Megan. Subsequently, on or about April 25, 2008, my contract with the Department of Revenue was terminated. No reason was given for this termination, and I had no performance, attendance, or discipline issues. I believe that I was terminated both because I am black and because I complained about Ms. Phipps discriminatory treatment.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT — **DATE**

May 21, 2008

ATTACHMENT 0604

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 08-005582

DATE ENTERED: 11/5/2008

RACE: black

LINK: doah.state.fl.us/DocDoc/2008/005582/08005582ECD-110608-11215021.PDF

PAGE(S): 1

08-5502

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
FILED
08 APR 11 PM 3:36

2008 NOV -5 P 3

DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION		FCHR No. 7 200801432 MS
Name Mr. Jamal Parham	**E-Mail Address**	**Date of Birth**
Mailing Address 3025 South Adams Street	**Home Telephone Number (area code)** 404-229-3305	
City, State, and Zip Code Tallahassee, FL 32301	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Logan's Roadhouse	**Number of Employees** 15+	**Telephone Number** 850-656-5756
Street Address (Branch/Office in Florida) 750 Apalachee Parkway	**City, State and Zip Code** Tallahassee, FL 32301	**County** Leon

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	3-9-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions, denied promotion, harassed and unfairly disciplined because of my race (black). I began working with respondent in February 2007. My position title was Expo. In October 2007 I asked my manager (Brandon) if I could be added to the wait staff. I was told that I could not because of a lack of kitchen staff. I then asked if he would add me on for one day a week so that I could get the experience and make more money. I was not allowed to do so, however, a month or so later a white cook (John Anderson) was allowed to be on the wait staff for up to three shifts a week and I was not allowed to work the one shift that I requested. I spoke with the Regional Manager (John Hodge) regarding not being allowed to train for wait staff and he seemed to brush me off.

On another occasion I was bitten by a spider and I was on pain medication and I called in to tell Brandon that I was going to be a little late. He was very rude and began yelling and saying that he was going to write me up for no show. He then told me not to bother coming in, so I did what he told me to do. Shortly after that he called me again and said that he really needed me to come in because he was short. I went to work only to find that I was not needed as he had claimed, he told me that he thought I was lying about the spider bite. He would also call me and tell me to come by so that he could talk to me about the wait staff training, only to find out that he thought that it was a joke to mislead me into thinking that he was serious about the training.

On March 9, 2008 I was preparing to go home and I asked a question regarding the process. I was counseled for asking an honest question about the check out method. I feel that if I was not black asking the question would never have been a problem.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Jamal Parham

DATE

4/11/08

ATTACHMENT 0605

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-000206

DATE ENTERED: 1/14/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/000206/09000206PFR-011409-12544054.PDF

PAGE(S): 1

09-0204

FILED
09 JAN 14 AM 10:45
DIVISION OF ADMINISTRATIVE HEARINGS

STATE OF FLORIDA
FLORIDA COMMISSION ON HUMAN RELATIONS

DONALD RUSSELL,
Petitioner,

vs.

SEARS,
Respondent.

FCHR NO. 200802159

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2009 JAN 12 PM 3:57

PETITION FOR RELIEF

Petitioner files this Petition for Relief for an Unlawful Employment Practice and provides these responses:

I. JURISDICTION

1. This action arises under the Florida Civil Rights Act of 1992, as amended.
2. All preconditions to jurisdiction under section 760.11 of the Florida Statutes have been satisfied.
   a. Petitioner filed a charge of employment discrimination on the basis of race with the Florida Commission of Human Relations (FCHR) within 365 days of the alleged employment discrimination on the basis of race against him.
   b. The FCHR issued a "no cause" determination on December 19, 2008.
   c. Petitioner filed this petition within 35 days of receiving the "no cause determination" from the FCHR.

II. PARTIES

3. Petitioner is a citizen of the United States and a resident of Leesburg, Florida. Petitioner's address is 27421 Desert Rose Court, Leesberg Florida 34748.

ATTACHMENT 0606

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-000464

DATE ENTERED: 1/27/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/000464/09000464ECD-012809-14224622.PDF

PAGE(S): 1

09-0464

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
2008 JUL 3 PM 12:14

FILED
2009 JAN 27

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200802369 EJ
Name Ms. JoAnn Brooks	**E-Mail Address** royaltyreigns@bellsouth.net	**Date of Birth** 12/05/1957
Mailing Address 2052 Hovington Circle		**Home Telephone Number (area code)** (904) 608-4540
City, State, and Zip Code Jacksonville, FL 32246		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
CSX Transportation	15+	(904)359-3100
Street Address (Branch/Office in Florida) 500 Water Street	**City, State and Zip Code** Jacksonville, FL 32202	**County** Duval

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) July 16, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was not promoted because of my race (black) and age (over 40). I began my employment with CSX Transportation in May 1977, and was currently working towards obtaining a management position. On July 10, 2007, I interviewed for Position Assignment Central Services (PACS) Manager in the Human Resources Department. On July 16, 2007, I was informed by Gary Gambill, Director-HRIS workforce that I was not awarded the position. He informed me that the position was awarded to Stephanie Howard, an employee who is Asian and under 40 and had less than eight years of experience. Mr. Gambill stated that, even though my resume confirms my proven abilities to complete projects, Ms. Howard recently completed a project and that was the determining factor.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT JoAnn M. Brooks

DATE 7/3/08

ATTACHMENT 0607

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-000691

DATE ENTERED: 9/30/2008

RACE: black

LINK: doah.state.fl.us/ROS/2009/09000691%20AFO.pdf

PAGE(S): 1

08-4873

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FILED FLORIDA COMMISSION ON HUMAN RELATIONS 08 SEP 30 PM 1:50 08 APR 22 PM 2:41 DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	**FCHR No. 200801624 EJ**	
Name Mr. Brunel Dangervil	**E-Mail Address** bdanger75@yahoo.com	**Date of Birth** 02/02/1975
Mailing Address 16851 N.E. 21 Avenue #17	**Home Telephone Number (area code)** (786) 262-5732	
City, State, and Zip Code Miami, FL 33162	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Trump International Sonesta Beach Resort	40+	(305) 692-5600
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
18001 Collins Avenue	Sunny Isles, FL 33160	Miami-Dade

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 04/22/2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to disparate terms and conditions, harassment, and wrongfully terminated because of my National Origin (Haitian). My supervisor Elisabeth Cortez (Hispanic) removed me from my 6am work shift, and replaced me with Luis who is Hispanic, and had less seniority. On numerous occasions, I heard security officer Curtis (Black-American), use the phrase "fucking Haitian" when I walked by. On April 22, 2008, Assistant Manager Luis Santana (Hispanic) terminated me. Mr. Santana did not give me a reason for my termination. He told me to never come back on the hotel premises, and had security escort me off the property.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT [signature]

DATE 04/22/08

ATTACHMENT 0608

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-001337

DATE ENTERED: 3/16/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/001337/09001337ECD-031609-15322032.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

09-1337

Date Stamp (FCHR Use Only)

FILED
08 AUG -6 PM 2:37

2009 MAR 16 A 10:50
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200802709
Name Ms. Tracy Francis	**E-Mail Address** **Date of Birth**
Mailing Address 284 Water Oak Drive	**Home Telephone Number (area code)** 850-590-3564
City, State, and Zip Code Tallahassee, FL 32305	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name Wal-Mart	**Number of Employees**	**Telephone Number** 850-878-9868
Street Address (Branch/Office in Florida) 3535 Apalachee Parkway	**City, State and Zip Code** Tallahassee, FL 32311	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 7-17-08 – 8-6-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was harassed, subjected to different terms and conditions, and denied a reasonable accommodation because of my race (black) and my disability (neck/back). I began working with respondent March 3, 2003. My position title was Customer Service Rep. On or about July 17, 2008 I was approached by Human Resources Manager (Lisa Sanderson) (Caucasian) and she said to me that I was going to have to take that hair color out of my head and wear my natural hair color while another associate was present. I asked her to show me in the policy where it says that my hair had to be my natural color. I left and later returned to work and I obtained a copy of the policy and it did not state that my hair had to be a specific color. I believe that if I was not African American she would not have said this to me. I was totally shocked and was not able to properly function. I reported this incident to management and I was told that Lisa should not have said that.

On July 30, 2008 I was out sick due to my disability and I called in to say that I would not be in. I could not reach a manager so I spoke with a CSM. I went to the doctor and I provided a doctor's note but I was told that it was still unexcused. I was off after that because I was not on the schedule. When I came back to work I was given a "D" (decision) day on August 6, 2008.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Tracy Francis 08/06/2008

ATTACHMENT 0609

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-001591

DATE ENTERED: 3/27/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/001591/09001591ECD-032709-15582858.PDF

PAGE(S): 1

09-1591

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

e Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS

FILED 2008 SEP -3 PM 2:33

2009 MAR 27 AM 10:40

DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200802533	MS
Name Mr. Christopher McLeroy	**E-Mail Address**	**Date of Birth**
Mailing Address 4435 Dorothy Drive	**Home Telephone Number (area code)** 850-526-2414	
City, State, and Zip Code Marianna, FL 32446	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Cintas	**Number of Employees** 15+	**Telephone Number** 850-526-0095
Street Address (Branch/Office in Florida) 2379 Commercial Park Drive	**City, State and Zip Code** Marianna, FL 32446	**County** Jackson

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	6-6-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions, denied wages and denied benefits in retaliation for filing a previous complaint with The Florida Commission on Human Relations (200801057) and due to my race (black). After filing my complaint, I was out on medical leave due to a work related injury. I was not allowed to return to work on light duty whereas another white employee (Brad Warden) was allowed to do so. He was allowed to return to work and another driver was assigned to ride with him. When I asked to return to work on light duty, Ms. Gates (Supervisor) stated that there was no one available to ride with me. However, the driver (CM. DRIVER) that is running my route does not have an assigned route and he rode with Brad while he was on light duty. Because Brad was allowed to return to work he did not miss any of his pay or bonuses. I did not get mine because I was not allowed to return on light duty. I also received notice on June 6, 2008 that my insurance benefits were cancelled.

Stanley Charles (white) also told me that he was allowed to return to work on light duty after having surgery. He said that Mr. Bittman (CP Britt's General Manager) told him he could remain on light duty as long as he needed to. I believe I am being treated this way because I filed a previous complaint and because Ms. Gates does not want me back at work. I have been informed that it is her intention to terminate me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Christopher P. McLeroy	9-2-08

ATTACHMENT 0610

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-001592

DATE ENTERED: 3/27/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/001592/09001592ECD-032709-15585558.PDF

PAGE(S): 1

09-1592

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
2009 MAR 27 AM 8:45
DIVISION OF ADMINISTRATIVE HEARINGS

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS

A. PERSONAL INFORMATION		FCHR No. 200802932 DH
Name Mr. Kenneth W. Johnson	**E-Mail Address**	**Date of Birth** 04/25/1963
Mailing Address 699 Ike Steele Road		**Home Telephone Number (area code)**
City, State, and Zip Code Wewahitchka, FL 32465		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Daytona Inn Beach Resort	**Number of Employees** 15+	**Telephone Number** (386) 252-3626
Street Address (Branch/Office in Florida) 219 South Atlantic Avenue	**City, State and Zip Code** Daytona Beach, FL 32118	**County** Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) November 3, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions and terminated because of my race (black). I began my employment with Respondent on February 8, 2006, as a Porter. From June 2007 until November 3, 2007, I worked an average of 62 hours weekly and I was not receiving compensation. However, other non-black salaried employees received overtime compensation. In June 2007, I continuously asked General Manager Carol Collett (white), why I was not getting paid overtime. She stated "She didn't have to pay me overtime because I was a salaried employee." On November 3, 2007, Ms. Collett terminated my employment.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Kenneth Johnson

DATE 12/04/08

PROVIDED TO GULF CI MAIL ROOM
DEC 4 2008
FOR MAILING
INMATE'S INITIALS KJ

ATTACHMENT 0611

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-001742

DATE ENTERED: 4/3/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/001742/09001742COD-040309-13473547.PDF

PAGE(S): 1

EEOC Form 5 (5/01) 09-1734

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC 511-2008-01721

FILED 2009 APR -3 A 11:10 DIVISION OF HUMAN RIGHTS

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)	Home Phone No. (Incl. Area Code)	Date of Birth
Ms. Priscilla Barnum	**(813) 232-6819**	**10-08-1968**

Street Address: **5111 N. Winnie Street, Tampa, FL 33610** City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
TAMPA GENERAL HOSPITAL	**500 or More**	**(813) 844-7000**

Street Address: **2 Columbia Drive, Tampa, FL 33606** City, State and ZIP Code

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address: City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [X] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: **09-27-2007** Latest: **03-20-2008**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I. PERSONAL HARM

I am presently employed as a Financial Counselor in the Patient Accounts Department. I have been employed with the hospital since March 1, 1999. In 2003, I began to have problems with Marty Burgess, currently the department's Assistant Director, because I am Black. I became the scapegoat for all that went wrong during my shift. I received no accolades when things went well. The latest two incidents clearly show that Marty Burgess and his subordinate supervisors (Gerry Lewis & Hannah Vicks) have subjected me to unequal terms and conditions of employment. After or about September 27, 2007, Gerry Lewis gave me an occurrence for taking off on September 27, 2007. I grieved the occurrence and won. The same day we received the outcome of the grievance (12/6/07), Gerry Lewis denied me the opportunity to take off on either December 24, 2007 or December 31, 2007. (I requested these days on November 2, 2007.) On December 11, 2007, I received a bad performance review. On March 11, 2008, I informed Hannah Vicks that a White co-worker (Kathy Dominick) began a verbal dispute with me in front of patients on March 10, 2008. Although neither of us were loud or profane, I received a written warning, a one day suspension and return to the day shift for allegedly being loud and disrespectful during the incident. Kathy received no discipline.

II. DISCRIMINATION STATEMENT

I believe I have been discriminated against because of my race, Black, and retaliated against because I complained that I was being treated differently because of my race. I believe my rights have been violated as protected by Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Mar 24, 2008 *Date* *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (*month, day, year*)

ATTACHMENT 0612

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-001794

DATE ENTERED: 4/9/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/001794/09001794COD-041009-10031003.PDF

PAGE(S): 1

09-1794

Date Stamp (FCHR Use Only)

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2009 SEP 11 PM 1:52

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
2009 APR -9 A 10:50
DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200802571 MS
Name Ms. Tricia M. Dubose	**E-Mail Address** queentwodiva@aol.com	**Date of Birth** 06-25-1971
Mailing Address Post Office Box 11284	**Home Telephone Number (area code)** ~~850-484-7729~~ 850 679-4186	
City, State, and Zip Code Pensacola, FL 32524	**Work (if possible to call you there)** 850 344 0048	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Escambia County Area Transit	15+	850-595-3228
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1515 West Fairfield Dr	Pensacola, FL 32501	Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 12-27-07

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions and terminated because of my race (black) and my disability (nerve impairment). I began working with Respondent in August 1999 as a Bus Operator. On October 18, 2007, I was injured on the job while driving and I was sent to urgent care by Respondent. The physician removed me from work for two weeks. On November 1, 2007, I returned to work in a full duty status. Throughout my shift I experienced great pain in my right elbow and arm. I went back to the doctor as instructed by Respondent. I was referred to a specialist (Dr. Jones) who treated me for a nerve condition in my elbow, with medication and therapy.

On December 27, 2007, I was terminated. The reason given was that I did not return to work on or before December 27th and that I exhausted all my FMLA. However, I was not aware that this leave was being used for my on the job injury. I also feel that I was treated differently than a white worker (Nadine Harris) who was allowed to be out of leave for a year and was not terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Tricia Dubose **DATE** 09-08-08

ATTACHMENT 0613

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-001967

DATE ENTERED: 4/15/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/001967/09001967ECD-041509-14584558.PDF

PAGE(S): 1

09-1967

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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2009 APR 15 P 1:28
2009 OCT 17 AM 11:44
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200808 2996 MS
Name Mr. Melvin Butler	**E-Mail Address**	**Date of Birth** 02/28/1967
Mailing Address 40 Jack Scott Road	**Home Telephone Number (area code)** (850) 251-8339	
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name B. R. Williams Trucking	**Number of Employees** 15+	**Telephone Number** (850) 575-4926
Street Address (Branch/Office in Florida) 1531 Commonwealth Business Drive	**City, State and Zip Code** Tallahassee, FL 32308	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 03/25/2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was retaliated against, given different terms and conditions, and terminated because of my race (black). I was employed with Cardinal Staffing Services. My assignment was to B.R. William Trucking Company where I worked as an Order Puller. On March 03, 2008, a white co-worker said to me that the reason this building has an alarm on it is to keep black people out. I called Cardinal and spoke with Diane (manager) to report what the employee said. Annis from Cardinal Human Resources came to the jobsite and met with BR Williams Manager Tony Wilkerson, and the employee who made the racist statement. After the meeting, Cardinal Staffing terminated the employee. Mr. stated that when he finds out who did this, they will pay, and he looked directly in my eyes. Right then I knew that my name came up in the meeting. I felt that I was now a target. On March 24, 2008, I was arrested and I was unable to call anyone until the next day at 1:00pm. On March 25, 2008, I informed Cardinal that I was in jail, and unable to come to work. Annis told me that I had been released from BR Williams because of a "no call" "no show", but they would assign me to another company. On March 27, 2008, Annis told me that I was being released from Cardinal and that it was "just not working out." I then asked, "Is there anywhere else you can send me?" She stated, "I'm sorry I can't help you." Other similarly situated white employees have been treated more favorably. For example, two white employees from Cardinal Staffing Services (Jason and Felicia) took off more time than I did and Respondent did not fire them.

shanits **I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).**

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Melvin Butler	9-15-08

ATTACHMENT 0614

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-001968

DATE ENTERED: 4/15/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/001968/09001968COD-041509-14591359.PDF

PAGE(S): 1

09-1968

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

[X] FEPA
[X] EEOC

FILED
2009 APR 15 P 1:31
DIVISION OF ADMINISTRATIVE HEARINGS

15C-2008-00050

and EEOC

Miami-Dade County Equal Opportunity Board

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Laura A. Westbrooks	**(305) 899-0647**	**08-14-1962**

Street Address: **890 N.E. 138 Street, North Miami, FL 33161**

City, State and ZIP Code

Named Is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. (Include Area Code)
CITY OF NORTH MIAMI	**500 or More**	**(305) 893-6511**

Street Address: **776 NE 125 St, N Miami, FL 33161**

City, State and ZIP Code

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER *(Specify below.)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
11-01-2006	**05-04-2007**

[X] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

I have been employed since July 17, 2000. I started as an Accountant Clerk. I was later promoted to the Junior Accountant. I have held this position for ~~2~~ 5 years.

On or about November 2006 I was interviewed for the Accountant position. I requested the status on numerous occasions. Yet, I was not given a specific answer. After I sent an email to Human Resources in April 2007 regarding this matter, I was then told that the position has been reposted because they did not like the pool that was interviewed. Additionally, the Finance Director (White ~~Hispanic~~) informed me that I was not qualified for the position because I didn't have a 4 year degree. However, many individuals (White) who occupied higher post do not have a 4 year degree, including Managers and Directors. On May 4, 2007 I resigned because I did not receive equal opportunity. In fact, I was qualified for the position and scored the highest at the interview.

I believe that I have been discriminated against on the basis of my race, Black, in violation of Title VII of the Civil Rights Act of 1964, as amended; Chapter 760 of the Florida Statutes, as amended; Chapter 11A of the Miami-Dade County Code, as amended.

(See Attached for additional comments)

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

11/28/2007 Laura Westbrooks

Date — Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

ATTACHMENT 0615

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-002385

DATE ENTERED: 5/5/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/002385/09002385ECD-050509-13575857.PDF

PAGE(S): 1

09-2385

EEOC/FDD 200700708

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

FILED
2009 MAY -5 AM 10:56
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)
2007 AUG 20 PM 2:46

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	FCHR No. 200702118 CS	
Name Ms. Stephanie K. Taylor	**E-Mail Address** stephanie_taylor@dellmail.com	**Date of Birth** 05/20/1970
Mailing Address 513 Northeast Kingston Lane	**Home Telephone Number (area code)** 386-752-1689	
City, State, and Zip Code Lake City, FL 32055	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Lake City Community College	15+	386-752-1822
Street Address (Branch/Office in Florida) 149 Southeast College Place	**City, State and Zip Code** Lake City, FL 32055	**County** Columbia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) June 28, 2007

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was harassed because of my race (black) and in retaliation for filing a formal complaint I was terminated. I began working for the Respondent as a Teaching Assistant II in the School of Cosmetology on January 28, 2007. On May 17th I filed a formal grievance for racial slurs made by Vicki Glenn, Cosmetology Instructor. She never called me by my name. I was referred to the black girl or the colored girl who answers the phone. Carol McClain, Supervisor, was a witness to these harassing comments and laughed it off. In retaliation for filing the formal grievance I was terminated on June 28th.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE

Stephanie K. Taylor — Aug. 10, 2007

ATTACHMENT 0616

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-002387

DATE ENTERED: 5/5/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/002387/09002387ECD-050509-13585158.PDF

PAGE(S): 1

09-2387

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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HUMAN RELATIONS
08 OCT -9 PM 2:32

FILED
2009 MAY -5 AM 9:57
DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200900057 EJ
Name Mr. Terry R. Edwards Jr.	**E-Mail Address** terryedwards23@yahoo.com	**Date of Birth** 12/16/1979
Mailing Address 3202A Ginger Drive		**Home Telephone Number (area code)** (386) 405-1320
City, State, and Zip Code Tallahassee, FL 32308		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Capital Health Plan	15+	(850) 383-3300
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
P.O. Box 15349	Tallahassee, FL 32317	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 09/04/2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was given different terms and conditions and terminated because of my race (Black) and sex (male). I began working for the Respondent on August 11, 2008. I was employed as a Performance Improvement Team Supervisor. On August 22, 2008, an anonymous letter with allegations that I used improper language and inappropriate behavior was submitted to Compliance Officer Kathy Jugenheimer. On September 3, 2008, Director of Human Resources Claudia Forman, informed me about the letter and comments that I supposedly had made in conversations with two of my subordinate workers. She stated that the comments had offended a third party. I told Ms. Forman that my answer and /or comments in these conversations were neither derogatory nor explicit. On September 4, 2008, Ms. Forman and Mr. Bedore presented me with a signed letter, which stated three of the allegations against me had violated the corporate compliance manual; therefore, I was terminated, effective immediately. I asked what the third allegation was and I was informed that I had touched a female in a way that made her uncomfortable. On September 15, 2008, I filed a formal grievance letter to request a new full investigation, and reinstatement to my position. On September 25, 2008, I was informed that my request was denied. I believe that I was discriminated against because I was the only black male on the management staff in a predominantly white female work place. Supervisor Elizabeth Kerby (white, female) was not terminated for referring to the medical term, "penis" in reference to a urological procedure the week before my termination. However, she was not terminated or disciplined.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Terry R. Edwards

DATE: 10-9-08

ATTACHMENT 0617

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-002389

DATE ENTERED: 5/5/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/002389/09002389ECD-050509-13595159.PDF

PAGE(S):

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
2009 MAY -5 A 10:52
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	FCHR No. 200802931 MS	
Name Ms. Jacqueline Sweeting	**E-Mail Address** j_sweeting@msn.com	**Date of Birth** 8-23-1968
Mailing Address 5115 SW 23rd Street	**Home Telephone Number (area code)** 301-728-4748	
City, State, and Zip Code West Park, FL 33023	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Walgreens Pharmacy	**Number of Employees** 15+	**Telephone Number** 386-328-6789
Street Address (Branch/Office in Florida) 719 South State Road 19	**City, State and Zip Code** Palatka, FL	**County** Putnam

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-1-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions, because of my race (black) and my disability ([redacted]). In addition, I was harassed, unfairly disciplined and terminated in retaliation for complaining about the discriminatory practices. I began working with Respondent on August 29, 2007 as a Pharmacist. In September 2007 I was made aware, through another Pharmacist (Rebecca, white) that sign on bonuses were available and she received one. I requested a bonus from Jeenue Phillips (Pharmacy Supervisor). He told me that he would see how I perform as a Pharmacist before I could get the bonus. I spoke with my immediate supervisor (Shandra Jordan) about it and she was not able to provide any assistance. I e-mailed Mr. Phillips regarding the bonus and he e-mailed me back several times stating that there were several stipulations before I could get the bonus. However, Rebecca did not have to abide by those stipulations. I did some research on my own to see if I had to do those things. I contacted the recruitment office and I spoke with the recruiter (Amanda) and I was told that the bonus is purely geographical and there were no stipulations attached to it. She said that if you are placed in a store hard to staff, you are automatically given the incentive. I e-mailed Mr. Ben Hawkins (District Manager) regarding the situation and we had a meeting and I was told that I would get the bonus and I received it in December 2007. After I complained, management began retaliating against me. Ms. Jordan began writing me up for being tardy whereas others were tardy also. I was also disciplined for making a mistake on dispensing medication; however, other pharmacist said that they did not know of anyone else who had been disciplined for that infraction.

On August 21, 2008 I spoke to Mr. Nagle and told him that I was not feeling well, due to my disability and he said that the store was closed because of the Hurricane (Hannah) and he said to keep in touch. On August 22, 2008 I was still ill and I went to the doctor. I was given a note to remain out of work for the next two day. On August 23, 2008 I called saying I would not be in on Sunday. I spoke with Mr. Thompson and I also left a message for Mr. Phillips on his voice mail. I was scheduled out for the next seven days. I returned to work on 9-1-08 and I was told by Mr. Phillips that I was terminated. The reason given was that I did not show up for work on 8-24-08. However, Denise (white) had been out from work and she was not terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT [signature] DATE 10/22/2008

ATTACHMENT 0618

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-002401

DATE ENTERED: 5/6/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/002401/09002401ECD-050609-13034803.PDF

PAGE(S): 1

09-2401

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
08 FEB 14 PM 3:17

2009 MAY -6 A 10:42

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200801057
Name Mr. Christopher McLeroy	**E-Mail Address**	**Date of Birth** 08/05/1971
Mailing Address 4435 Dorthy Drive Apt. 1	**Home Telephone Number (area code)** (850) 526-2414	
City, State, and Zip Code Marianna, FL 32446	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name Cintas	**Number of Employees** 20+	**Telephone Number** (850) 526-0095
Street Address (Branch/Office in Florida) 2379 Commercial Park Drive	**City, State and Zip Code** Marianna, FL 32446	**County** Jackson

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 1/30/2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

During my employment with Cintas, I have been unfairly disciplined, given different terms and conditions, harassed, and subjected to unequal wages, because of my race (black). I have worked as a Service Sales Representative with Cintas since October 2, 2006. When I became employed with Cintas, I was informed by Mike Baltzel (white supervisor) that after I worked a year for the company, I would receive a raise. I asked Mr. Baltzel about my raise in October 2007. He stated that I had to be evaluated in Nov. 2007 and June 2008 before I would be eligible to receive a raise. Brad Warden (who is white), who holds the same job title, and was hired after me, has received a $75.00 weekly raise. On January 3rd and 4th, 2008 I was out sick. Twila Gates (white supervisor) threatened not to pay me for the days I was out, even though I had forty hours of sick leave available. I had to file a complaint with the corporate office in order to get paid for the days I was out. In January 2008, I was unfairly reprimanded twice by Ms. Gates. I feel Ms. Gates is treating me differently because of my race, while treating other white SSR's more favorably. In March 2007, I was denied my full 8% commission of a direct sale on my route. Mr. Baltzel told me that I only received 4% because I didn't make the sale myself. I should automatically receive 8% commission on any sale to a customer that is listed under my sales route makes, regardless if I or another SSR initially conducts the sale. Brian Gammons (white SSR) has received an 8% commission on the same exact type of sale that I only received a 4% commission. On February 4,2008, I was out sick, and another sales associate completed my sales route. The new sales associate missed eight or nine stops on the sales route. Ms. Gates decided to run the invoices through for the stops the sales associate missed. I was written up by Ms. Gates for performing the very same procedure when I was unable to meet with a vendor.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Christopher McLeroy **DATE** 2-13-08

ATTACHMENT 0619

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-002546

DATE ENTERED: 5/14/2009

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2009/002546/09002546ECD-051409-13432443.PDF

PAGE(S): 1

09-2546

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
2009 MAY 14 AM 10:47
DIVISION OF ADMINISTRATIVE HEARINGS

FILED
2008 SEP 29 AM 10:12

A. PERSONAL INFORMATION		FCHR No. 200900380 MS
Name Ms. Melissa Richardson	**E-Mail Address** melissarichardson@gtcom.net	**Date of Birth**
Mailing Address 14500 S Gulf Manor	**Home Telephone Number (area code)** 850-578-3148	
City, State, and Zip Code Perry, FL 32348	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Trinity Food Services	**Number of Employees** 15+	**Telephone Number** 843-908-5049
Street Address (Branch/Office in Florida) 11568 Cottageville Highway	**City, State and Zip Code** Cottageville, SC 29435	**County** Taylor

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-8-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was retaliated against and terminated because of my race (white –married to a black man). I began working with Respondent on August 15, 2008 as a Food Service Supervisor at the Taylor County Correctional Facility. On August 31, 2008, an inmate told me the officers were talking about me in the dorm and they were saying since I was "married to a black man", I was going to be the next staff member to be sleeping with inmates. I reported the incident to Officer Holden and he asked me what I wanted him to do about it. Officer Holden called Captain Valentine and he sent two officers (names not known) to question the inmate about the incident. The following morning I questioned the officers regarding the outcome of the incident. When I reported to work on September 4, 2008, I learned my gate pass had been pulled. Captain Twiggs told me I would have to speak with Warden Harrison regarding my pass. I spoke with Mr. Harrison and he told me he would have to check into the situation and he would get back with me. On September 8, 2008, I met with Warden Harrison and he asked me if I told Captain Stephens if I thought I was being discriminated against. I told him the statement was misconstrued. He then pointed at me and told me I talk too much. When Warden Harrison allowed me to speak, I told him the officers brushed me off daily and I spoke to three different Captains before I was told to write an incident report and that made me feel racism could be the reason I was treated this way. Warden Harrison told me he would check into the incident and if he had made a mistake he would fix it. I did not hear from him in the time he said he would contact me. I spoke with Mr. Jack Myers (District Manager for Trinity Foods) and he told me he was aware of the problem and he feels the situation was a misunderstanding. Mr. Myers said he and Mr. Kevin Day would speak with Mr. Harrison. However, I still have not been allowed to return to work.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Melissa K Richardson	12/19/08

ATTACHMENT 0620

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-002551

DATE ENTERED: 5/14/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/002551/09002551COD-051409-13514051.PDF

PAGE(S): 2

to address the issue. I also was offended by racists remarks that were made by Jared Duncan and I called the owner several times to launch a complaint but he told Jared Duncan to tell me to talk to Mr. Duncan about any problems I had. I could not very well file a complaint with the individual that I was complaining about.

II. Respondent's Reasons for Personal Harm : The Owner, Jim Bartoft told me that I was being fired because of discipline in my personnel file. Yet, several weeks earlier Jim Bertoft had promoted me to Assistant Manager of Training and I had no discipline meted against me from the time of the promotion to the day I was fired.

III. Discrimination Statement: I believe Gold Gym's actions against me were discriminatory based on my race, being a black male. I also believe Gold Gym's actions against me were retaliatory against me as well because of my complaint a week earlier about racist comments in the workplace that had created a hostile work environment for me. I believe Chapter 760, Florida Statutes as well as Title VII of the Civil Rights Act and the Federal EEOC rules and regulations have been violated.

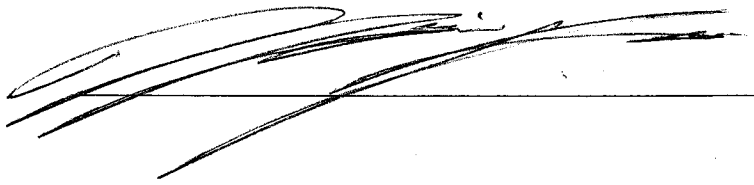
(See Affidavit with Exhibits, which more fully explain the nature and details of this complaint).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED (UNDER THE LAW)

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedure.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**



10/7/08

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
08 OCT -8 AM 8:35

ATTACHMENT 0621

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-002552

DATE ENTERED: 5/14/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/002552/09002552ECD-051409-13524052.PDF

PAGE(S): 1

09-2552

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
FLORIDA COMMISSION ON HUMAN RELATIONS
09 MAY 14 AM 10:56
2008 NOV 18 AM 11:55
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No: 200900429 MS
Name Ms. Massa Hill	**E-Mail Address**	**Date of Birth**
Mailing Address 422 Grail Court	**Home Telephone Number (area code)** 850-254-0385	
City, State, and Zip Code Tallahassee, FL 32301	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Rent A Center	15+	850-878-2138
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
South Adams Street	Tallahassee, FL 32310	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11-15-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was harassed, sexually harassed unfairly disciplined, and subjected to different terms and conditions because of my sex (female) and my race (black). In addition, I was discharged in retaliation for opposing the discriminatory practices. I began working with Respondent in June 2008 as an Account Manager. On or about July 2008, I was sexually harassed by Manager (James Shaw). He locked me in the store, pushed me against the furniture and began groping me. The following day I reported the incident to upper management (Craig and Kevin). I was transferred to another store, however, shortly thereafter I began to experience retaliation. I was given more strenuous duties by Craig (Store Manager). I was told I would have to lift sofas that were 150 pounds and if I complained about it I would be fired. I wasn't allowed to collect my credits from customers because I was sent on deliveries. I was later disciplined for not running my credits. I was subjected to a hostile work environment continually. Also, white employees came in late and were not disciplined. However, if I came in late I was written up. I asked Scott (white co-worker) if he was written up for being late and he said no and if he got a write up it was for "show". He also said that Craig would take his write ups and throw them away My child was sick and I requested to take leave so I could take her to the doctor but my request was denied. The conditions got so bad that I wrote a letter of resignation. However, Craig asked me to stay. On November 15, 2008, I was terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Massa D. Hill	11/18/08

ATTACHMENT 0622

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-002849

DATE ENTERED: 5/22/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/002849/09002849ECD-052209-13340434.PDF

PAGE(S): 1

09-2849

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

2009 MAY 22 A 10:50

DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2009 OCT 30 PM 1:26

A. PERSONAL INFORMATION		FCHR No. 200802943 MS
Name Ms. Dorine L. Alexander		**E-Mail Address** / **Date of Birth**
Mailing Address 376 Marion Oakes Trail		**Home Telephone Number (area code)** 352-291-1753
City, State, and Zip Code Ocala, FL 34473		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Wal Mart	**Number of Employees** 15+	**Telephone Number** 352-891-7512
Street Address (Branch/Office in Florida) 9570 SW SR 200	**City, State and Zip Code** Ocala, FL 34481	**County** Marion

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 11-14-07

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions, denied training, denied a promotion, unfairly disciplined, and terminated because of my race (black) and my color (dark skinned). I began working with Respondent on August 26, 2004. My last position title was Customer Service Supervisor. I along with a white supervisor (Catherine Durham) was assigned to the night shift. Catherine did not do any work and I had to pull all of the cash drawers and handle the accounting issues. I was written up for being late, however, Catherine was late everyday and she was not disciplined. I was given a "D-day" while I was out on approved sick leave. Each time I applied for a manager's position I was told my attendance was a problem, although all of the write-ups were reversed. I complained to the corporate office and I only got a response after I missed out on the quarterly training. In September 2007, I was hospitalized and when I returned to work I applied for a hardship loan and Respondent denied my request. However, Catherine applied for a hardship loan and she received it. My responsibilities also increased while I was on this shift. I was responsible for cashiers, accounting, self check out and stock.

On November 14, 2007 I was terminated, falsely accused of theft and arrested. The allegations were false. I and other supervisors often shared pass codes with each other and cashiers when we were short staffed and extremely busy and nothing was done about it. Catherine was also given vital information about pass codes when employees were under investigation I never received that information.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

DATE 10/28/08

ATTACHMENT 0623

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-002963

DATE ENTERED: 5/28/2009

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2009/002963/09002963COD-092809-16450345.PDF

PAGE(S): 2

Name: Michael Olacire

AFFIDAVIT **Title VII/ADEA/EPA-mail**

I, **Michael Olaciregui** being first duly sworn upon my oath affirm and hereby
(Name)
say:

I have been given assurances by an Agent of the U.S. Equal Opportunity Commission that this Affidavit will be considered confidential by the United States Government and will not be disclosed as long as the case remains open unless it becomes necessary for the Government to produce the affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in accordance with Agency policy.

I am **37** years of age, my gender is **male**, and my racial identity is **Caucasian.**

I reside at [redacted] City of [redacted] County of [redacted] State of [redacted], Zip Code [redacted].

My telephone number is (including area code) : **c/o Law Office of Cathleen Scott, (561) 653-0008.**

My statement concerns **Florida Highway Patrol**
(Name of Union/Corporation, Agency)

which is located at : **2900 Apalachee Parkway Tallahassee, FL 32399**
(Number/Street)

My job classification is (if applicable) **State Trooper**; Date of hire: **January 1997.**
(Job title)

My immediate supervisor (if applicable) **Sgt Ted Crawly.**
(Name) (Job title)

1. **State the basis for your belief that you were discriminated against.**

   See Statement of Particulars

2. **How many employees work for your employer or former employer?**

   15+

3. **What is the nature of the company?**

   Law Enforcement

MO
(initials)

ATTACHMENT 0624

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-003021

DATE ENTERED: 6/4/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/003021/09003021ECD-060409-14180718.PDF

PAGE(S): 1

09-3021

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FILED

2009 JUN -4 A 11:09

DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	FCHR No. 200900268 MS	
Name Ms. Ida Cooper	**E-Mail Address**	**Date of Birth**
Mailing Address 107 Kay Cove	**Home Telephone Number (area code)** 850-862-9858	
City, State, and Zip Code Fort Walton Beach, FL 32547	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Okaloosa County Supervisor of Elections	15+	850-651-7272
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1804 Lewis Turner Boulevard	Fort Walton Beach, FL 32547	Okaloosa

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 9-19-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to different terms and conditions and terminated because of my race (black). I began working with Respondent on July 31, 2007 as an Elections Specialist I. I never received any write ups or verbal counseling regarding my work performance. When I decided to no longer participate in office activities (cooking, crafting, etc.) I noticed a difference in the way I was being treated. I was told I needed to participate in office activities. On September 19, 2008, Ms. Pat Hollarn called me in her office and told me she no longer wanted me to work for her because the job did not fit me. The termination letter stated I was incompetent and inefficient. My performance was never questioned before and I had the same duties as co-worker Kimberly Williams (white). Whenever there was a work related issue, we asked the same questions, but my work was scrutinized more than my white counterpart.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Ida L. Cooper	18 Dec 2008

ATTACHMENT 0625

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-003037

DATE ENTERED: 6/5/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/003037/09003037COD-060509-13240424.PDF

PAGE(S): 1

LORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

2009 JUN -5 A 10:50

DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

2009 DEC -1 AM 11:42

A. PERSONAL INFORMATION		FCHR No. 200900259 EJ
Name Ms. Beverly O. Greenwade		**E-Mail Address** / **Date of Birth** 02/23/1953
Mailing Address 106 Academy Avenue		**Home Telephone Number (area code)** (407) 878-4171
City, State, and Zip Code Sanford, FL 32771		**Work (if possible to call you there)** (386) 238-4647

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Department of Children & Families	15+	
Street Address (Branch/Office in Florida) 210 N. Palmetto Avenue	**City, State and Zip Code** Daytona Beach, FL 32119	**County** Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) June 12, 2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was given different terms and conditions and demoted because of my race (black) and age (over 40). I began employment with the Respondent on June 15, 2007 as a Child Protective Investigator. On June 12, 2008, I was demoted to the position of Economic Assistance Specialist. The reason given for the demotion was the belief that I had endangered the safety of a child. I never received any type of disciplinary action or corrective counseling to indicate that I was not capable of performing my job duties. Other similarly situated employees were treated more favorably. For example, Janet Stott (white, under 40) who was hired at the same time received counseling for poor job performance after she endangered the safety of a child. Ms. Scott was not demoted and she was given the opportunity to improve her job performance; however, I was not. In addition, Child Protective Investigator Tom Smith (white), did not receive any disciplinary action after refusing to go out on a case that he was assigned.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Beverly Greenwade

DATE

11/17/08

ATTACHMENT 0626

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-003097

DATE ENTERED: 6/10/2009

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2009/003097/09003097COD-092809-16343834.PDF

PAGE(S): 1

09-3097 200900413

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY: [ ] FEPA [X] EEOC

CHARGE NUMBER

Florida Commission on Human Relations, Palm Beach County OEO and EEOC

State or local Agency, if any

NAME(Indicate Mr., Ms., Mrs.)
Mr. Nicholas Orsino

HOME TELEPHONE (Include Area Code)
c/o Cathleen Scott, P.A. (561) 655-0008

STREET ADDRESS [redacted] CITY, STATE AND ZIP CODE [redacted] DATE OF BIRTH [redacted]

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
Florida Highway Patrol	15+	

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
2900 Apalachee Parkway	Tallahassee, FL 32399	Leon County

NAME | TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS | CITY, STATE AND ZIP CODE | COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

[ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] AGE
[X] RETALIATION [ ] NATIONAL ORIGIN [X] DISABILITY [ ] OTHER

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) LATEST (ALL)
March 2008- Present

[X] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

Discrimination Statement: I believe that I have been discriminated against on the basis of my disability in violation of the ADA and Florida Statute 760.

See Attached Statement of Particulars.

MELISSA DANIEL
MY COMMISSION # DD727154
EXPIRES October 21, 2011
(407) 398-0153 FloridaNotaryService.com

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Date 11/14/08 Charging Party (Signature)

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)
14/11/08

EEOC FORM 5 (Test 10/94)

ATTACHMENT 0627

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-003569

DATE ENTERED: 7/7/2009

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2009/003569/09003569COD-070709-11425342.PDF

PAGE(S): 1

09-3569

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED 2009 DEC 29 AM 10:12

2009 JUL -7 AM 9:

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200900640 MS
Name Ms. Melissa Richardson	**E-Mail Address** melissarichardson@gtcom.net	**Date of Birth**
Mailing Address 14500 S Gulf Manor	**Home Telephone Number (area code)** 850-578-3148	
City, State, and Zip Code Perry, FL 32348	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida Department of Corrections	**Number of Employees** 15+	**Telephone Number** 850-838-4000
Street Address (Branch/Office in Florida) 8501 Hampton Springs Road	**City, State and Zip Code** Perry, Florida 32348	**County** Taylor

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-8-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was retaliated against and terminated because of my race (white –married to a black man). I began working with Respondent on August 15, 2008 as a Food Service Supervisor at the Taylor County Correctional Facility. On August 31, 2008, an inmate told me the officers were talking about me in the dorm and they were saying since I was "married to a black man", I was going to be the next staff member to be sleeping with the inmates. I reported the incident to Officer Holden and he asked me what I wanted him to do about it. Officer Holden called Captain Valentine and he sent two officers (names not known) to question the inmate about the incident. The following morning I questioned the officers regarding the outcome of the incident. Finally an incident report was done. When I reported to work on September 4, 2008, I learned my gate pass had been pulled. Captain Twiggs told me I would have to speak with Warden Harrison regarding my pass. I spoke with Mr. Harrison and he told me he would have to check into the situation and he would get back with me. On September 8, 2008, I met with Warden Harrison and he asked me if I told Captain Stephens if I thought I was being discriminated against. I told him the statement was misconstrued. He then pointed at me and told me I talk too much. When Warden Harrison allowed me to speak, I told him the officers brushed me off daily and I spoke to three different Captains before I was told to write an incident report and that made me feel racism could be the reason I was treated this way. Warden Harrison told me he would check into the incident and if he had made a mistake, he would fix it. I did not hear from him in the time he said he would contact me. I spoke with Mr. Jack Myers (District Manager for Trinity Foods) and he told me he was aware of the problem and he feels the situation was a misunderstanding. Mr. Myers stated he and Mr. Kevin Day would speak with Mr. Harrison. However, I still have not been allowed to return to work.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Melissa Richardson	12/19/08

ATTACHMENT 0628

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-004130

DATE ENTERED: 8/3/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/004130/09004130ECD-080309-11475847.PDF

PAGE(S): 1

09-4130

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FILED 08 AUG -3 A 11:08 DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200900112 DH
Name Ms. Ursula N. Jones	**E-Mail Address** ufountain@yahoo.com	**Date of Birth**
Mailing Address 6937 Woodley Drive		**Home Telephone Number (area code)** (850) 346-1031
City, State, and Zip Code Pensacola, FL 32503		**Work (if possible to call you there)** (850) 436-1143

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
~~AT&T~~	~~15+~~	~~(850) 436-1143~~
Street Address (Branch/Office in Florida) 605 West Garden Street	**City, State and Zip Code** Pensacola, FL 32503	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) August 1, 2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was demoted because of my race (black). I began my employment with Respondent on October 17, 2005 as a Sales Associate. On June 1, 2008, Center Leader Ron Nelson (white) promoted me to Sales Coach. On July 17, 2008, Mr. Nelson left the Pensacola area and Center Leader Paula Neff became Center Leader over both locations. On July 25, 2008, Ms. Neff told me I would be demoted to a Sales Associate on August 1, 2008. On August 1, 2008, Aaron Glancey (white) was placed in the Sales Coach position.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Ursula N. Jones 1-13-2009

ATTACHMENT 0629

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-004131

DATE ENTERED: 8/3/2009

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2009/004131/09004131COD-080309-11482648.PDF

PAGE(S): 1

EEOC Form 5 (5/01)

09-4131

2009012772

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC — 510-2009-02612

Florida Commission On Human Relations and EEOC

State or local Agency, if any

FILED
2009 AUG 27 A 11:08
DIVISION OF ADMINISTRATIVE HEARINGS

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Mr. Scott Roberts	**(407) 468-0885**	**06-19-1962**

Street Address: **2839 W. Fairbanks, Winter Park, FL 32789** — City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
CITY OF APOPKA	**500 or More**	**(407) 703-1703**

Street Address: **120 E. Main Street, Apopka, FL 32703** — City, State and ZIP Code

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address — City, State and ZIP Code

RECEIVED
2009 AUG 27 PM 4:53
FLORIDA COMMISSION ON HUMAN RELATIONS

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

- [ ] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [ ] RETALIATION
- [ ] AGE
- [X] DISABILITY
- [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
09-29-2008	**09-29-2008**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

1) I was denied re-hire to the position of Engineer-Paramedic on or about September 29, 2008. I was previously employed by the Respondent as an Engineer-Paramedic until I retired on November 4, 2004 with a Disability Pension.

2) The Respondent Representative, Mr. Richard Anderson, Chief Administrative Officer, gave no reason for my being denied re-hire.

3) I believe that I have been discriminated against because I am Regarded As Disabled in violation Of the Americans with Disabilities Act of 1990.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Feb 25, 2009 — Scott Roberts

Date — *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0630

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-004233

DATE ENTERED: 8/7/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/004233/09004233ECD-080709-14232923.PDF

PAGE(S): 1

09-4233

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

09 FEB 26 PM 3:46

FILED

2009 AUG -7 A 8:58

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		
Name Jean G. Chery	**FCHR No.**	
	E-Mail Address None	**Date of Birth** 6-7-63
Mailing Address 775 Pelican Court	**Home Telephone Number (area code)** 863-557-4699	
City, State, and Zip Code Kissimmee, FL 34759	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Polk County School Board	**Number of Employees** +15 or more	**Telephone Number** 863-534-0500
Street Address (Branch/Office in Florida) 1915 S. Floral Avenue	**City, State and Zip Code** Bartow, FL 33831	**County** Polk

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

XX ☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP

XX ☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 01/09/09

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was terminated for allegedly being insubordinate. However, the claim is baseless. My immediate supervisor approached me about signing a modified schedule that did not accurately reflect the hours that I was working. Prior to that I had submitted a scheduled (referred to as a golden rod) and he refused to accept it. That schedule accurately reflected the hours that I worked. Other drivers, not in my protected class, were allowed to claim a 40 hour work week when in fact they worked less than that. The supervisor and the superintendent wanted me to receive less pay for performing the same work as my white female co-workers. I believe that I am being subjected to this disparate treatment because of my race, color and national origin.

ANGELA THOMAS
MY COMMISSION # DD753118
EXPIRES January 28, 2012
(407) 398-0153 FloridaNotaryService.com

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

DATE 2/26/2009

ATTACHMENT 0631

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-004605

DATE ENTERED: 8/20/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/004605/09004605ECD-082009-14035203.PDF

PAGE(S): 1

200901094

09-4605

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FILED 2009 AUG 20 A 11:07

A. PERSONAL INFORMATION		
Name Mr. Timothy C. Harris	**FCHR No.** 200901094 **MS** **E-Mail Address**	**Date of Birth**
Mailing Address 13309 Little Gem Circle	**Home Telephone Number (area code)** 239-765-5534	
City, State, and Zip Code Fort Myers, FL 33913	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Pelican Bay Foundation, Inc.	**Number of Employees** 15+	**Telephone Number** 239-597-8081
Street Address (Branch/Office in Florida) 6251 Pelican Bay Boulevard	**City, State and Zip Code** Naples, FL 34108	**County** Collier

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	(month, day, year) 2-15-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was harassed, denied wages and terminated because of my race (black) and my color (dark-skinned). I began working with Respondent on March 14, 2007 as Director of Technology. From the beginning of my employment I endured constant harassment and discriminatory remarks. On my first day of employment, I arrived to find that the computer system had crashed and I was given the responsibility to get the system up and running. I worked constantly with little to no time off and I was not compensated for it. In January 2008, during one of our meetings/luncheon, Lisa Bower (white - management) stated, "Smile Tim, so I can see you". Ms. Bower was also responsible for choosing new colors for office renovation. The colors she chose for the office were "Slip Knot and Cotton Field". I was also called "tar baby" by Controller Larry Tomsic (white). I complained Human Resources about this discriminatory conduct on a daily basis and nothing was done about it. In February 2008, a consulting firm was brought in to assist me with the computer issues. During this time, the consultants made it appear I was not doing my job by constantly sabotaging my work. I was no longer included in the manager's meetings. However, I was told on several occasions my job was safe and I had nothing to worry about. On February 15, 2008, I was called in the office and told I was no longer needed. The reason given was I am too technical and unapproachable. I was replaced with a white male.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
T. Harris	2-16-08

ATTACHMENT 0632

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-004764

DATE ENTERED: 9/2/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/004764/09004764COD-090209-11545154.PDF

PAGE(S): 1

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:	Agency(ies) Charge No(s):
☐ FEPA	
☒ EEOC	510-2009-02230

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(Indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Ms. Peta-Gaye Morris	**(954) 274-4397**	**02-14-1974**

Street Address: **8530 N.W. 54th Court, Fort Lauderdale, FL 33351** City, State and ZIP Code

FILED SEP - 2 DIVISION OF ADMINISTRATIVE HEARINGS 10:19

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
AIRTRAN AIRWAYS	**15 - 100**	**(800) 965-2107**

Street Address: **300 Terminal Drive, Fort Lauderdale, FL 33315** City, State and ZIP Code

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN

☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER *(Specify below.)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
02-01-2008	04-07-2008

☐ CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

I am Black. I was employed by the respondent as a Supervisor that oversees the Ramp/Customer Service Agents. I was terminated on April 7, 2008.

In February 2008, Dan Millgren, White, became my new Station Manager. During my employment Mr. Millgren would treat Black agents on OJI differently than non-White agents. Additionally Black Supervisors were treated differently in regard to time; attendance and meetings than non-Blacks. Because I complained about how non-Blacks were being treated. I believe I was terminated in retaliation for this.

I believe I have been discriminated and retaliated against because of my race, Black in violation of Title VII of the Civil Rights Acts of 1964, as amended

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Feb 06, 2009 X [signature]

Date *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

ATTACHMENT 0633

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-004807

DATE ENTERED: 9/4/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/004807/09004807COD-090409-12212121.PDF

PAGE(S): 1

09-4807

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY
☐ FEPA
☐ EEOC

CHARGE NUMBER

FILED
2009 SEP -4 A 10:52
DIVISION OF ADMINISTRATIVE HEARINGS

State or Local Agency, if any and EEOC

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Mr. Doug Foreman, Jr.	(386) 307-3330

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
1140 S. Ridgewood Ave.	Daytona Beach, FL 32114	07/23/74

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (*If more than one list below*).

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
Daytona IHOP, Inc.	In excess of 15	(386) 255-9629

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
2204 S. Atlantic Ave.	Daytona Beach, FL 32118	Volusia

NAME	HOME TELEPHONE (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON(*Check appropriate box(ex)*)

☑ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ AGE

☐ RETALIATION ☐ NATIONAL ORIGIN ☐ DISABILITY ☐ OTHER (*Specify*)

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) — April 2007
LATEST (ALL) — March 2008

☐ CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I. I believe that I have been discriminated against by the International House of Pancakes ("IHOP") because of my race (black) in direct violation of Title VII of the 1964 Civil Rights Act, as amended.

II. See Exhibit "A" for additional information.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Doug Foreman

Date 2-20-09 Charging Party (*Signature*)

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Doug Foreman

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)

PATRICIA MOSES
MY COMMISSION EXPIRES
September 10, 2011
#DD 698765
Notary Public Underwriters
NOTARY PUBLIC, STATE OF FLORIDA

EXHIBIT
B

EEOC FORM 5 (Test 10/94)

ATTACHMENT 0634

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-005221

DATE ENTERED: 9/23/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/005221/09005221COD-092309-13043004.PDF

PAGE(S): 1

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

09-5221

AGENCY	CHARGE NUMBER
[ ] FEPA [X] EEOC	510-2009-02826

and EEOC

State or local Agency, if any

FILED
2009 SEP 23 A 11:02
DIVISION OF ADMINISTRATIVE HEARINGS

NAME(Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Mr. Michael E. Hogg, Sr.	386-631-0531 (c)

STREET ADDRESS / CITY, STATE AND ZIP CODE	DATE OF BIRTH
241 Reva St., Daytona Beach, FL 32114	03/04/2005

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
Arena Sports Cafe	15+	386-492-5905

STREET ADDRESS / CITY, STATE AND ZIP CODE	COUNTY
180 N. Beach St., Daytona Beach, FL 32114	VOLUSIA

NAME	TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS / CITY, STATE AND ZIP CODE	COUNTY

09 APR 22 PM 3:18

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] AGE
[X] RETALIATION [ ] NATIONAL ORIGIN [ ] DISABILITY [ ] OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE

1/9/09

[ ] CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was employed for a period since August of 2008. I last held the position of cook. My race is African American.

I was terminated on January 9, 2009, due to what my employer stated was my job performance.

Prior to being terminated, my boss had referred to me as the "n" word to which I had objected. At one time there were eleven (11) or twelve (12) African American employees. Now I believe there is only one African American employee. I was replaced by a Caucasian employee who was less qualified.

I believe I have been terminated based upon my race as well as objecting to a racial term in violation of the Federal Employment Discrimination Act as well as the Florida Civil Rights Act of 1992.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Michael E. Hogg Sr.

Date 2/19/09 Charging Party (Signature)

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)
2/19/09

CONSTANCE A. SHINIVASAN
Notary Public, State of Florida
My Comm. Expires June 13, 2012
Commission No. DD 708305

EEOC FORM 5 (10/94) FL DL H200-545-72-321-4

ATTACHMENT 0635

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-005281

DATE ENTERED: 9/28/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/005281/09005281ECD-092809-16082808.PDF

PAGE(S): 1

69-5281

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
08 JUL 31 AM 10: 12

2009 SEP 28 PM 1:43

DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		FCHR No. 200802315 EJ
Name Ms. Valeria Gaskin	**E-Mail Address**	**Date of Birth** 12-11-64
Mailing Address P.O. Box 1294		**Home Telephone Number (area code)** (407) 272-1200
City, State, and Zip Code Sanford, FL 32772		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Seminole County Transportation	**Number of Employees** 15+	**Telephone Number** (407) 320-7513
Street Address (Branch/Office in Florida) 820 E State Road 434	**City, State and Zip Code** Winter Springs, FL 32708	**County** Seminole

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION	05/30/2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was subjected to disparate terms and conditions, constructive discharge because of my sex (female), race (black), and age (over 40). Other similarly situated employees (under 40) (white) (male) were allowed to use their cell phones at work and I was not. On May 30, 2008, I was forced to resign for allegedly engaging in sexually inappropriate behavior while at work with another employee William Boone (male). Mr. Boone was not terminated and was allowed to continue working for the company.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE

Valeria Gaskin — July 22, 2008

ATTACHMENT 0636

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-005546

DATE ENTERED: 10/13/2009

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2009/005546/09005546COD-101309-15514851.PDF

PAGE(S): 1

2008016655 MS

FLORI COMMISSION ON HUMAN REL IONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

09-5546APD

CHARGE OF DISCRIMINATION

FILED
2009 OCT 13 A 11:27
DIVISION OF ADMINISTRATIVE HEARINGS

FCHR No.

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Thomas Byrd 09 APR 20 AM 9:00	[redacted]	**11/11/1958**

Street Address	Home Telephone Number (area code)
18624 Bradenton Road	(239) 267-0710
City, State, and Zip Code	**Work (if possible to call you there)**
Fort Myers, Florida 33967	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Leware Construction Co. of Florida, Inc.	15+	352-787-1616

Street Address	City, State, and Zip Code	County
925 Thomas Avenue	Leesburg, Florida 34748-3628	LAKE

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [X] DISABILITY
[ ] NATIONAL ORIGIN [X] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 11/6/2008

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I am a 50-year old, white male citizen. In February of 2008, I was recruited by Leware Construction Company to work as a Crane Operator at $22 an hour. Upon beginning work in February of 2008, I learned I would be paid $18 an hour. In October of 2008, I learned that I had [redacted] In November of 2008, I disclosed this information to my employer. I was terminated from employment the next day. I believe I have been discriminated against based on my age and my perceived disability and that my company decided that I was no longer able to perform my duties upon learning that I had [redacted] I was fully able to perform all of duties of my job without an accommodation at the time I was terminated from employment. Also, all of the other crane operators received a per diem of $70 a week and I was never given any per diem.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Thomas Byrd

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME this 8 **day of** April, **2009, by** Thomas Byrd, **who presented a Florida Driver License as identification.**

JUSTIN RICCIO
Notary Public - State of Florida
My Commission Expires May 22, 2011
Commission # DD 871356
Bonded Through National Notary Assn.

ATTORNEY OF RECORD: Law Office of Gary Lee Printy, Gary Lee Printy, Esq., 1804 Miccosukee Commons Dr[illegible] Tallahassee, FL 32308-5471 Tel (850) 877-7299

ATTACHMENT 0637

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-005810

DATE ENTERED: 10/21/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/005810/09005810HDC-102109-15412741.PDF

PAGE(S): 1

09-5810

FILED
2009 OCT 21 A 11:03
DIVISION OF
ADMINISTRATIVE
HEARINGS

November 21, 2007

HOUSING DISCRIMINATION COMPLAINT

CASE NUMBER: 04-08-0181-8
FCHR NUMBER: 27-92344H

1. Complainants

Samantha Bookman
108 Louise Drive
Crestview, FL 32536

2. Other Aggrieved Persons

None.

3. The following is alleged to have occurred or is about to occur:

Discriminatory terms, conditions, privileges, or services and facilities.
Failure to make reasonable accommodation.

4. The alleged violation occurred because of:

Race and handicap.

5. Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):

1403 El Prado Drive
Tallahassee, FL 32304

6. Respondent(s)

Donna Korb, Manager
The Preserve at San Luis
1350 Derado Drive
Tallahassee, FL 32304

Angie Seals, Regional Manager
Greystar, Inc.
dba The Preserve at San Luis
4511 N Himes Avenue
Tampa, FL 33614

7. The following is a brief and concise statement of the facts

ATTACHMENT 0638

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-006377

DATE ENTERED: 11/19/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/006377/09006377ECD-111909-14161716.PDF

PAGE(S): 1

09-6377

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

FILED
2009 NOV 19 A 11:14
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

2009016 83

EMPLOYMENT CHARGE OF DISCRIMINATION		FCHR No.
Name (Indicate Mr. Or Ms.) **Derek A. Robinson**	Email Address **N/A**	Date of Birth **7/19/60**
Mailing Address **2109 East 8th Court**	Home Telephone Number (area code) **850-784-3622**	
City, State, and Zip Code **Panama City, FL 32401**	Work (if possible to call you there) **cell-850-774-6121**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Gulf Coast Community College	**100+**	**(850) 769-1551**
Street Address (Branch/Office in Florida) **5320 West Highway 98**	City, State and Zip Code **Panama City, FL 32401**	County **Bay**

CAUSE OF DISCRIMINATION BASE ON - Check appropriate box(es)
X RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS X RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) **February 10, 2009**

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

I am an African American male. I was fired on February 10, 2009, for no good reason. I began work at Gulf Coast Community College on January 26, 1998. I was a custodian and was never written up for anything prior to John Westcott coming to work as the Maintenance Supervisor in the spring of 2008. Shortly after Mr. Westcott was hired, he said to my supervisor, Dan Doherty, referring to me, "his gravy train is over." (see next page for more information)

II. Respondent's Reason for Personal Harm

III. Discrimination Statement:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

PLEASE DUAL FILE WITH: U. S. Equal Employment Commission
501 East Polk Street, Ste 1020
Tampa, Florida 33602

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are

SIGNATURE OF COMPLAINANT

Derek A. Robinson

DATE

4-22-09

ATTACHMENT 0639

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-006424

DATE ENTERED: 11/20/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/006424/09006424M-112009-14494149.PDF

PAGE(S): 1

09-6424

FILED
09 NOV 20 AM 10:51
DIVISION OF ADMINISTRATIVE HEARINGS

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS, on behalf of BAHIYYIH WATSON,

Petitioner,

vs.

CHRISTINA VIERING,

Respondent.
_____/

DOAH No.:
FCHR No.: 2009H0066

PETITION FOR RELIEF

COMES NOW Petitioner, FLORIDA COMMISSION ON HUMAN RELATIONS, by and through its undersigned attorneys, and files this Petition for Relief from a Discriminatory Housing Practice and alleges:

Essential Allegations of Material Fact

1. Petitioner, FLORIDA COMMISSION ON HUMAN RELATIONS (hereinafter referred to as the "Commission") is a state governmental agency charged with the responsibility of investigating complaints of housing discrimination filed pursuant to the Florida Fair Housing Act. FLA. STAT. chs. 760.22-.37 (2009).

2. Respondent is a private landlord who owns several condominiums and a duplex in addition to the rooms that she rented in the subject property.

3. BAHIYYIH WATSON (hereinafter referred to as "Ms. Watson") is black and practices the Yoruba religion. Ms. Watson kept altars in her room as a part of the practice of her religion.

ATTACHMENT 0640

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-006598

DATE ENTERED: 12/2/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/006598/09006598COD-120209-15220222.PDF

PAGE(S): 1

EEOC Form 5 (5/01)

09-6598 200902678

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

[ ] FEPA
[X] EEOC **425-2009-01056**

FILED 2009 DEC 22 AM 9:07 FLORIDA COMMISSION ON HUMAN RELATIONS ADMINISTRATIVE HEARINGS

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Mrs. Bridgette Y. Holt	**(850) 457-9112**	**05-13-1966**

Street Address: **127 Marine Drive, Pensacola, FL 32507** City, State and ZIP Code:

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
SYNERGY SOLUTIONS	**201 - 500**	**(602) 296-1642**

Street Address: **700 East Gregory, Pensacola, FL 32501** City, State and ZIP Code:

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address: City, State and ZIP Code:

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER *(Specify below.)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
10-23-2008	**10-23-2008**

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

I am Black. I worked for Respondent as a Credit Education Specialist since June 20, 2008. On October 23, 2008, two black skeletons were hanging up by the neck and hands along with other Halloween decorations. On October 23, 2008, shortly after seeing the black skeletons, I complained to Troy Dougherty (White, Night Manager) and approximately one hour later the skeletons were removed. Since this event, no other incidents of racial harassment have occurred. I believe I was harassed because of my race, Black.

I believe I was discriminated against in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Aug 12, 2009 Bridgette Y. Holt
Date *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

ATTACHMENT 0641

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-006616

DATE ENTERED: 12/4/2009

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2009/006616/09006616COD-120409-15271427.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 200
Tallahassee, Florida 32301

Dave 20090253

CHARGE OF DISCRIMINATION

FCHR No.

FILED
2009 DEC -4 A 10:58
DIVISION OF ADMINISTRATIVE HEARINGS

09.6616

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Erica Perkins	568-89-1920	02-18-1969

Street Address	Home Telephone Number (area code)
3700 Capitol Circle SE, #903	(850) 765-0383
City, State, and Zip Code	**Work (if possible to call you there)**
Tallahassee, Florida 32311	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Florida Division of Emergency Management	15+	(850) 413-9969

Street Address	City, State, and Zip Code	County
2555 Shumard Oak Boulevard	Tallahassee, Florida 32399	LEON

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[ ] RACE [ ] COLOR [X] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 09/04/2008

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

See Attachment

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
09 JUL 30 PM 3:20

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Erica Perkins **DATE** 7/29/09

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME this 29th **day of** July **, 2009, by Erica Perkins, who presented a Florida Driver License as identification.** Jan M. Lewis

JAN M. LEWIS
Commission DD 666178
Expires August 11, 2011
Florida Notary Assn., Inc. (850) 877-7299

ATTORNEY OF RECORD: Law Office of Gary Lee Printy, Gary Lee Printy, Esq., 1804 Miccosukee Commons Dr., Ste. 200, Tallahassee, Florida 32308, Tel. No. (850) 877-7299

ATTACHMENT 0642

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-007035

DATE ENTERED: 12/24/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/007035/09007035ECD-122409-12542154.PDF

PAGE(S): 1

09-7035

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FILED
2009 DEC 21
DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION		FCHR No.
Name (Indicate Mr. or Ms.) Ms. M. Angella Williams	**Social Security #** [redacted]	**Date of Birth** August 15, 1968
Street Address 967 N.W. Leonardo Circle	**Home Telephone Number (area code)** (772) 345-1354	
City, State, and Zip Code Port St. Lucie, FL 34986	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Crown Wine & Spirit	> 100	(954) 763-6831
Street Address (Branch/Office in Florida) 910 N.W. 10th Place	**City, State and Zip Code** Ft. Lauderdale, FL 33311	**County** Broward

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
✖ RACE ☐ COLOR ✖ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ✖RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) July 11, 2008

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm: On June 16, 2008, I requested temporary accommodations due to medical issues relating to pregnancy. My employer had previously been aware that I was pregnant. My employer advised me that they terminated my employment effective October 4, 2008, claiming I had voluntarily resigned. I did not in fact resign. I was discriminated against because of my pregnancy. Additionally, I was discriminated against on the basis of sex(female) and race (African -American). I had sought to work at home temporarily during my pregnancy. This request was denied. However, I am aware that other white male employees were allowed to work from home after they had medical issues. Additionally, I was subjected to retaliation after rejecting sexual advances from my supervisor. Additionally, I believe that I was discriminated against on the bases or race and sex by being paid less than similarly situated white male employees.

II. Respondent's Reason for Personal Harm: The company sent me a letter on December 29, 2008, which states that the company claims I voluntarily resigned as of October 4, 2008.

III. Discrimination Statement: I believe I have been discriminated against because of my Race - African-American, Sex – female and due to my pregnancy. I was also fired due to Retaliation for having rejected sexual advances of a supervisor, all of which is a violation of Chapter 760 of the Florida Civil Rights Act.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S). I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

FLORIDA COMMISSION ON HUMAN RELATIONS
09 MAY 26 PM 1:53

SIGNATURE OF COMPLAINANT **DATE May 21, 2009**

ATTACHMENT 0643

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 09-007036

DATE ENTERED: 12/24/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/007036/09007036ECD-122409-12544654.PDF

PAGE(S): 1

09-7034

ORIDA COMMISSIO. ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2009 MAY 22 PM 1:46

FILED
2009 DEC 24 PM 5:

DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200901592	MS
Name Ms. Shirley Fleming-Brickous		**E-Mail Address** SSfmva@hotmail.com	**Date of Birth** 3/8/67
Mailing Address 1803 Plata Court		**Home Telephone Number (area code)** 321-626-4219	
City, State, and Zip Code Rockledge, FL 32955		**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Brevard County, Florida Sheriff's Dept.	**Number of Employees** 15+	**Telephone Number** 321-264-5201
Street Address (Branch/Office in Florida) 700 Park Avenue	**City, State and Zip Code** Titusville, FL 32780	**County** Brevard

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	5-30-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was subjected to different terms and conditions and involuntarily transferred in retaliation for complaining about the practices. I began working with the Brevard County Sheriff's Department in October 2002. My position title at the time of discharge was Personnel Specialist. While employed with this agency I endured a hostile work environment. I filed a formal complaint against Imogene Mullins (Human Resources Manager). I was reassigned to Human Resources to work under the same person I filed the complaint against. I was treated less favorably than my white counterparts. More specifically, I was given additional duties and I was not compensated for them; whereas white employees were paid to do additional work. On or about March 2008, I applied for another position at the jail. I was informed by another employee that a decision had already been made as to who was going to get the job. I went for the interview and I later learned it was given to a white male.

The conditions were so bad a reasonable person would not be able to tolerate it and on May 30, 2008, I quit my job.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Shirley Fleming-Brickous	5/16/09

ATTACHMENT 0644

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-000228

DATE ENTERED: 1/14/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/000228/10000228ECD-011410-15382038.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

10-228

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
10 JAN 14 AM 10:21
FILED
2009 JUN -4 PM 2:57
ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION	FCHR No. 200901477 DH
Name Ms. Latara J. Harris	**E-Mail Address** / **Date of Birth** 10/07/1980
Mailing Address 1608 Belfast Street	**Home Telephone Number (area code)** (251) 479-2757
City, State, and Zip Code Mobile, AL 36605	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
AT&T	15+	(850) 436-1143
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
605 West Garden Street	Pensacola, FL 32502	Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): April 24, 2009

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been harassed, suspended, and disciplined because of my race (black) and in retaliation for filing a racial complaint with Equal Employment Opportunity Commission (EEOC) in September 2008.

Since filing my complaint in September 2008 I have been continuously harassed and threaten by Center Leader Sherrie Jones, Manager Frank Cagle, Manager Zack Fleming and Area Director of Consumer Affairs Terrie Crawford. On January 27, 2009 I was informed by a co-worker that I was being investigated for a comment I made during a conversation with another co-worker, Kevin Harris (white). On March 3, 2009 the investigation was concluded and Center Leader Sherry Jones (white) gave me a written reprimand and suspended me.

On April 24, 2009 Ms. Jones called me into her office for a partnership meeting and again threatened me with discharge.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Latara J. Harris

DATE: 05/28/09

ATTACHMENT 0645

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-000229

DATE ENTERED: 1/14/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/000229/10000229COD-011410-15391339.PDF

PAGE(S): 1

EEOC Form 5 (5/01)

10-229

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

RECEIVED

Charge Presented To:	Agency(ies) Charge No(s):
[ ] FEPA	
[X] EEOC	425-2008-01001

FILED
10 JAN 14 AM 10:22
DIVISION OF ADMINISTRATIVE HEARINGS

Florida Commission On Human Relations and EEOC
State or local Agency, if any

2008 SEP 11 PM 1:09

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Latara Harris EEOC MLO	**(251) 479-2757**	

Street Address: **1608 Belfast Street, Mobile, AL 36605** City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
AT&T	**500 or More**	**(850) 436-1143**

Street Address: **605 West Garden Street, Pensacola, FL 32502** City, State and ZIP Code

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address City, State and ZIP Code

FLORIDA COMMISSION ON HUMAN RELATIONS RECEIVED FILED 2008 SEP 15 PM 2:53

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[X] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE
Earliest: **02-23-2008** Latest: **09-04-2008**
[ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I believe the Respondent discriminated against me because of my race, Black, and suspended me on September 4, 2008, because of my race and in retaliation for filing an internal discrimination complaint.

On July 15, 2008, I filed an internal complaint with the ethics hotline that Carrie Williams (White, Sales Rep.) used the word "nigger" during a meeting. The Center Lead, Paula Ness, laughed and reported Mrs. Williams did not mean it because she is married to a Black male. Upon information and belief, disciplinary action was not taken against Mrs. Williams.

On July 24, 2008, I complained about discrimination within the Pensacola, FL facility. My complaint was in writing and addressed to Terrie Crawford (VP of Consumer Affairs) and Liz Gunn (Regional President of Premiere Accounts). Ms. Gunn did not respond to my complaint. I met with Ms. Crawford on July 25, 2008. I also met with the HR Representative, Kathy Bahrambeigian, on September 3, 2008. She informed me that the Respondent would investigate the allegations. Right after my meeting with Ms. Bahrambeigian, Zack Flemming (Manager) informed me that I was under investigation for violation of secrecy of communication. The Respondent asserts that I violated the code of conduct; however, this allegation is false. A review of the conduct code does not address this issue.

Continued on page 2

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

09-08-08 *Latara Harris*
Date Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0646

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-000518

DATE ENTERED: 2/3/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/000518/10000518COD-020310-11485848.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

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FLORIDA COMMISSION ON
HUMAN RELATIONS

10-0518

FILED

2010 FEB -3 A 10:52

DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION		FCHR No. 200901788 4 MS
Name Mr. Floyd Middleton, Jr.		**E-Mail Address** / **Date of Birth**
Mailing Address 820 Maplewoods Drive		**Home Telephone Number (area code)** 850-393-9941
City, State, and Zip Code Pensacola, FL 32534		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Federal Express	**Number of Employees** 15+	**Telephone Number** 850-484-5562
Street Address (Branch/Office in Florida) 5903 N W Street	**City, State and Zip Code** Pensacola, FL 32505	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 1-19-09

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American male with a disability. I was harassed, unfairly disciplined, subjected to different terms and conditions and terminated because of my race and disability. I began working with Federal Express on September 26, 1996 as a Courier. I endured constant harassment from my supervisor, Mr. Pat Gaal. I was constantly compared to white employees. I was told I had to do certain procedures other employees did not have to do. When I asked why I had to do them Mr. Gaal told me the other employees (Ray Milam –white, Rayburn-white and Rick Jamar – white) were protected and I was not. I was also referred to as "boy". I was written up for not getting back to the station on time. However, other non-African American employees (Rick Hazen, Derrick Crowe and Jose Rivera) did the same thing and were not disciplined.
I was not allowed to take time off for my appointments related to my disability. Mr. Gaal also made remarks regarding my disability in the presence of other employees who began asking me if I was okay.

On January 19, 2009, I was terminated. The reason given was falsification issues. However, Ron Reeves (white) had a falsification case and still works for the company.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT — **DATE**

6/8/09

ATTACHMENT 0647

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-000638

DATE ENTERED: 2/10/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/000638/10000638COD-021010-12313031.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED
2010 FEB 10 A 10:50

A. PERSONAL INFORMATION		FCHR No. 200902761 DH
Name Mr. Alexander Wolfe	**E-Mail Address** wolfeticket@hotmail.com	**Date of Birth** 10/14/1969
Mailing Address 1501 Graduate Court	**Home Telephone Number (area code)** (239) 898-8910	
City, State, and Zip Code Lehigh Acres, FL 33971	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Frito-Lay	15+	(239) 936-7667
Street Address (Branch/Office in Florida) 10868 Metro Parkway	**City, State and Zip Code** Fort Meyers, FL 33966	**County** Lee

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) September 15, 2008

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was suspended and terminated because of my race (black). I began my employment with Respondent in September 2006 at the time of termination I held the position of Un-loader. On or about September 10, 2008 Zone Manager Carlos Carnizares advised me that I was being suspended indefinitely for taking merchandise. On or about September 15, 2008 I received my termination letter in the mail. Warehouse Loader Donald Kane and Michael Peterson two white employees were not suspended nor were they terminated for taking merchandise.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Alexander Wolfe

DATE: 9-4-09

ATTACHMENT 0648

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-000955

DATE ENTERED: 2/23/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/000955/10000955COD-022310-14195819.PDF

PAGE(S): 1

200901889 M.S.

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

10-0955

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FLORIDA COMMISSION ON
HUMAN RELATIONS

2010 FEB 23 A 10:43

DIVISION OF
ADMINISTRATIVE
HEARINGS

2009 JUN 16 PM 1:02

A. PERSONAL INFORMATION		FCHR No. 200901889 MS
Name Ms. Zina Johnson		**E-Mail Address** / **Date of Birth**
Mailing Address ~~136A~~ Pinnacle Drive 1365A		**Home Telephone Number (area code)** 850-473-8057
City, State, and Zip Code Pensacola, FL 32504		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Workforce Escarosa	**Number of Employees** 15+	**Telephone Number** 850-607-8700
Street Address (Branch/Office in Florida) ~~3607~~ B North L Street 3670	**City, State and Zip Code** Pensacola, FL 32501	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 12-10-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I believe I was unfairly disciplined, harassed because of my race. In addition, I was discharged in retaliation for complaining about the discriminatory practices. I began working with Workforce Escarosa on June 16, 2008 as a Customer Service Representative. When Workforce Escarosa took over this contract, I was the only African American on the "Core Team". I became the subject of racial jokes and harassment by a co-worker, Ms. Julia Lockhart (white). At the time of these incidents I was not inclined to make a formal complaint to Ms. Maggie Thomas (Manager) because I felt I had been branded the "angry black woman". On November 10, 2008, an African American program participant (Katrina Harmon) confided in me that she felt she was being mistreated by Ms. Lockhart at the front counter and she wanted to be placed in another location in order to complete her volunteer hours. These matters were brought to the attention of Ms. Thomas however nothing was said to Ms. Lockhart or done to remedy the situation. On December 8, 2008, I was reprimanded by Ms. Thomas regarding the incidents with Ms. Lockhart, Ms. Harmon and myself. When I attempted to express my concerns about the issues being a "black/white issue between myself and Ms. Lockhart. Ms. Thomas told me she did not want to hear it and ended the conversation. On December 10, 2008 I was terminated. The reason given was I was demoralizing a white co-worker (Teasha) who I worked with for 8 years with no problems. Also this co-worker was not in the office at the time the incident occurred.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT — **DATE**

Ms Zina Johnson — June 15, 2009

ATTACHMENT 0649

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-000958

DATE ENTERED: 2/23/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/000958/10000958COD-022310-14441444.PDF

PAGE(S): 1

10-0958 Mary

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
2010 FEB 23 A 10:41
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		**FCHR No.** 200902827 38 **MS**
Name Ms. Janice Jennings		**E-Mail Address** / **Date of Birth** 3-4-64
Mailing Address 4790 SW Birley Ave		**Home Telephone Number (area code)** 386-758-7930
City, State, and Zip Code Lake City, FL 32024		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Superior Optical Shop at Lake City VA	15+	386-755-3016
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
619 Marion Street	Lake City, FL 32025	Columbia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 8-6-09

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was subjected to different terms and conditions, denied proper training, and harassed because of my race. Additionally, I was discharged in retaliation for opposing the discriminatory practices. I began working with Superior Optical Shop at Lake City VA on May 27, 2009 as a Clerk. On or around June 9, 2009, I began to experience hostility from my supervisor (Jeanette Hartup-white female) and my co-worker Kassie Denton, (white-female). When I asked questions in reference to training and teaching techniques. Ms. Hartup would give negative responses or speak to me in a hostile tone in the presence of patients. She did not treat Kassie this way. Also my job required me to use the desk top in the space provided for the three of us. Ms Hartup took my belongings that were on the desktop and began throwing them throughout the office. I called the owner, Ms. Mary Walker in reference to the discriminatory treatment. Ms. Walker said she would speak to Ms. Hartup regarding the incidents. After I reported the incidents things got worse. Ms. Hartup and Kassie continued to belittle me. I was not able to sit and do my job; I constantly had to move from one point to another to accommodate the two of them. I asked why I was not allowed to sit and the two of them could. Ms. Hartup told me that they needed the seats to do their job. I had to say later in order to complete my assignments because I had no place to work while they were in the office. They would not communicate with me. Ms. Hartup told me that she and Kassie were the only two smart people there who knew how to do anything. On August 4, 2009, Kassie told me that she and Ms. Hartup had a meeting and Ms. Hartup told her that she was going to terminate me. Kassie also stated that Ms. Hartup had already hired a white male to take my place. On August 6, 2009, I asked Ms. Hartup if I was being terminated and she said yes.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Janice **DATE** 10-11-09

ATTACHMENT 0650

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-001178

DATE ENTERED: 3/10/2010

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2010/001178/10001178COD-031010-14325632.PDF

PAGE(S): 1

10-1178 Mary J.

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2009 NOV 10 A 11:15 DIVISION OF ADMINISTRATIVE HEARINGS FILED

A. PERSONAL INFORMATION	**FCHR No.** 200902268 **MS**
Name Mr. Jarrod Rappaport	**E-Mail Address** / **Date of Birth** 07-15-1980
Mailing Address 402 NW 48th Boulevard	**Home Telephone Number (area code)** 352-362-6410
City, State, and Zip Code Gainesville, FL 32607	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Gainesville Police Department	15+	352-334-2451
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
721 NW 6th Street	Gainesville, FL 32609	Alachua

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-17-08

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a white male. I was terminated because of my race. On July 4, 2008, I worked an overtime assignment and I conducted a disabled parking enforcement investigation. Ms. Juanita Miles-Hamilton (black-female) displayed a disabled parking placard ~~in~~ which belonged to her mother's vehicle while her mother was not being transported in the vehicle. I arrested Ms. Miles-Hamilton in accordance with Gainesville Police Department policies and state statutes. Ms. Miles-Hamilton filed a complaint against me and the investigation was turned over to Internal affairs. During the investigation, ~~by~~ Sergeant Campos (Hispanic) attempted to portray me as a racist by accusing me of ~~excessive~~ failing to engage force (from a previous ~~report~~ interview) ~~with~~ young black males, when the ~~report~~ interviewee did not say "black." Sgt Kays ~~wrote~~ said "young ~~males~~" in the ~~report~~ interview, according to the transcript. Ms. Miles-Hamilton and her witnesses (who had also been arrested for the same offense) were interviewed and they corroborated her story. I believe I would not have been investigated and terminated for following policy and procedures if I was not a white male working in a black community that was considered to be a centerpiece of the revitalization of what some considered to be an economically challenged area of town.

black female store and the other who was the sister of the arrested witness

at a business

in consequential aspects of

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Jarrod Rappaport **DATE** 09-04-2009

ATTACHMENT 0651

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-001182

DATE ENTERED: 3/10/2010

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2010/001182/10001182COD-031010-14345034.PDF

PAGE(S): 1

10-1182

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FLORIDA COMMISSION ON HUMAN RELATIONS
2009 SEP -4 PM 5:29

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	FCHR No. 200902519 MS	
Name Mr. Phillip McTaggart	**E-Mail Address**	**Date of Birth**
Mailing Address 8610 Jernigan Road	**Home Telephone Number (area code)** 850-776-1550	
City, State, and Zip Code Pensacola, FL 32514	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Pensacola Bay Transportation Company	15+	850-476-8130
Street Address (Branch/Office in Florida) 3100 McCormick Street	**City, State and Zip Code** Pensacola, FL 32514	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 5-15-09

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a white male. I believe I was not hired because of my race. I applied for a Driver's position with the Pensacola Bay Transportation Company on January 20, 2009 and again on May 14, 2009. I never received a phone call or given an interview for the position. I spoke with the secretary (Beverly) and I was told there were positions that were available. The employees are predominately black that work for this company.

FILED
2010 MAR 10 A 8:
DIVISION OF ADMINISTRATIVE HEARINGS

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Phillip L. McTaggart DATE: 9-4-09

ATTACHMENT 0652

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-001535

DATE ENTERED: 11/20/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/006424/09006424M-112009-14494149.PDF

PAGE(S): 1

09-6424

FILED
09 NOV 20 AM 10:51
DIVISION OF ADMINISTRATIVE HEARINGS

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS, on behalf of BAHIYYIH WATSON,

Petitioner,

vs.

CHRISTINA VIERING,

Respondent.
_____/

DOAH No.:
FCHR No.: 2009H0066

PETITION FOR RELIEF

COMES NOW Petitioner, FLORIDA COMMISSION ON HUMAN RELATIONS, by and through its undersigned attorneys, and files this Petition for Relief from a Discriminatory Housing Practice and alleges:

Essential Allegations of Material Fact

1. Petitioner, FLORIDA COMMISSION ON HUMAN RELATIONS (hereinafter referred to as the "Commission") is a state governmental agency charged with the responsibility of investigating complaints of housing discrimination filed pursuant to the Florida Fair Housing Act. FLA. STAT. chs. 760.22-.37 (2009).

2. Respondent is a private landlord who owns several condominiums and a duplex in addition to the rooms that she rented in the subject property.

3. BAHIYYIH WATSON (hereinafter referred to as "Ms. Watson") is black and practices the Yoruba religion. Ms. Watson kept altars in her room as a part of the practice of her religion.

ATTACHMENT 0653

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-001697

DATE ENTERED: 3/30/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/001697/10001697COD-033010-14394339.PDF

PAGE(S): 1

10-1697 Jason

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

Caseworker, Jason Meyers

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Send me a stamped copie back

Date Stamp (FCHR Use Only)

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2009 OCT 16 PM 3:55

RECEIVED 2010 MAR 30 A 11:27

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 201000026	
Name Ms. Carolyn Johnson		**E-Mail Address**	**Date of Birth**
Mailing Address PO BOX 4671	Oct 16, 2009	**Home Telephone Number (area code)** (850) 791-6659	
City, State, and Zip Code Pensacola, FL 32507	Fax 850-488-5291	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Circle K	**Number of Employees**	**Telephone Number** 8504381348
Street Address (Branch/Office in Florida) 3013 E. Cervantes St.	**City, State and Zip Code** Pensacola, FL 32503	**County** Escambia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☒ COLOR ☒ SEX ☒ RELIGION ☒ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) November 6, 2009

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American with a disability. I was terminated based on my race (Black), disability and/or perceived disability and in retaliation for previously filing an FCHR complaint against Circle K (FCHR # 200801512).

I was terminated on November 6, 2008, by supervisor, Felicia. I was told that I was moving too slow at work and, therefore, was fired. Felicia was aware that I was previously injured on or around June 24, 2008. The injury hindered my ability to move quickly. I believe Circle K terminated me based on my race because of its previous racist behavior, which I complained about in the past. Steam between 10-24-08 to 10-30-08 Circle K will not close my 401K plan, Alvin Circle K manager 20/20 Cervantes Pace said he did not think I could handle large amounts of cash. Having to pick up supplies off clock. Felicia Williams husband Matteo Slupat my at Bay Front store, Matteo hit my left shoulder do to Robert Falling on me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT I was transferred to Cantonment a mileage issue I only recieved on 9/10 Walmart cared when others had recieved more Ann Parker. Carolyn Johnson **DATE** Oct 16, 2009

ATTACHMENT 0654

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-001797

DATE ENTERED: 9/2/2009

RACE: black

LINK: doah.state.fl.us/DocDoc/2009/004764/09004764COD-090209-11545154.PDF

PAGE(S): 1

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:	Agency(ies) Charge No(s):
☐ FEPA	
☒ EEOC	510-2009-02230

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(Indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Ms. Peta-Gaye Morris	**(954) 274-4397**	**02-14-1974**

Street Address: **8530 N.W. 54th Court, Fort Lauderdale, FL 33351** City, State and ZIP Code

FILED SEP - 2 DIVISION OF ADMINISTRATIVE HEARINGS 10:19

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
AIRTRAN AIRWAYS	**15 - 100**	**(800) 965-2107**

Street Address: **300 Terminal Drive, Fort Lauderdale, FL 33315** City, State and ZIP Code

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN

☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER *(Specify below.)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
02-01-2008	04-07-2008

☐ CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

I am Black. I was employed by the respondent as a Supervisor that oversees the Ramp/Customer Service Agents. I was terminated on April 7, 2008.

In February 2008, Dan Millgren, White, became my new Station Manager. During my employment Mr. Millgren would treat Black agents on OJI differently than non-White agents. Additionally Black Supervisors were treated differently in regard to time; attendance and meetings than non-Blacks. Because I complained about how non-Blacks were being treated. I believe I was terminated in retaliation for this.

I believe I have been discriminated and retaliated against because of my race, Black in violation of Title VII of the Civil Rights Acts of 1964, as amended

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Feb 06, 2009 X [signature]

Date *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

ATTACHMENT 0655

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-001818

DATE ENTERED: 4/5/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/001818/10001818COD-040510-12583658.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
2010 APR -5 A 11:41
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)
10-1818
RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2009 APR -2 P 2:

A. PERSONAL INFORMATION		FCHR No. 200901719 DH
Name Ms. Dorine Alexander	**E-Mail Address**	**Date of Birth** 12/14/1959
Mailing Address 376 Marion Oaks Trail		**Home Telephone Number (area code)** (352) 291-1753
City, State, and Zip Code Ocala, FL 34473		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Sonny's BBQ	**Number of Employees** 15+	**Telephone Number** (352) 347-5400
Street Address (Branch/Office in Florida) 5209 Southeast Abshier Road	**City, State and Zip Code** Belleview, FL 34420	**County** Marion

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) April 5, 2009

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was forced to resign, disciplined, subjected to different terms and conditions and denied reasonable accommodation because of my disability and race (black). I began my employment with Respondent in August 2008 as a Cashier. On January 8, 2009 I complained to District Manager Josh (unknown last name, white) about getting more hours and that I was being put on the drive thru register, when I normally worked the front counter and that I was receiving multiple written reprimands from Manager Tierra (unknown last name, white). I was force to mop/strip the floors despite my disability. Management was aware of my disability. In February 2009 I complained to Co-Owner Steven (unknown last name, white) that I was not receiving enough hours and about the managers denying my reasonable accommodation for my disability. Steven advised me to go through the chain of command first and if nothing is done then come back and let him know. In late February 2009 my hours were reduced from 30 hours a week to 10 to 12 hours a week. In early March 2009 Josh advised me if I did not like the way things were being ran then I need to find another job. On or about April 3, 2008 I was given a written reprimand from Tierra for having a cell phone. White employees were treated more favorable and allowed to answer and have their cell phone. On April 5, 2009 I advised Store Manager Brian (unknown last name, white) that I resign my position because I was being subjected to different terms and conditions because of my race.

CHIEF CEDRIC & CEDRIC - DISTRICT MGR

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

8/31/09

ATTACHMENT 0656

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-001855

DATE ENTERED: 4/9/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/001855/10001855COD-040910-12063306.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
10 MAR 9 AM 11:09
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

10-1855

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2009 SEP -1 PM 12:06

A. PERSONAL INFORMATION	FCHR No. 200902286 MS
Name Mr. Selvie Bailey	**E-Mail Address** **Date of Birth**
Mailing Address 713 NE. 15th Street	**Home Telephone Number (area code)**
City, State, and Zip Code Gainesville, FL 32641	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Wade Raulerson Honda/Pontiac	15	352-372-2583
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2101 North Main Street	Gainesville, FL 32609	Alachua

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 6-17-09

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a black male. I believe I was subjected to different terms and conditions and denied wages and retaliated against because of my race. I began working for Wade Raulerson Honda on March 7, 2008 as a Detail Manager. On June 11, 2009, Tom Yonkers (Operations Manager) told me he was closing the Detail Department because of budget issues. After conversation with Mr. Yonkers and the General Manager (Dan Schmidt) about the situation, they offered to pay me for hours I work and let me transfer to the Pontiac store. The same day I spoke with Chuck Jones (Fix Operations Manager) at the Pontiac store and he offered me a job as a Detail Technician with a flat pay rate of $16.00 and a guarantee of 60 hours per week. I asked for $18.00 per hour and he told me he would meet me half way and offer me $17.00 dollars per hour. I accepted the offer and I told him I would see him on June 12, 2009. I also noticed that the department was not closed because the other employees were coming to work. I asked for the owner's phone number (Mr. Morgan) and Tom told me if I talked with Mr. Morgan my name would be scrutinized over town and I would not be able to get a job in this town. After I told him I spoke with EEOC about the mistreatment. He told me to go to the Pontiac store and give it a try and call him back in two weeks if things didn't work out. On 6-17-09, I went to the Pontiac store to work and Mr. Jones told me to go home for the day because prior to my starting they changed my pay plan from the guaranteed $17.00 per hour to $13.00 per hour and ~~55 hours per week~~ 45 HOURS GUARANTEE. I returned to work the following day and Mr. Jones called me in his office to sign a different agreement. I spoke with the ~~General Manager (John~~ HUMAN RESOURCE JASON Hellman) and I was told the original agreement I signed was not worth the paper it was written on and if I did not accept the new agreement I might as well go down the road. I was not allowed to work and I was told that he did not want me with the other crew members because I had a bad attitude. I asked for a separation notice but they refused to give me one. Two weeks later a white employee (Joe) was hired making $15.00 per hour.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Selvie	8-31-09

ATTACHMENT 0657

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-002103

DATE ENTERED: 4/19/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/002103/10002103COD-041910-15001200.PDF

PAGE(S): 1

10-2103 201000275 J. Meyers

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)
FILED 10 APR 19 PM 12:54 DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No.

Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Ms. Maybelle Kirkland-Brown	Kirk_2172@Bellsouth.net	08/27/1940
Mailing Address	**Home Telephone Number (area code)**	
96248 O'neil-Scott Rd.	(904) 277-3285	
City, State, and Zip Code	**Work (if possible to call you there)**	
Fernandina, FL 32034		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Amelia Island Care Center	15+	(904) 261-5518
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2700 Atlantic Ave.	Fernandina Beach, FL 32034	Nassau

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) October 30, 2008

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I was hired on August 18, 2000 as the Residential Services Coordinator. I was terminated on October 30, 2008 and my employer gave the reason for my termination that I failed to report an incident of sexual harassment. I believe this reason is pretextual because I am a black woman, age 40 years or older and the perpetrator of the sexual harassment that I allegedly failed to report was not terminated, despite the fact that his actions, pursuant to the employer's policies and procedures, were grounds for immediate termination. I did report the incident based on my immediate supervisor's instruction. Also another female manager age 40 years or older was also terminated at the same time for allegedly the same conduct. I believe I have been replaced by a white person under 40 years of age.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT DATE Oct 30, 2009

Lisa Lawnwood Ashley
Attorney for the Complainant
Fla. Bar # 884250

ATTACHMENT 0658

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-002488

DATE ENTERED: 5/11/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/002488/10002488COD-051110-14154415.PDF

PAGE(S): 1

Attend 200902287 FAX (251) 690-2581 AA

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC 846-2009-42072

RECEIVED EEOC COMMISSION ON MOBILE, ALABAMA

Florida Commission On Human Relations and EEOC

State or local Agency, if any

2009 JUN 30 PM 1:55

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Mr. Gary Powell 10-2488	**(850) 592-2858**	**07-28-1957**

Street Address: **6782 Bumpy Lane, Grand Ridge, FL 32442** City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. (Include Area Code)
SPANISH TRAIL LUMBER COMPANY	**15 - 100**	**(850) 592-8512**

Street Address: **6112 Old Spanish Trail, Marianna, FL 32448** City, State and ZIP Code

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [ ] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] OTHER *(Specify below.)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
05-27-2009	**06-01-2009**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

I am a Black male. I was hired by the Respondent on June 21, 2007 as a Heavy Equipment Operator. I was suspended on May 27, 2009 and subsequently discharged on June 1, 2009. The reason the Respondent provided for the suspension and termination was for damaging company property in an accident. I believe the reason was because of my race.

On May 27, 2009, I was driving heavy equipment and due to faulty breaks I lost control and had an accident. Ross Jackson (White, General Manager) informed me that I was suspended. On June 1, 2009 Jackson informed me that the suspension had been reconsidered and I was terminated. Upon information and belief, a White employee, Joe Todd, was involved in a similar accident but he was not terminated.

I believe I have been discriminated against in violation of Title VII of the Civil Rights Act of 1964, as amended.

BECKIE R. WILLIS
Notary Public, State of Florida
My comm. exp. Aug. 22, 2011
Comm. No. DD 707917

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

6-29-09 Gary Powell
Date Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

Beckie R. Willis

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

ATTACHMENT 0659

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-002546

DATE ENTERED: 5/12/2010

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2010/002546/10002546COD-051210-16302730.PDF

PAGE(S): 1,3

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 09 NOV 25 AM 11:02

10-2546

FILED FLORIDA COMMISSION ON HUMAN RELATIONS
09 NOV 25 AM 11:00

2010 MAY 12 A 11:16
DIVISION OF ADMINISTRATIVE

2010 MAY 13 A 11:15

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100

EMPLOYMENT CHARGE OF DISCRIMINATION	*FCHR No.*	*MH*
Name (Indicate Mr. or Ms.) Patrick Browne	*E-Mail Address* exnyirish@gmail.com	*Date of Birth* 1-22-66
Mailing Address 727 Bruce Avenue	*Home Telephone Number (area code)* 727 442-1111	
City, State, and Zip Code Clearwater Beach Florida 33767	*Work (if possible to call you there)* 727 459-6779 (cell)	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	*Number of Employees*	*Telephone Number*
Avaya	*15+*	(727) 217-1000
Street Address (Branch/Office in Florida) During 2008, I worked part of the week out of the St. Petersburg Office and also from my home in Clearwater Beach. The St. Petersburg Office is slated to close in December 2009. See discussion below: I reported to Avaya's offices at the following address: 8744 Lucent BLVD Highlands Ranch, CO. 80129 *CAUSE OF DISCRIMINATION BASED ON:* RACE and GENDER and RETALIATION	*City, State and Zip Code* 11399 16th Court North St. Petersburg, FL. 33716	*County* *Pinellas* *DATE MOST RECENT DISCRIMINATION TOOK PLACE(month, day, year)* December 5, 2008

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, as applicable:

Ms. Werner's negative assessments bore no resemblance to reality. Examination of the 2008 PMP reflects many fundamental and glaring inaccuracies. One may infer from these misstatements and misrepresentations that Ms. Werner had manipulated the PMP process to benefit a White Female Operating Manager and an African American Operating Manager and concomitantly to target me a White Male for termination. In my mid-year 2008 PMP I had identified several objectives and managerial behaviors for me to focus on during the remainder of the Fiscal Year. In the year-end 2008 PMP Ms. Werner purported to base her "Needs Improvement rating of me on the fact that I had according to her failed on some of these objectives and behaviors. As noted above, she provided no support of any kind for these grades. Scrutiny of the relevant records, will reflect there is no basis for her below expectation ratings and will instead support that I should have received a positive assessment. Discussions with co-workers, clients and my team will also reflect the gross inaccuracy of each of Ms. Werner's adverse assessments.

Although not intended to be a complete listing, here are some examples of Ms. Werner's misrepresentations.

For example, the very detailed Avaya Overall Engagement Survey, completed in the fall of 2008, which gives employees the opportunity to grade their immediate supervisors on many attributes, will reflect that the scores given me by my team indicate that I was doing quite well as a manager and also quite well in comparison to how my peers (the White Female Operating Manager and the African American Operating Manger who were under Ms. Werner) were assessed by their teams.

For example, Ms. Werner also said I failed to update what we refer to as "high severity tickets"; however, review of the records for the last 6 months of the fiscal year will reflect that my team was rarely cited for failing to update high severity tickets.

For example, Ms Werner concluded I had not timely escalated tickets for "major alarms", but records for the last 6 months of the Fiscal Year will reflect only one instance which was not escalated. That one instance involved the need for additional expertise. While I did not escalate the ticket, I did respond to the alarm and located and arranged for the needed expertise in a timely and responsible manner.

Although I provided Ms. Werner with information reflecting some of my accomplishments during the last 6 months of Fiscal 2008, she did not include any of any of these accomplishments on the Year End PMP for 2008. This is surprising since this information, citing some of my accomplishments, was submitted to her on the self-review form by me in advance of her preparing the final PMP.

I have now learned that my position has been filled by a White Female. I also understand that Ms. Werner has been transferred to another position which is not in a supervisory role .

I request that the Florida Office of Human Rights investigate my complaint that I was terminated in violation of the Florida Human Relations law.

ATTACHMENT 0660

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-002564

DATE ENTERED: 5/13/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/002564/10002564COD-051310-12432043.PDF

PAGE(S): 1

New 20100263 M.Smith D.F.

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 200
Tallahassee, Florida 32301

CHARGE OF DISCRIMINATION

FCHR No.

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Mamie Belton	**419-74-5479**	**01/07/1952**

FILED
10 MAY 13 AM 11:49
FLORIDA DIV. OF ADMINISTRATIVE HEARINGS

Street Address	Home Telephone Number (area code)
909 Lee Court	(850) 871-9183
City, State, and Zip Code	**Work (if possible to call you there)**
Panama City, Florida 32404	(850) 769-3333

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Bay Bank & Trust Co.	15+	(850) 769-3333

Street Address	City, State, and Zip Code	County
509 Harrison Avenue	Panama City, Florida 32401	Bay

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [X] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 10/06/2009

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I am a 57-year-old, African-American female citizen. I was employed by Bay Bank & Trust Co., since 1987. I have more than 36 years experience working in the banking industry. I previously worked with Barnett Bank in Jacksonville, Florida, for 13 years, from 1972 to 1987. In 1987, I relocated to Panama City and became the Head Teller at the Main Branch of Bay Bank & Trust Co. Two years later, I was promoted to Branch Manager of the Parker, Florida, Branch of Bay Bank & Trust Co. I held that position until October 6, 2009.

On October 6, 2009, I had a meeting with my Supervisor, Susan Clark, and with Jay Hindsman, Head of Branch Banking for Bay Bank & Trust Co. I was informed at this meeting that due to a customer complaint, I was being demoted to work as a Teller at the Main Branch. I asked for the name of the customer who had complained. Mr. Hindsman was unable to provide me with the name of the customer. I feel that the customer's complaint was a pretext to demote me based on my age and race, given that I later learned that I was replaced by a much younger, white female.

RECEIVED
FLORIDA COMMISSION ON HUMAN REL.ATIONS
09 OCT 29 PM 2:37

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

Mamie L Belton 10-29-09

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME this 29th day of October, 2009, by Mamie Belton, who presented a Florida Driver License as identification.

Jan M. Lewis

JAN M. LEWIS
Commission DD 666178
Expires August 11, 2011
Bonded Thru Troy Fain Insurance 800-385-7019

ATTORNEY OF RECORD: Law Office of Gary Lee Printy, Gary Lee Printy, Esq., 1804 Miccosukee Commons Dr., Ste. 200, Tallahassee, FL 32308-5471, (850) 877-7299

ATTACHMENT 0661

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-002591

DATE ENTERED: 5/14/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/002591/10002591COD-051410-13251725.PDF

PAGE(S): 1

10-2591

CHARGE OF DISC MINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGEI
[ ] FEPA
[X] EEOC

CHARGE NUMBER
510-2009-01460

Florida Commission on Human Relations and EEOC
State or local Agency, if any

FILED
09 APR 28 PM 1:14
FLORIDA COMMISSION ON HUMAN RELATIONS

NAME *(Indicate Mr., Ms., Mrs.)*	HOME TELEPHONE *(Include Area Code)*
Lellewyn Jones	(407) 870-0019

2009 MAY 14 A 11:45
DIVISION OF ADMINISTRATIVE HEARINGS

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
~~2100~~ 2110 The Oaks Blvd.	Kissimmee, FL 34746	09-02-64

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE *(Include Area Code)*
Walt Disney World	Over 100 Employees	(407) 824-6202

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
1301 Facilities Way	Lake Buena Vista, FL 32830	Orange

Received
APR 03 2009
EEOC Miami District Office

NAME	TELEPHONE NUMBER *(Include Area Code)*

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[X] RETALIATION [X] AGE [ ] DISABILITY [ ] OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE
06-30-08 02-06-09
[X] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

I began my employment (as a Supervisor) with Respondent on May 14, 2004 (I am now a Service Manager) . On or about May 28, 2008 I complained to Respondent (Debora Rohloff, HR) regarding what I believed was pay inequality. The individual that I had questioned may have been earning more was Robert Castillo (younger [30's] and non-Black) who had recently been hired as a Service Manager (in April, 2008). After I was told that my pay was normal, I began to experience a series of retaliatory incidents from my supervisor (since October, 2007 - Manufacturing Manager, Donald Drasheff - Caucasian-30's). For example, a memo was placed in my file regarding sick time, bereavement leave and scheduled appointment that took place in late 2007 ; I was also given a negative performance review on June 30, 2008. I called Respondent's hotline and complained of retaliation which led to additional acts from Mr. Drasheff (I was placed on a Performance Development Outline); and I was subsequently given a negative evaluation (on or about 12-16-08) which recorded my use of FMLA in order to bolster his efforts to justify that I did not communicate effectively. Furthermore, on February 6, 2009, I was given another evaluation which placed me "At Risk".

I allege that I have been discriminated against because of my race (Black) in violation of Title VII of the Civil Rights Act of 1964, as amended. I also allege that I have been discriminated against because of my age (44) in violation of the Age Discrimination in Employment Act of 1967, as amended. I further allege that I have been retaliated against in violation of Section 704(a) of Title VII and the ADEA

ADA ALMONTE
MY COMMISSION # DD727206
EXPIRES October 21, 2011
(407) 398-0153 FloridaNotaryService.com

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

x Lellewyn Jones

Date 4/1/09 Charging Party *(Signature)*

SIGNATURE OF COMPLAINANT
x Lellewyn Jones

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)
4/1/09

EEOC FORM 5 (REV. 3/01)

*****DHDEZ (03-26-09)*****

ATTACHMENT 0662

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-002592

DATE ENTERED: 5/14/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/002592/10002592COD-051410-13260926.PDF

PAGE(S): 1

10-2592 20000753

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
09 DEC 31 PM 12:52

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
2010 MAY 14 A 11:45
FLORIDA COMMISSION ON HUMAN RELATIONS

Received
DEC 18 2009
EEOC Miami District Office

A. PERSONAL INFORMATION		
Name Jacquelyn Brown	**FCHR No.**	
	E-Mail Address	**Date of Birth** 5/29/61
Mailing Address 5924 Kenlyn Ct.	**Home Telephone Number (area code)** 407-578-5371	
City, State, and Zip Code Orlando, FL 32808	**Work (if possible to call you there)** N/A	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Nuvox	**Number of Employees** well over 500	**Telephone Number** 877-433-6675
Street Address (Branch/Office in Florida) 2301 Lucien Way #208	**City, State and Zip Code** Maitland, FL 32751	**County** Orange

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 8/24/09

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s): On August 24, 2009, I was terminated from my position as a customer service representative for allegedly violating the company's attendance policy. However, there are several employees who are not in my protected class, Black female over forty, that were treated more favorably than I was regarding attendance matters. I was terminated because I informed Manager, Kathy Weems, that I would miss a day off work on August 26, 2009 because I received a subpoena to come to court on that day. I had never been written up for attendance issues prior to that. On the other hand, there are several non-Blacks, younger and several persons younger than I am who had documented attendance issues who were not disciplined as severely as I was. The following is a list of their names and various classes: 1) Angela Martinez, white female, mid 30's; 2) Felix Candelaria, hispanic male; 3) Anne Haugen, white female, mid 30's; 4) Cliff Hunter, white male, late 30's; 5) Jenny Lozano, hispanic female, early 30's; 6) Tiffany, black female, early 30's; 7) Quatrina Wilcox, black female, early 30's.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Jacquelyn Brown DATE 23 Nov 09

NOTARY PUBLIC STATE OF FLORIDA (407) 398-0113
ANGELA THOMAS
MY COMMISSION # DD753118
EXPIRES January 28, 2012
FloridaNotaryService.com

ATTACHMENT 0663

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-002803

DATE ENTERED: 5/24/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/002803/10002803COD-052410-13063906.PDF

PAGE(S): 1

EEOC Form 5 (11/09)

201000754

CHARGE OF DISCRIMINATION 10-2803

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS

510-2010-01306

2009 DEC 28 PM 3:40

and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Mr. Germaine Rogers	**(305) 725-2356**	**03-09-1976**

Street Address / City, State and ZIP Code

15600 Nw 7th Avenue, Apt. 710, Miami, FL 33169

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
CALDER RACE COURSE AND CASINO	**500 or More**	**(305) 625-3111**

Street Address / City, State and ZIP Code

21001 Nw 27th Ave, Miami, FL 33056

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address / City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [X] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
03-01-2009	**12-15-2009**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

I. My Race is Black. I was the only Black Manager employed by Respondent in Security. On or about July 21, 2009, I complained to Tony Otero, White, Supervisor that I was being paid less than the other White Managers. These Managers were making approximately $55,000 a year and I was making around $32,000 per year. I also worked more hours than they did. Mr. Otero promised to take care of the disparity but no action was ever taken. I complained again by email on or about September 24, 2009 to Mr. Tony Otero, White and Mr. Richard Sukhu, Black, about the disparity in wages between the White Managers and myself. On or about September 30, 2009, I was threatened with termination or demotion by Peggy Kaminski, Human Resource Director, and White for making the complaint of disparate wages. Chuck Lane, White was present at the meeting. The next day in front of Ms. Kaminski, Mr. Otero and Mr. Lane (all White) I was forced to sign a false document or I would be terminated. When I returned from my vacation around December 1, 2009, I was placed on the night shift. I had worked the day shift for 12 years. On or about December 15, 2009, I was written up and counseled by Peggy Kaminski. I was demoted to a Security Officer.

II. I was always promised by Tony Otero that I would get a raise.

III. I believe that I was discriminated against in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Dec 18, 2009

Date

Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

ATTACHMENT 0664

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-002904

DATE ENTERED: 5/27/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/002904/10002904COD-052710-12444144.PDF

PAGE(S): 1

10-2904

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:	Agency(ies) Charge No(s):
[ ] FEPA	201000662
[X] EEOC	510-2010-00168

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Ms. Jessica A. Lamarre	**(305) 793-3015**	**01-21-1980**

2010 MAY 27 P 12:17

Street Address	City, State and ZIP Code
12950 Mallory Circle #205, Orlando, FL 32828	

DIVISION OF ADMINISTRATIVE HEARINGS

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
THE RICHMAN GROUP	**Unknown**	**(800) 333-3509**

Street Address	City, State and ZIP Code
746 Madelyn Way, Melbourne, FL 32901	

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address	City, State and ZIP Code

2010 DEC 21 P 2:32 FLORIDA COMMISSION ON HUMAN RELATIONS

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] GENETIC INFORMATION
[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
12-02-2008	**02-02-2009**

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

My race is Black. On or about November 18, 2008, I began my employment with the Respondent and worked in the position of Property Manager, and I worked under Gilda Fernandez, Supervisor.

On or about December 2008, I was given a new Supervisor Marlene Williams, (non-Black), and I was written up for poor performance on the job. This was a shock to me because just two weeks prior, I met with Heather Gardner, Vice President of the Company, and she gave me accolades for grossing a substantial amount of new applications and bringing up to par their rent roll system which was not current with the activity occurring on the property. I also passed the Compliance Audit as well. The write-up that I received did not specify any actual incidents, dates, or times of any type of discrepancy on my behalf.

On or about February 9, 2009, I was discharged and the reason given by Marlene Williams, is that I came into work 5 minutes late. I was a salaried employee. Immediately after my discharge, Respondent hired Christy (LNU) (White) to replace me, and she did not have the experience. It is my understanding that Christy (LNU) often came into work late or left early, yet she was not discharge.

I believe that I was discriminated against because of my race in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

12/2/09
Date

Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

ATTACHMENT 0665

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-003098

DATE ENTERED: 6/4/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/003098/10003098HDC-060410-15512351.PDF

PAGE(S): 1

C15
2010H01_0

10-3098

January 25, 2010

FILED

AMENDED

2010 JUN 14 A 11:26

HOUSING DISCRIMINATION COMPLAINT

DIVISION OF ADMINISTRATIVE HEARINGS

10 FEB -1 PM 1:31

FLORIDA COMMISSION ON HUMAN RELATIONS

CASE NUMBER: 04-10-0448-8
FCHR NUMBER: 2010H196

1. **Complainants**

Bobbie Chislum
395 Bill McGill Rd
Havana, FL 32333

2. **Other Aggrieved Persons**

Genesia Womack

Minor #1 Womack

Minor #2 Womack

3. **The following is alleged to have occurred or is about to occur:**

Discriminatory terms, conditions, privileges, or services and facilities.
Otherwise deny or make housing available.

4. **The alleged violation occurred because of:**

Race.
Disability.

5. **Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):**

Winter Haven, FL

6. **Respondent(s)**

Winter Haven Housing Authority
c/o Executive Director Lisa Jones-Landers
2670 Avenue C SW
Winter Haven, FL 33880-2566

Mr. (Unknown) Fernandez, Supervisor
Winter Haven Housing Authority -Section 8
2670 Avenue C SW
Winter Haven, FL 33880-2566

7. **The following is a brief and concise statement of the facts regarding the alleged violation:**

The complainant, who is African American, is a Section 8

ATTACHMENT 0666

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-004444

DATE ENTERED: 6/30/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/004444/10004444COD-070110-11422242.PDF

PAGE(S): 1

10-4444

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: [ ] FEPA [X] EEOC

Agency(ies) Charge No(s): 846-2009-54775

Florida Commission On Human Relations and EEOC

State or local Agency, if any

FILED

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Mr. Timothy J. Faison	**(386) 259-4852**	**12-28-1968**

2009 JUN 30 A 11:35

DIVISION OF ADMINISTRATIVE HEARINGS

Street Address: **Po Box 470572, Lake Monroe, FL 32747** City, State and ZIP Code:

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
FLEA WORLD INC	**15 - 100**	**(407) 330-1792**

Street Address: **Flea World Fun World, 610 N. Orange Ave, Orlando, FL 32801** City, State and ZIP Code:

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address: City, State and ZIP Code:

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER (*Specify below.*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
05-17-2009	**05-17-2009**

[ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I. I am black. On May 17, 2009 my employer fired me and accused me of stealing company property. Supervisors Earleen and Tom sent me home for clocking into work 30 seconds after 11:00am but, let Tyrone a high school football player clock into work when Tyrone was five minutes late after 11:00am. Management considered I threaten a co-worker Ed for telling him if he cannot close his mouth I'll close it for him. Then next day Ed told me if I come back in his face he will kill me. Management refused to write Ed up for threatening me. I'm black and Ed is white.

II. I did not go to Human Resources.

III. I believe Respondent discriminated against me because of national origin, African American, in violation of Title VII of the Civil Rights Act of 1964, as amended.

Received
DEC 10 2009
EEOC Miami District Office

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

12/7/09 Timothy J. Faison
Date Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0667

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-004818

DATE ENTERED: 7/7/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/004818/10004818COD-070810-14371137.PDF

PAGE(S): 1

10-4818

Miami

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

2010 JUL -7 P 12:09

DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

10 JAN -4 AM 11:17

A. PERSONAL INFORMATION

FCHR No. 201000518

Name	**E-Mail Address**	**Date of Birth**
VerNell King	vernelljesus@yahoo.com	04-17-1961
Mailing Address PO BOX 705	**Home Telephone Number (area code)** 561-358-2049	
City, State, and Zip Code West Palm Beach, FL 33402	**Work (if possible to call you there)** 561 829 1812	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Florida Department of Corrections	15+	850-410-4223
Street Address (Branch/Office in Florida) 2601 Blairstone Road	**City, State and Zip Code** Tallahassee, FL 32399	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☒ COLOR ☒ SEX ☒ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☒ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11-20-2009

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

The Florida Department of Corrections has unfairly disciplined me, denied me training and promotional opportunities which it has afforded to others outside my protected class, and has subjected me to harassment due to my race (black), color (dark-skinned), sex (female), age (over 40), religion, marital status (single) and in retaliation for complaining of discrimination and harassment. My discrimination and harassment complaints have been ignored.

I have been denied the opportunity to bring my medication while allowing other white male staff under the age of 40 to bring their medication.

I was denied my religious right of reading and bringing the Bible during my lunch and other breaks.

I have been subjected to explicit sexist and offensive racial comments as well as language and gestures of a sexual nature by Warden Shannon, and by Supervisors McPherson Brinson and Carrigan, such as "all blacks from the city of Pahokee look like monkeys and tribesmen with their braids in their hair from Africa", stated by Carrigan. During a Christmas party in 2008, Carrigan made sexual gestures to female Sergeant Thornton using his tongue and said he wanted to "crack and eat a young girl's nut" in the presence of Officers Wellington, and Parker. Such language is prevalent in my work environment.

I was subjected to harassing comments relating to my marital status (single).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT VerNell King **DATE** 12/23/2009

ATTACHMENT 0668

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-006052

DATE ENTERED: 7/22/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/006052/10006052ECD-072210-16481548.PDF

PAGE(S): 1

20100182O

10-6052

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED

2010 JUL 22 A 11:12

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		**FCHR No.**	
Name Tori Russell		**E-Mail Address** Tori092887@yahoo.com	**Date of Birth** 09/28/1987
Mailing Address 807 Apricot Dr.		**Home Telephone Number (area code)** 407-877-9393	
City, State, and Zip Code Ocoee, FL 34761		**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Walt Disney World	**Number of Employees** **15 or more**	**Telephone Number** 407-824-4321
Street Address (Branch/Office in Florida) P.O. BOX 10040	**City, State and Zip Code** Lake Buena Vista , FL 32830	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
X RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
X NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) April 29,2010

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s): On April 29, 2010 I completed an online application for a housekeeping position with Walt Disney World. On April 26, 2010 I was contacted via email, and requested to do an online interview. On April 28, 2010 I was again contacted by Disney to set up an in person interview. On April 29, 2010 I was interviewed by a woman who appeared to be East Indian her name was Anita. After discussing various positions that were available we focused upon the custodial position. The conversation proceeded in a cordial manner until it turned to my hair. I have locks, which is apart of my Jamaican heritage, and she requested that I either cut them or reconfigure my hair in more traditional American Braid. I advised her that I could not change my hairstyle. At that point she advised that I would not be offered a job. I asked her which specific Disney policy precluded me from working there because I have locks. She could not point to any specific policy. She then conferred with another individual and came back to re-iterate what she previously stated. After I left the interview I called back to ask another person at Disney does Disney policy preclude the hiring of an individual with Locks. I believe the person I spoke to name was Kristen. She advised me that there is no policy against employees wearing dreads but the question is why would a person wear such a hairstyle. Upon hearing that I concluded that I was being discriminated against because of my race Black and my national origin, because I am of Jamaican decent.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Tori Russell 5/5/10

NOTARY PUBLIC STATE OF FLORIDA
ANGELA THOMAS
MY COMMISSION # DD753118
EXPIRES January 28, 2012
(407) 398-0151 FloridaNotaryService.com

ATTACHMENT 0669

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-006053

DATE ENTERED: 7/22/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/006053/10006053ECD-072210-16485448.PDF

PAGE(S): 1

10-6053

Brooke

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

10 JAN 13 PM 2:21

2010 JUL 22 A 11:11

DIVISION OF
ADMINISTRATIVE
HEARINGS

A. PERSONAL INFORMATION		**FCHR No. 201000604**	
Name Mr. Everett Fraizer		**E-Mail Address**	**Date of Birth** 1/3/1965
Mailing Address ~~15064 SE 44 Ave.~~ 14163 SE 44 Street		**Home Telephone Number (area code)** ~~904-964-7611~~ 904.964.6873	
City, State, and Zip Code Starke, FL 32091		**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Handi Houses of Starke	**Number of Employees** **15+**	**Telephone Number** 904-964-3330
Street Address (Branch/Office in Florida) 1670 S. Walnut St.	**City, State and Zip Code** Starke, FL 32091	**County** Bradford

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
x **RACE** ☐ **COLOR** ☐ **SEX** ☐ **RELIGION** ☐ **DISABILITY/HANDICAP**
☐ **NATIONAL ORIGIN** ☐ **AGE** ☐ **MARITAL STATUS** ☐ **RETALIATION**

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) November 29, 2009

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I began employment with Respondent in 1981. On November 29, 2009, I was terminated after having an argument with a white employee, Terrell Owens. Mr. Owens was a new employee and he was not terminated as I was. I believe I was terminated based on my race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Everett L Fraizer

DATE 1/12/10

1/12/2010

ATTACHMENT 0670

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-006757

DATE ENTERED: 7/30/2010

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2010/006757/10006757COD-073010-14194519.PDF

PAGE(S): 1

EEOC Form 5 (11/09)

10-6757 20100166 Date

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS

510-2010-01689

Florida Commission On Human Relations and EEOC

State or local Agency, if any

FILED 10 FEB 18 PM 1:52

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Ms. Ginette D. Dixon	**(386) 265-5431**	**01-28-1953**

2010 JUL 30 A 11:41

Street Address	City, State and ZIP Code
754 Reed Canal Rd, S Daytona, FL 32119	

DIVISION OF ADMINISTRATIVE HEARINGS

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. *(Include Area Code)*
CUSTOMER CARE DOT COM	**15 - 100**	

Street Address	City, State and ZIP Code
1392 S. Woodland Blvd., Deland, FL 32720	

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address	City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [X] NATIONAL ORIGIN
- [X] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
08-27-2009	**08-27-2009**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

1. I am a White Canadian. I was hired by the above named Respondent on April 23, 2009 in Customer Service. I was harassed by Teresa Wiggins, Supervisor. On or around August 20, 2009, I reported the harassment to Alicia Cedeno, Office Manager, subsequently, one week later on August 27, 2009 I was fired.

2. The reason given to me for this action was because I did not complete my probationary period. I complained of Ms. Wiggins talking to me in Spanish, although she knew I did not understanding Spanish. Ms. Wiggins and other supervisors would laugh and make fun of my accent.

3. I believe that the Respondent discriminated against me, in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

1/25/10 Ginette Dixon

Date *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

Received JAN 29 2010 EEOC Miami District Office

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0671

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-006918

DATE ENTERED: 8/2/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/006918/10006918M-080210-14133813.PDF

PAGE(S): 1

10-6918

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
2010 AUG -2 A 11:3
DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 201000096
Name Melvin J Fencher	**E-Mail Address**	**Date of Birth** 01/26/68
Mailing Address 2316 Kingscrest Circle	**Home Telephone Number (area code)** 407-692-5497	
City, State, and Zip Code Apopka, FL 32712	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Chili's Grill & Bar	15+	407-692-5497
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2425 E. Semoran Blvd	Apopka, FL 32703	Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
X RACE ☐ COLOR X SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) June 7, 2009

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I'm a black male and was employed by Respondent as a bartender from April 15, 2004 until my termination which occurred on June 7, 2009. Manager Jamie Miller terminated my employment for allegedly failing to adhere to the company's policy with regard to serving alcohol. Crystal Gray (female, white/Asian) was accused of the same act but not punished as severely.

ANGELA THOMAS
NOTARY PUBLIC STATE OF FLORIDA
MY COMMISSION # DD753118
EXPIRES January 28, 2012
(407) 398-0153 FloridaNotaryService.com

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Melvin J Fencher	2/11/10

ATTACHMENT 0672

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-007209

DATE ENTERED: 8/6/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/007209/10007209COD-080610-16380738.PDF

PAGE(S): 1

EEOC Form 5 (5/01)

10-7209 2010000697

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC — **846 2009 54071**

Florida Commission On Human Relations and EEOC

State or local Agency, if any

FILED

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Valmyr Vilbrun	**(407) 235-5678**	**03/07/1976**

2010 AUG -6 A 11:39

DIVISION OF ADMINISTRATIVE HEARINGS

Street Address	City, State and ZIP Code
3596 Yellow Bird Court	**Saint Cloud, FL 34772**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
Osceola County School District	**500+**	**(407) 870-4600**

Street Address	City, State and ZIP Code
817 Bill Beck Blvd.	**Kissimmee, FL 34744**

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address	City, State and ZIP Code

2009 DEC 22 AM 11:42 RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS

Received DEC 11 2009 EEOC Miami District Office

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [X] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] OTHER *(Specify below.)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
12/01/2008	**05/05/2009**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

I am Black. During my tenure with Respondent, I was disciplined in the form of verbal and written counseling. I advised Respondent that I felt targeted and discriminated against in that I was subjected to different terms and conditions of employment than were similarly situated non-Black employees. I complained internally on numerous occasions that I felt I was being discriminated against. Subsequent to the filing of my internal complaint(s), on May 11, 2009, I was advised that my contract was not being renewed for the following year. Similarly situated non-Black employees were treated more leniently under the same or similar circumstances. I had worked for Respondent in the position of ESE School Teacher.

Respondent gave me no valid reason for its actions.

I believe I have been discriminated against because of my race, in violation of Title VII of the Civil Rights Act of 1964, (Title VII), as amended; and retaliated against for participating in protected activity(ies), in violation of Section 704(a) of Title VII.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

X 12-7-09 — *Date*

X [signature] — *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

ATTACHMENT 0673

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-007914

DATE ENTERED: 8/18/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/007914/10007914COD-081910-16112611.PDF

PAGE(S): 1

EEOC Form 5 (11/09)

10-7914 2010 01163 J.Bardwell D.F

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:	Agency(ies) Charge No(s):
☐ FEPA	
☒ EEOC	510-2009-06172

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Antionete B. Mack 2010 AUG 18 P 1:40	**(352) ~~377-8795~~ 745-2406**	**03-05-1959**

Street Address	City, State and ZIP Code
1322 NE 31st Ave, Gainesville, FL 32609	DIVISION OF ADMINISTRATIVE HEARINGS

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
TACACHALE APD	**500 or More**	**(352) 955-5600**

Street Address	City, State and ZIP Code
1621 NE Waldo Road, Gainesville, FL 32602	

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address	City, State and ZIP Code

FLORIDA COMMISSION ON HUMAN RELATIONS RECEIVED 10 FEB 18 PM 5:15

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☐ RETALIATION ☐ AGE ☐ DISABILITY ☐ GENETIC INFORMATION
☐ OTHER (*Specify*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
12-13-2008	**12-13-2008**

☐ CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I. I am Black. I was employed by the above named Respondent from April 1988 until on or about ~~December~~ June 13, ~~2008~~ 2009; most recently I held the position of Behavioral Program Supervisor. On or about December 12, 14 2008 I was wrongfully accused of being abusive to a client; I was also wrongfully accused of knowing that one of my subordinates (Gloria Burkett) had a taser in her possession and used it on a client. On or about December 13, 2008 I was terminated.
June 5, 2009

II. I was informed that I was terminated for the above wrongful accusations. To my knowledge Joyce Evans (White) was aware of Ms. Burkett's possession and use of said taser; no action was taken against Ms. Evans.

III. I believe that I have been discriminated against on the basis of my race/Black in violation of the Civil Rights Act of 1964, as amended.

IV. Tacachale Administration never questioned me

V. Was told I could not file a grieveiance for this injustice

VI Administrative staff went along with the lies

Received JAN 29 2010 EEOC Miami District Office

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

1-26-2010 Antionette Mack
Date *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0674

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-008899

DATE ENTERED: 9/3/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/008899/10008899COD-090310-13032603.PDF

PAGE(S): 1

10-8899

J. Bardwell D.F.

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

FILED

Charge Presented To:	Agency(ies) Charge No(s):
☐ FEPA	
☒ EEOC	510-2010-01708

and EEOC

Florida Commission On Human Relations

State or Local Agency, If any

2010 SEP -3 A 11:55

DIVISION OF ADMINISTRATIVE HEARINGS

Name (Indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Mr. Ydielode Lubin	**(407) 253-2053**	

Street Address: **4939 Ralegh Street #7, Orlando, FL 32811** City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
AMERICAN CITADEL GUARD	**15 - 100**	**(407) 461-0947**

Street Address: **10975 Florida Crown Drive, Orlando, FL 32824** City, State and ZIP Code

Received FEB 3 2010 EEOC Miami District Office

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ NATIONAL ORIGIN

☐ RETALIATION ☐ AGE ☐ DISABILITY ☐ GENETIC INFORMATION

☐ OTHER (*Specify*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: **12-01-2009** Latest: **12-29-2009**

☐ CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I. **I am a Black. I am Haitian. I was employed by the above named Respondent from September 03, 2008, until December 29, 2009, as a Security Site Supervisor. During my employment, I have never had any performance problems and always received favorable evaluations. On December 25, 2009, I had an employee involved in an accident with a golf cart. I reported the incident to Operations Manager Alex Potempa (White Hispanic). On December 29, 2009, after a meeting to discuss the incident, I was informed by Supervisor Site Manager Luis (White Hispanic) (LNU), that I was being terminated per Mr. Potempa's instructions.**

II. **No reason was given for the above named actions.**

III. **I believe that I have been discriminated against on the basis of my Race/Black and National Origin/Haitian, in violation of Title VII of the Civil Rights Act of 1964, as amended.**

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

02-01-10
Date

Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0675

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009036

DATE ENTERED: 9/10/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009036/10009036COD-091310-11250025.PDF

PAGE(S): 1

10-9036

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 10 MAR -3 PM 2:34

DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)	

FCHR No. 201001108

A. PERSONAL INFORMATION

Name	E-Mail Address	Date of Birth
Joel Fontanez	blklatin04@aol.com	
Mailing Address	**Home Telephone Number (area code)**	
6316 Townsend Rd.	9047776535	
City, State, and Zip Code	**Work (if possible to call you there)**	
Jacksonville, FL 32244		

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Continental Airlines		7133245000
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
Post Office Box 4607	Houston, TX 77210-4607	

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) March 4, 2009

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I worked for Respondent as a Flight Attendant. On January 29, 2009, I was working on a flight from Florida to Cleveland, OH. As I walked to the back of the plane, I began to feel ill and dizzy, due to my high blood pressure. I sat down in an empty passenger chair for 10-15 minutes, closing my eyes to allow my dizziness to go away. My co-worker, Craig Cummings (white) was sitting in an empty passenger seat across the aisle from me crocheting. An employee, who was not on duty, saw Mr. Cummings and me sitting in the seats, which is against company policy and reported the both of us. On March 4, 2009, Respondent cited me for "sleeping on a passenger seat while on duty" which resulted in my termination; however, Mr. Cummings was not terminated. I believe I was discriminated against because of my race (Black) and national origin (Hispanic).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT April 22, 2004 DATE 03/03/10

ATTACHMENT 0676

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009141

DATE ENTERED: 9/16/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009141/10009141COD-091710-11455645.PDF

PAGE(S): 1

10-9141C

20100617

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

Date Stamp (FCHR Use Only)

2010 SEP 16 P 12:08

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No.
Name Dr. Phillip St. Louis	**E-Mail Address** Stlouis@ain.md	**Date of Birth** 05/01/50
Mailing Address 532 Virginia Drive	**Home Telephone Number (area code)** 407-629-4828	
City, State, and Zip Code Orlando, FL 32803	**Work (if possible to call you there)** 407-898-7857	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida Physician Medical Group (F.P.M.G.)	**Number of Employees** **Over 50**	**Telephone Number** 407-200-2700
Street Address (Branch/Office in Florida) 900 Winderley Place Suite 1400	**City, State and Zip Code** Maitland, FL 32751	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
xRACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
xNATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 11/25/2009

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I applied to become an employee of The Florida Physician Medical Group, in March of 2009. Following my application, an extended amount of time transpired without me hearing anything regarding their decision. On November 25, 2009 I finally had a follow up meeting with Mr. Bryan Stilz and Mr. David Middag, both gentlemen are representatives of F.P.M.G. They advised me that a decision was made not to hire me because of past medical malpractice claims filed against me. On its face, this claim presents as reasonable but it is suspect and discriminatory because they have hired several non - Black ,non - Trindadian Neurosurgeons who have more malpractice claims than I have. The following are just a few names of individual surgeons hired by F.P.M.G. who also have past malpractice claims: Dr. William Lu, Dr. Paul Douglas Sawin and Dr. Christopher Joseph.

NOTARY PUBLIC STATE OF FLORIDA (407) 398-0153

'8

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

DATE 4/6/2010

NOTARY PUBLIC STATE OF FLORIDA (407) 398-0153
ANGELA THOMAS
MY COMMISSION # DD753118
EXPIRES January 28, 2012
FloridaNotaryService.com

ATTACHMENT 0677

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009413

DATE ENTERED: 10/1/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009413/10009413COD-100110-14195319.PDF

PAGE(S): 1

10-9413

60

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC

511-2010-00602

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2010 DEC 28 PM 1:18

FILED 2010 OCT -1 A 11:34 CIVILIAN ADMINISTRATIVE HEARINGS

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Shirevell A. Williams	**(727) 565-3415**	**02-10-1965**

Street Address: **P.O. Box 2089, Saint Petersburg, FL 33701**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. (Include Area Code)
ALLEGIANCE SECURITY GROUP	**15 - 100**	**(813) 289-8744**

Street Address: **4905 W. Laurel St., Suite 301, Tampa, FL 33607**

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address: City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

- [X] RACE
- [ ] COLOR
- [X] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [ ] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: **11-25-2009** Latest: **11-30-2009**

- [ ] CONTINUING ACTION

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2009 DEC 21 PM 2:43

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

PERSONAL HARM:

I was hired on 09/26/2009, as a Security Officer. On or about 11/25/2009, I had an incident with my supervisor in which he harassed me by pointing out that I had incorrectly filled out a log entry three weeks earlier. During the incident the supervisor "bumped" into me as if he was trying to provoke a fight. Later that same day I received a call from manager Knebel stating that I was suspended pending the outcome of the investigation into the incident where I allegedly called my supervisor names. On or about 11/30/2009, I received a call from Knebel that I was discharged from my job as a security officer. I was the only Black security officer working in the premises that I was assigned to.

RESPONDENT'S REASON FOR ADVERSE ACTION:

I was told that I was discharged because of the incident with my supervisor on 11/24/2009. I deny that I called him any names or was disrespectful towards my supervisor.

DISCRIMINATION STATEMENT:

I believe that I was suspended and discharged because of my sex, female and my race, Black, in violation of Title VII of the Civil Rights Act of 1964, as amended (Title VII).

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2009 DEC 28 PM 2:24

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

12/17/09 Shirevell Williams

Date *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE *(month, day, year)*

ATTACHMENT 0678

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009511

DATE ENTERED: 10/8/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009511/10009511COD-100810-13542454.PDF

PAGE(S): 1

EEOC Form 5 (11/09)

10-9511

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:
- [ ] FEPA
- [X] EEOC

Agency(ies) Charge No(s):
20100066?
510-2010-00168

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Jessica A. Lamarre	**(305) 793-3015**	**01-21-1980**

FILED
2010 OCT -8 P 12:18
DIVISION OF ADMINISTRATIVE HEARINGS
2010 OCT 21 P 2:32
FLORIDA COMMISSION ON HUMAN RELATIONS

Street Address	City, State and ZIP Code
12950 Mallory Circle #205, Orlando, FL 32828	

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
THE RICHMAN GROUP	**Unknown**	**(800) 333-3509**

Street Address	City, State and ZIP Code
746 Madelyn Way, Melbourne, FL 32901	

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address	City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [ ] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER (*Specify*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
12-02-2008	**02-02-2009**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

My race is Black. On or about November 18, 2008, I began my employment with the Respondent and worked in the position of Property Manager, and I worked under Gilda Fernandez, Supervisor.

On or about December 2008, I was given a new Supervisor Marlene Williams, (non-Black), and I was written up for poor performance on the job. This was a shock to me because just two weeks prior, I met with Heather Gardner, Vice President of the Company, and she gave me accolades for grossing a substantial amount of new applications and bringing up to par their rent roll system which was not current with the activity occurring on the property. I also passed the Compliance Audit as well. The write-up that I received did not specify any actual incidents, dates, or times of any type of discrepancy on my behalf.

On or about February 9, 2009, I was discharged and the reason given by Marlene Williams, is that I came into work 5 minutes late. I was a salaried employee. Immediately after my discharge, Respondent hired Christy (LNU) (White) to replace me, and she did not have the experience. It is my understanding that Christy (LNU) often came into work late or left early, yet she was not discharge.

I believe that I was discriminated against because of my race in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

12/2/09
Date

Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0679

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009918

DATE ENTERED: 10/27/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009918/10009918COD-102810-10364236.PDF

PAGE(S): 1

10-9918

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FILED 2010 OCT 27 P 1:24 DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		**FCHR No. 201001519**	
Name Rashawn Stafford		**E-Mail Address**	**Date of Birth** 06/01/1976
Mailing Address 2319 Hoover Drive		**Home Telephone Number (area code)** (614) 604-9098	
City, State, and Zip Code Reynoldsberg, OH 43068		**Work (if possible to call you there)**	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Club Live at Fountainbleu Hotel	**(Restaurant, Club, Lodging)** Club Live	**Telephone Number** (305) 538-2000	
Street Address (Florida location) 4441 Collins Avenue	**City, State and Zip Code** Miami Beach, FL 33140	**County** Miami-Dade	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 03/21/2010	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

A group of friends and I (all black females) were standing in line at a popular night club in Miami, named Club Live. We stood in line and watched as several other groups of people of different races be allowed access to the club. As my group of friends approached the entrance to the club, a white male, (doorman) put his hand up and stated "it is not black night." We were denied access to the club. My friends and I left the area. I believe I was denied access to the club due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Rashawn Stafford	4-13-10

ATTACHMENT 0680

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009920

DATE ENTERED: 10/27/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009920/10009920COD-102810-10380238.PDF

PAGE(S): 1

10-9920

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FILED

2010 OCT 27 P 1:25

DIVISION OF ADMINISTRATIVE HEARINGS

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION			FCHR No. 201001866
Name Ms. Alecia Dawn Spencer			**E-Mail Address** **Date of Birth** 08/15/1969
Mailing Address PO BOX 17154			**Home Telephone Number (area code)** (513) 276-0000
City, State, and Zip Code Cincinnati, OH 45217			**Work (if possible to call you there)**
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Fountainebleau Hotel	**(Restaurant, Club, Lodging)** Club Liv		**Telephone Number** (305) 538-2000
Street Address (Florida location) 4441 Collins Avenue	**City, State and Zip Code** Miami Beach, FL 33140	**County** Miami-Dade	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS			**DATE MOST RECENT DISCRIMINATION TOOK PLACE** (month, day, year) 03/21/2010

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

A group of friends and I (all black females) were standing in line at a popular night club in Miami, named Club Live. We stood in line and watched as several other groups of people of different races be allowed access to the club. As my group of friends approached the entrance to the club, a white male, (doorman) put his hand up and stated "it is not black night." We were denied access to the club. My friends and I left the area. I believe I was denied access to the club due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Alecia Spencer	5/11/10

ATTACHMENT 0681

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009922

DATE ENTERED: 10/27/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009922/10009922COD-102810-10390539.PDF

PAGE(S): 1

10-9922

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FILED

2010 OCT 27 P 1:26

DIVISION OF ADMINISTRATIVE HEARINGS

FCHR No. 201001567

A. PERSONAL INFORMATION		
Name Latica Rakes	**E-Mail Address**	**Date of Birth** 3/22/1974
Mailing Address 1506 Abraham Woods Road		**Home Telephone Number (area code)** (614) 604-7710
City, State, and Zip Code Columbus, OH 43232		**Work (if possible to call you there)**

B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name FountainBleu Hotel	**(Restaurant, Club, Lodging)** Club Live		**Telephone Number** (800) 548-8886
Street Address (Florida location) 4441 collins avenue		**City, State and Zip Code** Miami Beach, FL 33140	**County** Miami-Dade

C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS	03/21/2010

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

A group of friends and I (all black females) were standing in line at a popular night club in Miami, named Club Live. We stood in line and watched as several other groups of people of different races be allowed access to the club. As my group of friends approached the entrance to the club, a white male, (doorman) put his hand up and stated "it is not black night." We were denied access to the club. My friends and I left the area. I believe I was denied access to the club due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Latica Rakes

DATE: 4/13/2010

ATTACHMENT 0682

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009923

DATE ENTERED: 10/27/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009923/10009923COD-102810-10401440.PDF

PAGE(S): 1

10-9923

FILED
2010 APR 27 P 1:26
DIVISION OF ADMINISTRATIVE HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		FCHR No. 201001662 MS
Name Ms. Katrina M Goran Hall Katrina M. Gordon-Hall		**E-Mail Address** / **Date of Birth**
Mailing Address 2075 Balrford Dr. 2075 Bairsford Dr.		**Home Telephone Number (area code)** ~~614-863-0222~~ (614)863-0227
City, State, and Zip Code Columbus, OH 43232		**Work (if possible to call you there)**

B. List the public lodging, private club and/or public food service facility that discriminated against you.

Name	(Restaurant, Club, Lodging)	Telephone Number
Fountain Bleu Hotel		305-538-2000

Street Address (Florida location)	City, State and Zip Code	County
4441 Collins Avenue	Miami Beach, FL 33140	Miami-Dade

C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION
☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 3-21-10

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

A group of friends and I (all black females) were standing in line at a popular night club in Miami, named Club Live. We stood in line and watched as several other groups of people of different races being allowed access to the club. As my group of friends approached the entrance to the club, a white male, (doorman) put his hand up and stated "it is not black night." We were denied access to the club. My friends and I left the area. I believe I was denied access to the club due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Katrina Gordon-Hall DATE 4-27-10

ATTACHMENT 0683

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009925

DATE ENTERED: 10/27/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009925/10009925COD-102810-10413641.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FILED 2010 OCT 27 P 1:26 DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. , 201001542	
Name Lashawn Parent		**E-Mail Address**	**Date of Birth** 07/13/1970
Mailing Address 13219 Park Lane		**Home Telephone Number (area code)** (301) 292-9321	
City, State, and Zip Code Ft. Washington, MD 20744		**Work (if possible to call you there)** (703) 882-1490	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name FountainBleu Hotel	**(Restaurant, Club, Lodging)** Club Live	**Telephone Number** (305) 538-2000	
Street Address (Florida location) 4441 Collins Avenue	**City, State and Zip Code** Miami Beach, FL 33140	**County** Miami-Dade	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☒ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 03/21/2010	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

A group of friends and I (all black females) were standing in line at a popular night club in Miami, named Club Live. We stood in line and watched as several other groups of people of different races be allowed access to the club. As my group of friends approached the entrance to the club, a white male, (doorman) put his hand up and stated "it is not black night." We were denied access to the club. My friends and I left the area. I believe I was denied access to the club due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Lashawn C Parent	4/14/10

ATTACHMENT 0684

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009929

DATE ENTERED: 10/27/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009929/10009929COD-102810-14572557.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FILED 2010 OCT 27 P 1:27

A. PERSONAL INFORMATION		FCHR No. 201001540	
Name Yolanda Gibbons		**E-Mail Address**	**Date of Birth** 06/14/1970
Mailing Address 107 Gabirella Lane		**Home Telephone Number (area code)** (912) 236-2049	
City, State, and Zip Code Savannah, GA 31405		**Work (if possible to call you there)**	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Fountain Bleu Hotel	**(Restaurant, Club, Lodging)** Club Live	**Telephone Number** (305) 538-2000	
Street Address (Florida location) 4441 Collins Avenue	**City, State and Zip Code** Miami Beach, FL 33140	**County** Miami-Dade	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 03/21/2010	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

A group of friends and I (all black females) were standing in line at a popular night club in Miami, named Club Live. We stood in line and watched as several other groups of people of different races be allowed access to the club. As my group of friends approached the entrance to the club, a white male, (doorman) put his hand up and stated "it is not black night." We were denied access to the club due to my race. I believe I was denied access to the club due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Yolanda Gibbons	4/22/10

ATTACHMENT 0685

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009930

DATE ENTERED: 10/27/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009930/10009930COD-102810-15092809.PDF

PAGE(S): 1

10-9930

Jannie

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

ate Stamp (FCHR Use Only)



PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION			**FCHR No. 201001518**
Name Quiana Robinson			**E-Mail Address** / **Date of Birth** 08/06/1981
Mailing Address 7194 Linda Trace			**Home Telephone Number (area code)** (614) 772-0695
City, State, and Zip Code Reynoldsburg, OH 43068			**Work (if possible to call you there)**
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Fountainbleu Hotel	**(Restaurant, Club, Lodging)** Club Live		**Telephone Number** (305) 538-2000
Street Address (Florida location) 4441 Collins Avenue	**City, State and Zip Code** Miami Beach, FL 33140	**County** Miami-Dade	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS			**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 03/21/2010

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

A group of friends and I (all black females) were standing in line at a popular night club in Miami, named Club Live. We stood in line and watched as several other groups of people of different races be allowed access to the club. As my group of friends approached the entrance to the club, a white male, (doorman) put his hand up and stated "it is not black night." We were denied access to the club. My friends and I left the area. I believe I was denied access to the club due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Quiana Robinson	4-21-2010

ATTACHMENT 0686

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-009931

DATE ENTERED: 10/27/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/009931/10009931COD-102810-15122112.PDF

PAGE(S): 1

10-9931

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FILED
2010 OCT 27 P 1:31
DIVISION OF ADMINISTRATIVE HEARINGS

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION

FCHR No. 201001664

Name
Ms. Angela D Stafford

E-Mail Address
Adstafford313@yahoo.com

Date of Birth
03/13/1970

Mailing Address
2319 Hoover Avenue

Home Telephone Number (area code)
(612) 917-8065

City, State, and Zip Code
Reynoldsburg, OH 43068

Work (if possible to call you there)

B. List the public lodging, private club and/or public food service facility that discriminated against you.

Name	(Restaurant, Club, Lodging)	Telephone Number
Fountain Bleau	Club Live	(877) 854-2033

Street Address (Florida location)	City, State and Zip Code	County
4441 Collins Avenue	Miami Beach, FL 33140	Miami-Dade

C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION
☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 03/21/2010

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

A group of friends and I (all black females) were standing in line at a popular night club in Miami, named Club Live. We stood in line and watched as several other groups of people of different races be allowed access to the club. As my group of friends approached the entrance to the club, a white male, (doorman) put his hand up and stated "it is not black night." We were denied access to the club. My friends and I left the area. I believe I was denied access to the club due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT — **DATE**

Angela D Stafford — 9-19-2010

Apr 19 10 10:52p Angela Stafford 6148638664 p.1

ATTACHMENT 0687

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-010018

DATE ENTERED: 11/2/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/010018/10010018COD-110310-14152215.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

10-10018

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 10 MAY 14 PM 4:12

FILED

A. PERSONAL INFORMATION		FCHR No. 201001893 MS
Name Preston Pamphile	**E-Mail Address**	**Date of Birth**
Mailing Address 446 Conradi Street – Apt A118		**Home Telephone Number (area code)** 813-245-0166
City, State, and Zip Code Tallahassee, FL 32304		**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
FedEx	15+	850-575-4553
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3401 Commonwealth Boulevard	Tallahassee, FL 32304	Leon

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 5-6-10

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was subjected to different terms and conditions and discharged because of my race. I worked for FedEx as a Driver. I was falsely accused of talking /texting on my cell phone while operating a company vehicle. I tried to tell my supervisor (Tony Henderson) that I was not using my phone. I offered to show him my phone bill. Mr. Henderson said "I know what I saw". On May 6, 2010, I was terminated. However, a white employee (Robert Fitzsimmons) was reported by another employee for talking on his cell phone while operating a company and he was not disciplined. I believe I was terminated because of my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: P. Pamphile

DATE: 5/14/10

ATTACHMENT 0688

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-010317

DATE ENTERED: 11/22/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/010317/10010317COD-112310-09093009.PDF

PAGE(S): 1

10-10317

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED
2010 NOV 22 P 12:02
DIVISION OF ADMINISTRATIVE HEARINGS

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		FCHR No. 201001587	
Name Ms. Tabitha Nichols		**E-Mail Address** usmcampusqt@yahoo.com	**Date of Birth** 10/25/1985
Mailing Address 5001 Grande Drive # 311		**Home Telephone Number (area code)** (850) 485-3558	
City, State, and Zip Code Pensacola, FL 32504		**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Marcus Pointe Learning Center	**Number of Employees** 15	**Telephone Number** (850) 475-0444
Street Address (Branch/Office in Florida) 6025 Enterprise Drive	**City, State and Zip Code** Pensacola, FL 32505	**County** Escambia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	01/25/2010

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American female. I was employed with the respondent since June 2008. November 13, 2009 I went on maternity leave. December 28, 2009, I informed my manager that I was available for work. I was informed I had to wait until the first of the year to return to work so "adjustments" could be made. On 1/25/2010, Ellen Welch (W/F, Owner) told me I could not return to work due to no available position. During my maternity leave a temporary replacement (W/F) was hired to fill my position. The temporary replacement is now employed full time in my old position. I believe I have been discriminated against by the respondent due to my race and my pregnancy.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Tabitha Nichols	5/11/10

FCHR Charge Form – Revised April 22, 2004

05/11/2010 17:50 850-471-1525 FEDEX OFFICE 0778 PAGE 02

ATTACHMENT 0689

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 10-010513

DATE ENTERED: 12/9/2010

RACE: black

LINK: doah.state.fl.us/DocDoc/2010/010513/10010513COD-121010-09475447.PDF

PAGE(S): 1

Jamie

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FILED
FLORIDA COMMISSION ON HUMAN RELATIONS
2010 DEC 24 P 12:42
CLERK OF THE COMMISSION

EMPLOYMENT COMPLAINT OF DISCRIMINATION

10-10513

A. PERSONAL INFORMATION		FCHR No. 201001925
Name Mr. Michael B Carter	**E-Mail Address** michael.carter@copbfl.com	**Date of Birth** 02/08/1959
Mailing Address 660 NW 20 Ave.	**Home Telephone Number (area code)** (954) 709-3816	
City, State, and Zip Code Pompano Beach, FL 33069	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name City of Pompano	**Number of Employees** 15	**Telephone Number** (954) 786-4600
Street Address (Branch/Office in Florida) PO Drawer 1300	**City, State and Zip Code** Pompano Beach, FL 33060	**County** Broward

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): Earliest: 6/23/2009, Continuing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American male. I have worked for the said employer since January 1981. My title is Public Works Streets/Ground Superintendent. I am well qualified for my position. I am the only African American Superintendent. I was informed by Michael Smith (W/M) and Robert McCoughan (W/M) that a reorganization of the departments was taking place. On 6/23/2009, my responsibilities were decreased within my department and all the directors became distant to me and refused to communicate with me. They also refused to allow me to fill vacant positions which is causing disruption in the work areas. No other department was reorganized. No other Superintendent is within my race. I still have decreased responsibilities and this discrimination is now effecting my performance evaluations. I believe I am being discriminated against by my employer due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Michael B Carter

DATE: June 22, 2010

ATTACHMENT 0690

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-000274

DATE ENTERED: 1/20/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/000274/11000274COD-012011-14274927.PDF

PAGE(S): 1

11-0274

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Mary

Date Stamp (FCHR Use Only)

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS

10 JUN 17 PM 12:44

FILED

2011 JAN 20 A 11:31

DIVISION OF ADMINISTRATIVE HEARINGS

A. PERSONAL INFORMATION		FCHR No. 201001793 MS
Name Mr. Willis Littles, Jr.	**E-Mail Address** N/A	**Date of Birth** 11-7-58
Mailing Address 296 Seldon Avenue	**Home Telephone Number (area code)** 386-671-9061 Cell OR 386-677-3547 386-233-7064	
City, State, and Zip Code Ormond Beach, FL 32174	**Work (if possible to call you there)** Not Working	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
City of Ormond Beach Florida	15+	386-676-3228
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
22 South Beach Street	Ormond Beach, FL 32174	Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 7-3-09

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was unfairly disciplined, subjected to different terms and conditions because of my race. Additionally, I was terminated in retaliation for complaining about the discriminatory treatment. During my employment with the City of Ormond Beach I reported disparate treatment from Mr. Larry Haigh (Supervisor) to the Department Head (Mr. Kevin Gray). Mr. Haigh treated the white employees more favorably than the black employees. I also reported this to the Human Resources Manager (Lorenda Volkee).
Mr. Gray told me he was placing me on a 180 day performance evaluation. Five months later (July 2009), I was terminated. The reason given was I didn't call in or respond to a call out to work. This is not a true statement. Mr. Haigh never told me I had to come to work he said I had pager duty.

W.L
LARRY HAIGH

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Willis Littles	6-14-10

ATTACHMENT 0691

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-000548

DATE ENTERED: 2/2/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/000548/11000548COD-020211-14351835.PDF

PAGE(S): 1

11-0548

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

e Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
10 JUN 15 PM 2:23

A. PERSONAL INFORMATION	FCHR No. 201001548 MS	
Name Ms. Lisa Morton	**E-Mail Address**	**Date of Birth**
Mailing Address Post Office Box 3623	**Home Telephone Number (area code)** 678-721-9702	
City, State, and Zip Code Tallahassee, FL 32315	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
DanFoss Turbocor	15+	850-575-2126
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1769 E Paul Dirac Drive	Tallahassee, FL 32310	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 6-25-09

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American female. I was subjected to different terms and conditions, suspended and terminated because of my race and sex. I began working for DanFoss Turbocor on July 10, 2006 as a Team Leader/Trainer. Prior to my termination I had no disciplinary actions or accusations of misconduct. I was the only black supervisor working at this location. On June 9, 2009, I was informed by Thor & David (management) that I was being suspended for three days while an investigation was conducted for an alleged infraction against me. On June 25, 2009, I was informed that I could either resign or be terminated. I asked why I needed to resign and I was told that a subordinate had enough evidence to file a lawsuit against me and the company. I told Thor and David that I was turning in my badge because I was told to do so but I was not resigning. Two white male supervisors (Scott Leach and Frances Champagne) were accused of the same infractions on several occasions and neither of them was terminated. I feel my termination had to do with my opposing discriminatory practices in this company. I was also paid less than my male counterparts even though I had been there longer and had more experience.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
LMorton	15 June 2010

ATTACHMENT 0692

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-000733

DATE ENTERED: 2/14/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/000733/11000733ECD-021411-16242424.PDF

PAGE(S): 1

201002542
M Smith
D.F

11-0733

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FLORIDA COMMISSION ON HUMAN RELATIONS
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10 AUG 30 PM 3:24

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2011 FEB 14 A 11:49
DIVISION OF ADMINISTRATIVE HEARINGS

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	
Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
David G. Denson, III	dgdthe3@yahoo.com	6/7/78
Mailing Address	**Home Telephone Number (area code)**	
3265 Nekoma Lane Apt. C	(850)576-3379	
City, State, and Zip Code	**Work (if possible to call you there)**	
Tallahassee, FL, 32305	NA	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Coltin Electric, Inc.	15+	(850) 270-1664
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5086 Woodlane Circle	Tallahassee, FL 32303	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
[x]RACE [ ] COLOR [ ]SEX [x]RELIGION
[ ]DISABILITY/HANDICAP [ ] NATIONAL ORIGIN [ ]AGE
[ ] MARITAL STATUS [x]RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): August 23, 2010

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

Complainant (CP) was unfairly disciplined and subjected to different terms and conditions because of his race (black) and his religion (Islam). CP began working with Respondent on or around March 8, 2010. He performed his job duties satisfactorily and had no disciplinary actions until Respondent and/or it's agents learned of CP's religion. Upon learning that CP is a muslim, he was subjected to constant, almost daily harassment. Specifically, Chris Jensen, a white employee who served in a supervisory role, called CP names including but not limited to "Al Queda," and "Muslim motherfucker." He also made comments like "Muslims are dumb," and referred to black employees as "niggers." CP complained to Ethan Tully, the foreman of the job site, that he was being harassed and discriminated against because of his religion and his race. CP also informed Tully that Chris Jensen constructed a noose. Tully responded, "Just don't worry about it." Tully did not investigate or make any attempt to stop the harassing behavior to which CP was subjected. Instead, three weeks later, CP was terminated on false allegations.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I want this charge filed with both the EEOC and the State or local agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

Aug/25/2010
DATE

Notary: (required for filing)
Sworn and subscribed before me
Jennifer M. Morgan
25 day of August, 2010

REPRESENTATIVE OF RECORD: ALEXANDER & ASSOCIATES, Shay Alexander, P.O. Box 20862, Tallahassee, FL 32316, (850) 590-7732, Facsimile: (850) 224-6679

JENNIFER M MORGAN
MY COMMISSION # DD934962
EXPIRES October 21, 2013
(407) 398-0153 FloridaNotaryService.com

ATTACHMENT 0693

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-001617

DATE ENTERED: 3/31/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/001617/11001617COD-033111-14133113.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

2011 MAR 31 A 11:41

DIVISION OF ADMINISTRATIVE HEARINGS

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FLORIDA COMMISSION ON
HUMAN RELATIONS

10 OCT -1 AM 11:43

A. PERSONAL INFORMATION		FCHR No. 201002651	
Name Lurene Turner		**E-Mail Address**	**Date of Birth** 10-9-1955
Mailing Address 108 Grimes Ave.		**Home Telephone Number (area code)** 8504230269	
City, State, and Zip Code Crestview, FL 32536		**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name City of Crestview	**Number of Employees** 15	**Telephone Number** 8506826131
Street Address (Branch/Office in Florida) 198 South Wilson St	**City, State and Zip Code** Crestview, FL 32536	**County** Okaloosa

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 8/31/2010

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been employed with the Respondent as the Recreational Center Manager since August 13, 1999. My Director Michael Wing closed my position because of the age of retirement and my years of service. The budget deficit which is the reason supposedly I was forced to retire, didn't take effect on any of the white people employed within the company. The white people employed there are yet much older than I am. Three other black women (Louise Wing and Sarah Westbrook) to name a few are being forced to retire as well as myself. I believe I am being forced out and discriminated against because of my age (55) and race (black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Lurene Turner	9/27/2010

ATTACHMENT 0694

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-002024

DATE ENTERED: 4/21/2011

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2011/002024/11002024COD-042111-13053005.PDF

PAGE(S): 1

20110268
M.Smith
D.F

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 200
Tallahassee, Florida 32301

CHARGE OF DISCRIMINATION

FCHR No.

Name (Indicate Mr., Ms., or Mrs.)
William David Sumner

11-2024 FILED
2011 APR 21 A 11:38
DIVISION OF ADMINISTRATIVE HEARINGS

Social Security Number

Date of Birth

Street Address
21327 Hilltop Avenue

Home Telephone Number (area code)
(850) 866-3139

City, State, and Zip Code
Panama City Beach, Florida 32413

Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Advance Auto Parts, Store #09477	15+	(850) 769-7020

FLORIDA COMMISSION ON HUMAN RELATIONS
10 NOV 29 AM 11:18

Street Address	City, State, and Zip Code	County
2014 West 15th Street	Panama City, Florida 32405	Bay

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [X] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 10/15/2010

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I am a 38-year-old, white male. I was employed as Assistant Manager at Advance Auto Parts from February 2010 to October 15, 2010. I was originally hired in October of 2008, as a Salesperson. In February of 2008, I was promoted to Assistant Manager. The prior month I had experienced an SVT (Supraventricular Tachycardia), which is a heart palpitation, while on a business trip to Atlanta. My employer was not aware of this incident.

In March of 2010, I experienced a second, heart incident and was required to call in sick for one day. After learning of my first incident, my District Manager, Michael Ashley, reduced my monthly bonus from 2½ percent to 1½ percent. I was one of three individuals employed in the store who received a monthly bonus. Mine was the only one reduced at this time.

In August of 2010, I experienced another SVT incident. After this incident, Mike Ashley, the District Manager asked my Manager, Joseph Price, if I was able to continue work. Joseph Price then asked me if I would be able to continue to work. I responded yes, I should be able to continue working. I was concerned about my continued employment at this time because I was aware of other employees who had been removed from their positions because they might cost the company money. On October 9, 2010, I experienced another SVT incident. I was hospitalized over night and was sent home on the morning of October 10, 2010. On Monday, October 11, Mike Ashley, District Manager, informed me that I was being suspended for removing for an item from the store without paying for it. I paid for the item that day. On October 15, 2010 Mr. Ashley informed me that my employment was terminated for removal of the item. I had removed the item from the store under a procedure known as a suspended ticket. This is a regular practice of store employees, including the Manager, which allows the employee to take an item out of the store and pay for it later. The sale is documented in company records and it is a regular practice. I believe that I have been discriminated against on the basis of a perceived disability, my heart condition.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE
11-26-10

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME this 26th day of November, 2010, by William David Sumner, who presented a Florida Driver License as identification. Jan M. Lewis

JAN M. LEWIS
Commission DD 666178
Expires August 11, 2011
Bonded Thru Troy Fain Insurance 800-385-7019

ATTORNEY OF RECORD: Law Office of Gary Lee Printy, Gary Lee Printy, Esq., 1804 Miccosukee Commons Dr., Ste. 200, Tallahassee, FL 32308-5471; Tel (850) 877-7299

ATTACHMENT 0695

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-002452

DATE ENTERED: 5/13/2011

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2011/002452/11002452COD-051611-10110011.PDF

PAGE(S):

C 11-2452 C 201100204

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

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2011 MAY 13 A 12:06

DIVISION OF ADMINISTRATIVE HEARINGS

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		FCHR No.	
Name Stephanie Pearce		**E-Mail Address** stephaniehillrn@gmail.com	**Date of Birth** 04-10-1971
Mailing Address 2756 Amaya Terr.		**Home Telephone Number (area code)** 407-497-3251	
City, State, and Zip Code Lake Mary, FL 32746		**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Osceola Regional Medical Center	80-85	407-518-3540
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
700 W. Oak Street	Kissimmee, FL 34717	Osceola

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ✔ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ✔ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) December 3, 2009

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a white female and I worked as a Charge Nurse for Osceola Regional Center. My job function was essentially as an assistant manager. I worked there for about 6 months before I was wrongfully terminated. The Head Nurse for the unit I was assigned to, Dena Vegter, is a white female. She was my immediate supervisor and I knew her before I began my employment with the Hospital. When Ms. Vegter started her job as the head nurse she told me that she had a list of people she wanted to terminate. I later found out when I started working there that all the people on the list were minorities.

Shortly after beginning my employment with the Hospital Mrs. Vegter asked me to gather evidence against people she wanted to fire. All the people she asked me to gather evidence were minorities and I did not believe this was right, so I refused to gather evidence for Ms. Vegter. Ultimately, she fired many of the minority nurses and replaced them all with white nurses. I defended the minority nurses when I saw other white staff members mistreating them. For example, I told Ms. Vegter that I believed the doctors were targeting the minority nurses for mistreatment because they had foreign sounding accents. When I told Ms. Vegter this, she told me to shut my mouth or she would report me to her boss Sandrea. Once it became apparent to Ms. Vegter that I would not help her trample over the minority nurses I too was targeted for mistreatment and ultimately terminated.

In addition to this retaliation, I was also discriminated because of my disability. I suffer from

Ms. Vegter was well aware of this before I began working and knew of my limitations. Further, I informed her that my doctor told me I could not stand for extended periods because it would exacerbate my condition. Nevertheless, Ms. Vegter scheduled me to work four days straight and to work overtime for a total of 48 hours each week. I asked her to split up my days to accommodate my disability. When she finally accommodated me months later, she also demoted me from charge nurse to staff nurse. When I asked to talk about my demotion with my Sandrea and Human Resources, I was fired three days later on December 3, 2009. I believe my disability and my refusal to help Ms. Vegter fire all the minority nurses caused me to be fired.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Stephanie Pearce **DATE** Nov 18 2010

ANGELA THOMAS
MY COMMISSION# DD753118
EXPIRES January 28, 2012
(407) 398-0153 FloridaNotaryService.com

ATTACHMENT 0696

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-003319

DATE ENTERED: 7/1/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/003319/11003319HDC-070111-13380438.PDF

PAGE(S): 1

11-3319

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2011 JUL -1 P 12:02
DIVISION OF
ADMINISTRATIVE
HEARINGS

August 16, 2010

HOUSING DISCRIMINATION COMPLAINT

CASE NUMBER: 04-10-1554-8

1. **Complainants**

Jeannette Shaw-Perez
1415 Climax Street
Burlington, NC 27217

2. **Other Aggrieved Persons**

None.

3. **The following is alleged to have occurred or is about to occur:**

Discriminatory terms, conditions, privileges, or services and facilities.

Discriminatory acts under Section 818 (coercion, Etc.).

4. **The alleged violation occurred because of:**

Race, sex and color.

5. **Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):**

302 Dubs Drive
Holly Hill, FL 32117

6. **Respondent(s)**

Sue Meeks
City of Holly Hill
Code Enforcement Division
1065 Ridgewood Avenue
Daytona Beach, FL 32117-2807

Mark Ballard, Code Enforcement Supervisor
City of Holly Hill
Code Enforcement Division
1065 Ridgewood Avenue
Daytona Beach, FL 32117-2807

City of Holly Hill
Roland Via, Mayor
1065 Ridgewood Avenue
Daytona Beach, FL 32117-2807

ATTACHMENT 0697

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-003320

DATE ENTERED: 7/1/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/003320/11003320HDC-070111-13392339.PDF

PAGE(S): 1

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2011 JUL -1 P 12:04

DIVISION OF
ADMINISTRATIVE
HEARINGS

HOUSING DISCRIMINATION COMPLAINT

CASE NUMBER: 04-11-0464-8

11-3320

1. Complainants

Karen Davis
8131 Segura Street
Navarre, FL 32566

2. Other Aggrieved Persons

None.

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FLORIDA COMMISSION ON
HUMAN RELATIONS
11 FEB 11 PM 12:55

3. The following is alleged to have occurred or is about to occur:

Discriminatory refusal to rent.
False denial or representation of availability.

4. The alleged violation occurred because of:

Race.

5. Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):

8472
Navarre, FL 32566

6. Respondent(s)

Paul Tinsley, Owner
3014 Shearwater Drive
Navarre, FL 32566

7. The following is a brief and concise statement of the facts regarding the alleged violation:

Karen Davis (hereafter "Complainant") is African American and therefore belongs to a class of persons protected from unlawful discrimination under the Fair Housing Act, as amended (Act) based on race. The complainant alleged that on or about January 8, 2011, Paul Tinsley (hereafter "Respondent") falsely denial the availability of an apartment she inquired about leasing. According to the complainant, she was shown a duplex apartment (#8472) sharing the address at 8476 Barrancas Street in Navarre, Florida that needed cleaning, had no blinds in the window, a broken door knob on the front door and trash left by a previous tenant. The complainant contends that the unit at 8476 which was clearly in better shape was offered to her Caucasian

ATTACHMENT 0698

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-003340

DATE ENTERED: 7/6/2011

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2011/003340/11003340COD-070611-14393239.PDF

PAGE(S): 1

11-3340

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FILED

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

11 FEB -7 AM 10:00

A. PERSONAL INFORMATION		FCHR No. 201100586	
Name	2011 JUL -6 A 11:29	**E-Mail Address**	**Date of Birth**
Ha Nelson			12/14/1970
Mailing Address	DIVISION OF ADMINISTRATIVE HEARINGS	**Home Telephone Number (area code)**	
5 Highland Avenue		6179265444	
City, State, and Zip Code		**Work (if possible to call you there)**	
Watertown, MA 02472			

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
University of West Florida	15	8504742694
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
11200 University Parkway	Pensacola, FL 32514	Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ■ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 1/10/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I served the Respondent for 8+ years as Art Director. The Respondent served me with a 6-month "Separation with Advanced Notice" on December 1, 2010. I was not offered the opportunity to resign, or a lump sum payout. On the same day, an email was broadcast to the department by its Vice President Kyle Marrero stating I agreed to their terms. I did not agree. I was awaiting written notice to review which arrived 5 days later. The email alleged reasons for the separation which were untruthful and defamatory. It claimed a report from an independent consultant compelled them to replace me with an onsite employee. The report does not reflect this statement, and my excellent annual reviews, awards, and merit-based raises invalidate the inference that working offsite makes me ineffective. The email was a violation of my privacy and caused me great distress. Other department employees who received more critical reviews in the aforementioned report were given counsel and training. In contrast to these employees I was the only one separated. In fact I was the only employee separated in my 8+ years of service. My separation was extraordinary and unprecedented. My employment was equally uncommon as I was the only Asian female in the department, and the only minority in a higher pay grade. In the following weeks, I, then my husband attempted to contact the Respondent via email, phone and written correspondence to request leave on my behalf due to my condition. During these attempts the words "Attorney" and "EEOC" were mentioned. The day after I sent a letter requesting they reply to my husband due to my condition, they responded with a letter stating I was terminated immediately. The Respondent's continued attempts to contact me - even sending Police to my home presumably to prove insubordination and disprove my deteriorating condition - have caused a severe level of stress for which I am being treated by an MD. I am certain the initial separation was inspired and driven by a distorted and prejudicial view of Asian women. The malice and contempt with which I was treated, accompanied by their refusal to deal with my (caucasian) husband support this conclusion. I am equally convinced that my subsequent termination was racially-aggravated retaliation after they became aware I was seeking legal counsel.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

2/5/2011

ATTACHMENT 0699

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-003983

DATE ENTERED: 8/9/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/003983/11003983COD-080911-10570757.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	FCHR No. 201100430	
Name Terrinica N Moss	**E-Mail Address** house.of.terrin@gmail.com	**Date of Birth** 07/17/1978
Mailing Address 8611 Roberts Rd	**Home Telephone Number (area code)**	
City, State, and Zip Code Tallahassee, FL 32309	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
HCA, Inc and Capital Regional Medical Center	15	8503255000
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2626 Capital Medical Blvd.	Tallahassee, FL 32308	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 12/14/2010

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I filed a discrimination claim internally with the corporate office two years ago and have since received retaliation in multiple forms: being denied work and training within the mammography department, being given unfair evaluations, being placed under undue surveillance, having hours reduced, being given undue disciplinary actions, and no action to resolve issues by management and Human Resources and corporate. I believe I have been discriminated against due to retaliation up to the date of December 14, 2010.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

1-15-11

ATTACHMENT 0700

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-004436

DATE ENTERED: 8/31/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/004436/11004436COD-090111-12512551.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

100 Orange Avenue

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	**FCHR No. 201100772**	
Name Melverton Walters	**E-Mail Address** Melverton1.Walters@yahoo.com	**Date of Birth** 12/09/1980
Mailing Address 317 Mabry St	**Home Telephone Number (area code)** 850-284-4122	
City, State, and Zip Code Tallahassee, FL 32310	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Waffle House	**Number of Employees** 15	**Telephone Number** 850-671-1446
Street Address (Branch/Office in Florida) 3090 Walden Road	**City, State and Zip Code** Tallahassee, FL 32317	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	2/8/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reasons

I as well as other black co-workers have been placed in uncomfortable and unfair situations. I have been asked by higher authority to do illegal things and threatened of consequences if I refused. This method was used by the Respondent to try and drive black employees out. No other white employee or any other race for that matter has been approached with any of the acts which could incriminate them. I was also told by the Respondent that they company needs to diversify some more and liven up the place, basically saying there are too many blacks working there. I believe I have been discriminated and terminated on February 8, 2011 due to my race (black) and color.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Melverton Walters	March 3, 2011

ATTACHMENT 0701

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-004465

DATE ENTERED: 9/1/2001

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2011/004465/11004465COD-090211-11165616.PDF

PAGE(S): 1

2011015382

FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

11 MAY 23 P 2:34

AMENDED CHARGE OF DISCRIMINATION		FCHR No.	
Name (Indicate Mr., Ms., or Mrs.) **Mr. Loren Cohen**		Social Security Number **267-51-5492**	Date of Birth **12-06-1960**
Street Address **6603 Pebble Beach**		Home Telephone Number (area code) **786-236-6503**	
City, State, and Zip Code **North Lauderdale, FL 33068**		Work (if possible to call you there)	
List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.			
Name **Advancedtech Solutions I LLC, and Bridges of America-The Turning Point Bridge Inc.**	No. of Employees Over 15	Telephone No. (area code) **954-580-0949**	
Street Address **400 S.W. 2nd Street**	City, State, and Zip Code **Pompano Beach, FL 33060**	County **Broward**	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) [X] RACE [X] COLOR [x] SEX [ ] RELIGION [ ] DISABILITY [ ] GENDER [ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [] RETALIATION		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK **04/20/2010**	

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:

I was employed as a Director and was terminated on April 20, 2010 because I am a male Caucasian. I was terminated for pretexual reasons and was subjected to disparate treatment due to my race and gender. Upon information and belief, I was replaced by an African-American female and other Caucasian employees have been selected for termination and replaced by African-Americans. The prior Director, Lisa Wooten was in the position for about six months. During her time in this position, she received several disciplinary actions and when she was removed, she was offered her previous job back as an Assistant Director and not just terminated. Lisa Wooten is an African-American female. My supervisor, Sterling Staggers who made the decision is African-American. Even assuming for the moment there were grounds to discipline me. I was subjected to disparate treatment as I was not afforded an equal opportunity to take an Assistant Directors position, as was Lisa Wooten.

II. Respondent's Reasons for Personal Harm:

There was no reason for the personal harm except for my race and gender.

III. Discrimination Statement:

By reason of the foregoing, I charge Respondents with denying me equal terms, conditions, and privileges of employment by reason of my race (Caucasian) and gender (male) in violation of the Civil Rights Act of 1964, and the Florida Civil Rights Act of 1992.

I herein authorize the Florida Human Relations Commission to dually file this complaint with the EEOC .

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S)

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE**

5/19/2011

Notary Seal & Signature

MICHELLE N. SMITH
Notary Public - State of Florida
My Comm. Expires Apr 13, 2014
Commission # DD 981830
Bonded Through National Notary Assn.

ATTACHMENT 0702

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-004466

DATE ENTERED: 9/1/2001

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/004466/11004466COD-090211-11174117.PDF

PAGE(S): 1

20110101 TR N

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY: ☐ FEPA ☐ EEOC

CHARGE NUMBER

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
11 MAR 18 PM 2:11

Florida Commission on Human Relations and EEOC
State or local Agency, if any

NAME *(Indicate Mr., Ms. or Mrs.)*	HOME TELEPHONE *(Include Area Code)*
PATRICIA HERRING	386-792-3916

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
PO Box 255	Jasper, FL 32052	12/28/1961

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME. *(If more than one, list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE *(Include Area Code)*
Department of Corrections	15+	386-754-7600

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
2601 Blair Stone Road	Tallahassee, Florida 32399-2500	Leon

NAME	TELEPHONE NUMBER *(Include Area Code)*

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER *(Pregnancy)*

DATE DISCRIMINATION TOOK PLACE
EARLIEST August 25, 2010 *LATEST* Current
☒ CONTINUING ACTION

THE PARTICULARS ARE *(If additional space is needed, attach extra sheet(s))*

I worked a Dept. of Corrections in Columbia County. At 9:20 am on March 3rd the Warden (Donald Davis) retrieved a large cup and approached my co worker Ms. Fran Wood. He then put the cup in front of his genital area and stood over her remarking (while touching his genitals) that she should "fill it up". I also feels that I have been treated differently because of race and gender – i.e. that the Warden adversely treats me because I'm a black woman. I objected to the unequal treatment of me based on my race in including but not limited to on or about March 4th in writing. I also objected to the warden's behavior as sexual harassment and racial/gender discrimination (including one via writing on March 10, 2011) and immediately after this written objection I was falsely charged (in an act of retaliation) with letting inmates wash my car (something I did not do). **The aforementioned is only a brief summary of my claims; I have a limited amount of space to write here but can provide many more facts as needed.**

I believe that I have been discriminated against pursuant to Chapter 760, Florida Statutes, and/or Title VII of the Federal Civil Rights Act of 1964, and/or the age Discrimination in Employment Act, and/or the Americans with Disabilities Act. **Please dual file my charges with the Florida Commission on Human Relations.** Under penalties of perjury, and pursuant to 18 USC 1621 and 1623, I (the undersigned) declare that the above facts and statements are true and correct to the best of my knowledge.

Elizabeth Karen Touchton
Notary Public
State of Florida
My Commission Expires April 17, 2014
Commission No. DD965044

☒ I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge and belief.

I declare under penalty of perjury that the foregoing is true and correct.

Date 3/16/11 Charging Party *(Signature)*

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Month, day and year) 3/16/11

EEOC FORM 5 (Rev. 06/92)

CHARGING PARTY COPY

ATTACHMENT 0703

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-004540

DATE ENTERED: 9/9/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/004540/11004540COD-090911-10372237.PDF

PAGE(S): 1

ATTention - Mr. Jal

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC

425-2011-00282

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Rachel L. Bivins	**(850) 341-0684**	**12-13-1981**

Street Address / City, State and ZIP Code

430 East Burgess Road, Pensacola, FL 32504

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
WEST FLORIDA HOSPITAL	**201 - 500**	**(850) 494-4000**

Street Address / City, State and ZIP Code

8383 North Davis Highway, Pensacola, FL 32514

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address / City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [ ] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER (*Specify*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
08-01-2010	**01-03-2011**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I worked for the Respondent as a Housekeeper since October 2009. From August 2010 through December 2011, Charles Randolph (White, Housekeeping Supervisor) denied my request for paid time off nine out of eleven times. On January 1, 2011, I called out sick and on January 3, 2011 Randolph and Jeff Lantot (White, Director of Housekeeping) terminated my employment. I believe I was retaliated and discriminated against because of my race, Black.

In November 2010, I requested paid time off before Charlene Lewis (White, Housekeeper), but Randolph denied my request and granted her one week off. On January 3, 2011, I attempted to provide a copy of my doctor's excuse to Randolph and Lantot; however, they said that they already had a copy. In 2010, Chrystal Simpkins (White, Housekeeper) and Maria Alacon (White, Housekeeper) called out at least seven times each and were not terminated.

I believe I was discriminated against in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

02/08/11 Rachel L. Bivins

Date / Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (*month, day, year*)

X

ATTACHMENT 0704

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-004572

DATE ENTERED: 9/13/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/004572/11004572COD-091311-08274727.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 11 FEB 16 AM 11:42

A. PERSONAL INFORMATION	FCHR No. 201100400 MS	
Name Ms. Mary Cottrell	**E-Mail Address** MCottrell1195@aol.com	**Date of Birth** 07-25-1958
Mailing Address 776 Backwoods Road	**Home Telephone Number (area code)** 850-256-0243	
City, State, and Zip Code Century, FL 32535	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Concord Custom Cleaners	15+	850-479-4114
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
596 E Nine Mile Road	Pensacola, FL 32501	Escambia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 12-15-10

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was subjected to different terms and conditions and terminated because of my race. I worked for Respondent for approximately seventeen months. I worked the evening shift and I was given a much heavier workload than my white counterpart (Amanda). When I went on vacation, Amanda was allowed to work my shift and her own shift. However, when Amanda went on vacation, I was not allowed to do so. On December 15, 2010 Jerry (Manager) called me at home and told I was being terminated. The reason given was individuals complained about me. Amanda pulled a customer clothing and donated them to a non-profit organization and the customer came looking for his clothing and Respondent had to pay for them. She was not disciplined for this incident.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Mary Louise Cottrell	2/11/2011

ATTACHMENT 0705

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-004633

DATE ENTERED: 9/14/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/004633/11004633COD-091411-12473747.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
201101265
510-2011-03032

A. PERSONAL INFORMATION		FCHR No.
Name Bahiyyah Layton	**E-Mail Address** angiegirleylaw@bellsouth.net	**Date of Birth** 07/07/64
Mailing Address 114 Sandpoint Ct.	**Home Telephone Number (area code)** 407-330-7067	
City, State, and Zip Code Sanford, FL 32773	**Work (if possible to call you there)** 407-702-7706	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Windstream	**Number of Employees** **15 or more**	**Telephone Number** 407-835-0300
Street Address (Branch/Office in Florida) 2301 Lucien Way	**City, State and Zip Code** Maitland, FL 32751	**County** Orange

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☑ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☑ AGE ☐ MARITAL STATUS ☑ RETALIATION	12/02/2010

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe that I was discriminated against because of my race. I further believe that I was retaliated against for speaking to my employer about what I perceived to be questionable billing practices. On December 2, 2010 I was terminated by Windstream as a result of a customer service issue that emerged last summer. Windstream claimed that I miscalculated a credit to a customer. The fact is that when the error occurred, I was actually filling in for the supervisor and was under the impression that I was essentially finalizing a transaction that had already been properly researched by another representative and cleared by the supervisor. More importantly, if that was the actual basis for my termination, there are other, non African American females, who have made similar or more egregious errors and they were not terminated.

I also strongly suspect that my termination was linked to the fact that I contacted the Windstream's legal counsel regarding the debiting of customer's account where refunds were due and Windstream counsel then advised management that it was not proper to debit accounts where customers were clearly due refunds. Additionally, Customer Financial Services Manager, Devario Bruster, directed us to charge customers early termination fees for breaching a contract when it was clear that we had no proof that a written contract existed. The fees in question resulted in customers being potentially charged thousands of dollars that they did not owe. Again, I believe that I have been discriminated against because of my race and my age for the above stated reasons.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE** 3/18/11

ANGELA THOMAS
MY COMMISSION # DD753118
EXPIRES January 28, 2012
FloridaNotaryService.com

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS APR 11 AM 11:06

ATTACHMENT 0706

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-004669

DATE ENTERED: 9/15/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/004669/11004669COD-091511-12274227.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

[redacted]

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 11 APR -4 AM 11:55

A. PERSONAL INFORMATION		FCHR No. 20110194 ms
Name Angela Fleming	**E-Mail Address** angiegirleylaw@bellsouth.net	**Date of Birth** [redacted]
Mailing Address 550 West Pointe Garden Circle	**Home Telephone Number (area code)** 407-953-1702	
City, State, and Zip Code Winter Garden, FL 34787	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Waterstone Apartment	15 or more	407-297-9750
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5224 Long Rd.	Orlando, FL 32808	Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☑RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐DISABILITY/HANDICAP
☐NATIONAL ORIGIN ☐ AGE ☐MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 2/10/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age

I was hired at the Water Stone Apartment Community in September of 2009. Initially, I was hired as Leasing Agent. Because of the quality of work that I consistently produced I was promoted to the position of Assistant Manager within three to four months. I served in that capacity until the new manager unceremoniously terminated me. The given reason for my dismissal was that I left a window open one evening. However, I believe that my employer made a decision to fire me long before that mistake was made. The new manager, Ms. McCall kept micromanaging and nit picking everything that I did. I got the sense that they (Regional Management and the owner) were looking for a reason to get rid of me. I spoke to the Regional Manager, Eric about my concerns. He assured me that my job was secure and that I did not have anything to be worried about because the manager would have to come through him before terminating me. Foolishly, I relied on his representations that my job was secure.

Prior to Ms. McCall's arrival, I was selected by the Regional Manager to serve as the Acting Manager. During my tenure as an acting manager I won a coveted company award called the Silver Lining Award. This award is given to those apartment community managers who demonstrate the highest degree of professional competence in the execution of their duties. A company accountant informed me that along with a certificate, the recipients also received a bonus in the form of a bracelet. I received neither a certificate nor did I receive the bonus bracelet. When I inquired with management about the bracelet they informed me that they would get back to me. No one ever did. I believe that I was discriminated against in the terms and conditions of my employment because of my race. I worked hard to earn that award and the bonus that should have accompanied it. Moreover, similarly situated white female managers received their bonus bracelets when they earned the award.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Angela Fleming **DATE** 3/9/11

ANGELA THOMAS MY COMMISSION # DD753118 EXPIRES January 28, 2012 (407) 398-0153 FloridaNotaryService.com

FCHR Charge Form – Revised April 22, 2004

ATTACHMENT 0707

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-004670

DATE ENTERED: 9/16/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/004670/11004670_375_09162011_08203421_e.pdf

PAGE(S): 1

EEOC Form 5 (11/09)

T-3

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
11 MAR -4 PM 12:06

☐ FEPA

☒ EEOC 846-2011-25551

and EEOC

State or local Agency, if any

FEB 28 2011
EEOC Miami District Office

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Emerald Mcneil	**(407) 687-9322**	

Street Address: **612 Brockton Dr., Kissimmee, FL 34758** City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
HEALTHPORT TECHNOLOGIE LLC	**500 or More**	**(407) 518-3513**

Street Address: **Osceola Regional, 700 West Oak Street, Kissimmee, FL 34741** City, State and ZIP Code

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☐ RETALIATION ☐ AGE ☐ DISABILITY ☐ GENETIC INFORMATION
☐ OTHER (*Specify*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
11-09-2010	**01-07-2011**

☐ CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

1. I am an African American individual. I was hired by the above named Respondent on July 13, 2009, as a Site Supervisor. I was subjected to different terms and conditions than my non-black Americans counterparts. I was written up, disciplined where my Hispanics counterparts were not treated in the same manner I was. On November 9, 2010, I was involved in a heated conversation with a co-worker Rosana Gomez (Hispanic). I was written up and counseled by the DM, Dana Telese (Hispanic), because she said that I belittled Ms. Gomez in front of other staff members. Ms. Gomez was never counseled or written up for her rude behavior towards me.

2. The reason given for my discharge by Ms. Telese and Laurel Stiles, Area Manager was for conduct.

3. I believe the Respondent discriminated against me in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

02-23-11 Emerald L McNeil

Date Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0708

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-005131

DATE ENTERED: 10/5/2011

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2011/005131/11005131COD-100611-11341134.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

20110210 1 JK

009 Apalachee Parkway, Suite 200
Tallahassee, Florida 32301

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FLORIDA COMMISSION ON HUMAN RELATIONS
11 JUL 20 PM 4:14

CHARGE OF DISCRIMINATION

FCHR No.

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Timothy Nagy	046-42-7016	8/14/1948

Street Address	Home Telephone Number (area code)
26089 83rd Road	(386) 935-4768
City, State, and Zip Code	**Work (if possible to call you there)**
Branford, Florida 32008	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Madison County Sheriff's Office	15+	(850) 973-4001

Street Address	City, State, and Zip Code	County
239 SW Pickney Street	Madison, Florida 32340	MADISON

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [X] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 6/14/2011

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I am a 62-year-old, white male, who was employed with the Madison County Sheriff's Office since March of 2007. After the previous Sheriff (Pete Bucher), left office, Ben Stewart became Sheriff. At the start of his Administration, I began to experience, and was repeatedly subjected to, comments about my age by others in the Office. I was terminated from employment on June 14, 2011, for insubordination. Prior to that, I was suspended without pay for one day for insubordination. Both incidences stemmed from the Sheriff's dislike of me due to my age. He told me that due to my age, the younger deputies look up to me and he didn't like that. I wrote several memos to the Sheriff (via his open-door policy and through the chain of command) concerning procedural and safety issues. He took offense to the memo concerning safety and began a hostile-work environment toward me. I was being scrutinized and criticized on an ongoing basis. After I had a private conversation with another deputy about the improper use of drug-forfeiture money, I was terminated from employment and replaced with a younger, less-experienced deputy. I believe the reason I was given for termination of my employment by the Madison County Sheriff's Office was a pretext for age discrimination because of the Sheriff's underlying issues with my age.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Timothy Nagy **DATE** 7-20-2011

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME this 20th **day of July, 2011, by** Timothy Nagy, **who presented a Florida Driver License as identification.** Jan M. Lewis

JAN M. LEWIS
Commission DD 666178
Expires August 11, 2011

ATTORNEY OF RECORD: Law Office of Gary Lee Printy, Gary Lee Printy, Esq., 1804 Miccosukee Commons Dr., Ste. 200, Tallahassee, FL 32308, 850-877-7299

ATTACHMENT 0709

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-005266

DATE ENTERED: 10/12/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/005266/11005266COD-101211-13044104.PDF

PAGE(S): 1

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FLORIDA COMMISSION ON
HUMAN RELATIONS
11 JUN -7 AM 11:23

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 201101768 mg

Name (Indicate Mr. or Ms.): Melissa Drayton

Email Address:

Date of Birth: 8-6-67

Mailing Address: 1421 SW 27th Ave 2100

Home Telephone Number (area code): 352-209-9656

City, State, and Zip Code: Ocala Fl 34471

Work (if possible to call you there): Fired

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name: Lowes of Ocala 3535 SW 3

Number of Employees: 15+

Telephone Number: 352-237-7600

Street Address (Branch/Office in Florida): 3535 SW 36th Ave Ocala Fl

City, State and Zip Code: Ocala Fl 34471

County:

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☑ RACE ☑ COLOR ☑ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): 6/4/09

THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I went From A Corperate Compliment to being promoted to A department that I never went to. I watch Store Manager hire People off the streets Placed them in departments I APPlied For had been Employed their A year. I went to different ones in Authority About Issues I was having being Employed there. Kelly young Admin Sally Deckel, Supervisor, Store Manger lee walker, Nothin never Got Attended two. They did not Pursue open door Policy I talked About Feeling discriminated to Kelly young nothin Got Done. This company Allowed Culture hostility. See Attached letter

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT: Melissa Drayton

DATE: 6-1-11

ATTACHMENT 0710

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-005606

DATE ENTERED: 11/1/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/005606/11005606ECD-110111-13522352.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

ate Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 11 MAY 13 PM 2:44

A. PERSONAL INFORMATION	**FCHR No. 201101226**	**MS**
Name Ms. Kareen Anita Gantt	**E-Mail Address**	**Date of Birth**
Mailing Address 1340 Mount Hosea Church Rd	**Home Telephone Number (area code)** 850-875-3936	
City, State, and Zip Code Quincy, FL 32352	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Heritage Health Care	**15+**	850-877-2177
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3101 Ginger Drive	Tallahassee, FL 32308	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 4-1-11

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am African American. I believe I was unfairly disciplined and discharged because of my race. I began working for Respondent in March 2011. I was harassed from the beginning of my employment by other employees. A CRN KB made false allegations against me. I was accused of giving medication to a patient earlier than the scheduled time for the patient to receive it. On April 1, 2011, I was called into a meeting with the Administrator and the Assistant Director of Nursing. I was told that a patient said I gave her medication earlier than she was scheduled to get it. I was not given the opportunity to defend myself against the false allegations. Brenda made the statement "you people" make me sick trying to get out of things instead of telling the truth." I was told if I did not sign the write-up I could look at this day as being my last date of employment. I did not sign the disciplinary action because it was not a true statement and I was terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Kareen Gantt	5/11/11

ATTACHMENT 0711

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-005722

DATE ENTERED: 11/8/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/005722/11005722COD-110811-10161016.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 11 APR -8 PM 1:33

A. PERSONAL INFORMATION	**FCHR No. 201100529**	
Name Kathryn M Newby	**E-Mail Address** kmnewby@yahoo.com	**Date of Birth** 04/23/1968
Mailing Address 501 Blairstone Road Apt 3004	**Home Telephone Number (area code)** 8507270743	
City, State, and Zip Code Tallahassee, FL 32301	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Sam's Club, Wal-Mart Stores Inc.	15+	8508684753
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
740 North Beal Parkway	Fort Walton Beach, FL 32547	Okaloosa

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 11/01/2010

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I began my employment with the Respondent on 10/5/2005. I was falsely accused of violating company policy. Further, the policy in question was obsolete and, at best, in conflict with another policy. I was severely treated by being terminated while other white male and female employees were leniently treated for similar conduct. For example, Walter Brown, a white male employee committed a violation of company policy and he was transferred to another location rather than being terminated. Walter retained his job title as well as his current pay. Sam's Club also engaged in disparate treatment of me compared to other employees. I believe I was discriminated against and terminated because of my race (black) and sex (female) on November 1, 2010.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

April 6, 2011

ATTACHMENT 0712

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 11-006467

DATE ENTERED: 12/21/2011

RACE: black

LINK: doah.state.fl.us/DocDoc/2011/006467/11006467ECD-122111-11044204.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

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RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
11 AUG 15 PM 12:24

A. PERSONAL INFORMATION		FCHR No. 201102094	
Name Sandra Johnson		**E-Mail Address**	**Date of Birth** 5/15/1956
Mailing Address 284 Centerline Road		**Home Telephone Number (area code)** 8505102538	
City, State, and Zip Code Crawfordville, FL 32327		**Work (if possible to call you there)**	
B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)			
Name Apalachee Health	**Number of Employees** 15	**Telephone Number** 8505233333	
Street Address (Branch/Office in Florida) 2636 Capital Circle	**City, State and Zip Code** Tallahassee, FL 32308	**County** Leon	
C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es) ☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 7/7/2011	

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

While employed with the Respondent, I was faced with harsh treatment and lack of cooperation from my superiors. All of the other non- African American employees never had to deal with the harassment and disciplined for no reason as I did. I was also sexually harassed by an employee said unwelcomed comments such as I am "fine", "sexy" and "beautiful". I reported these unwanted and inappropriate comments and nothing was ever done. Since then I have been suspended and later terminated from the Respondent with no explanation provided. I believe I have been discriminated against due to my race (black) and sexually harassed due to my gender (female) on July 7, 2011.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Sandra Johnson	8-15-11

ATTACHMENT 0713

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-000116

DATE ENTERED: 1/10/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/000116/12000116COD-011012-14063306.PDF

PAGE(S): 1

20110208 5 JK

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
11 JUL 18 PM 12:45

EMPLOYMENT COMPLAINT OF DISCRIMINATION

510-2011-04671

A. PERSONAL INFORMATION		FCHR No.
Name Western Ulysse	**E-Mail Address** angiegirleylaw@bellsouth.net	**Date of Birth** 08/28/70
Mailing Address 2705 Castle Oak Ave.	**Home Telephone Number (area code)** 321-274-3621	
City, State, and Zip Code Orlando, FL 32808	**Work (if possible to call you there)** n/a	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Steak n' Shake Restaurant	**Number of Employees** Over 15	**Telephone Number** 407-297-6650
Street Address (Branch/Office in Florida) 7101 West Colonial Drive	**City, State and Zip Code** Orlando, FL 32818	**County** Orange

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
✔RACE ☐ COLOR ✔SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
✔NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) June 11, 2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was written up and then terminated for loosing a deposit for the restaurant I worked for. I was the shift manager for Steak n' Shake for 13 years prior to my termination. On the date in question I completed the deposit paperwork, as I frequently did in the past, but I did not have a specific recall of being the actual person that made the deposit. I requested some time to try to sort the matter out. I also went to the bank and attempted to review the video from the date in question. However, before I could complete the assessment I was terminated. There was a Hispanic manager who was accused of losing a deposit before however, that person was not fired and is currently working for Steak n' Shake as a manager.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

DATE 6/23/11

NOTARY PUBLIC STATE OF FLORIDA
ANGELA THOMAS
MY COMMISSION # DD753118
EXPIRES January 26, 2012
(407) 398-0153 FloridaNotaryService.com

6/24/2011

ATTACHMENT 0714

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-000327

DATE ENTERED: 1/18/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/000327/12000327HDC-011912-08351935.PDF

PAGE(S): 1

August 30, 2011

HOUSING DISCRIMINATION COMPLAINT

CASE NUMBER: 04-11-1180-8

1. **Complainants**

Donald Hosten
731 N. Mac Ewen Drive
Osprey, FL 34229

Lorraine Hosten
731 N. Macewen Drive
Osprey, FL 34229

2. **Other Aggrieved Persons**

Male Minor Child

3. **The following is alleged to have occurred or is about to occur:**

Discriminatory terms, conditions, privileges, or services and facilities.

4. **The alleged violation occurred because of:**

Race.

5. **Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):**

731 N. Mac Ewen Dr.
Osprey, FL 34229

6. **Respondent(s)**

Oaks Club Corporation
c/o Victor Balcom, Registered Agent
301 Mac Ewen Drive
Osprey, FL 34229

Lighthouse Property Management, Inc. (Management Agent)
c/o Richard A. Ulrich, Esq., Registered Agent
2940 S. Tamiami Trail
Sarasota, FL 34239

7. **The following is a brief and concise statement of the facts regarding the alleged violation:**

Complainants Donald and Lorraine Hosten identified themselves as African Americans who own a single family home located at 731 North Mac Ewen Drive, Osprey, Florida 34229, Sarasota County. Complainants belong to a class of persons whom the Fair Housing Act (the Act), as amended, protects from unlawful discrimination because of race. The property is subject to the rules and regulations of Oaks Club Corporation (Respondent HOA), administered by and through the management agent, Respondent Lighthouse Property Management, Inc. Complainants alleged Respondents subjected them to discriminatory

ATTACHMENT 0715

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-000538

DATE ENTERED: 2/10/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/000538/12000538COD-021312-10480648.PDF

PAGE(S): 1

201102212

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS

11 AUG 29 AM 11:37

A. PERSONAL INFORMATION		FCHR No. 201102212
Name Cheryl Glovette Cobb	**E-Mail Address**	**Date of Birth** 02/28/1976
Mailing Address 1101 W Cross Street	**Home Telephone Number (area code)** 8502875023	
City, State, and Zip Code Pensacola, FL 32503	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Bayside Manor Nursing Home	15	8504303300
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
4343 Langley Avenue	Pensacola, FL 32503	Escambia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

BIK

☒ RACE ☒ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 03/01/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I began my employment with the Respondent on November 20, 2009. While employed with the Respondent, I was being constantly harassed by Amber Jordan, (white LPN). I was seeking a permanent position and assignment within my unit, and Amber was totally against that. Amber made a statement that Black people are ignorant and don't understand anything. She was telling my superiors not to appoint me to the permanent position. Ragine, (Assistant Director of Nurses) spoke with Mrs. Jordan, after the conversation I was appointed the position. From that point I was constantly harassed and disciplined from any allegation Mrs. Jordan made against me. There was a white male (Joshua) and another female of another race (Raven) who received write-ups, called in on a regular basis and Raven even broke a residents leg. Through all of that, both are still employed with the Respondent. I believe I have been discriminated against due to my race (black) and gender which led to my termination on ~~March 1, 2011~~ July 5, 2011.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Cheryl G. Cobb DATE 08/25/11

ATTACHMENT 0716

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-000539

DATE ENTERED: 2/10/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/000539/12000539COD-021312-10490449.PDF

PAGE(S): 1

JK

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

ıte Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
11 JUN 29 PM 12:06

A. PERSONAL INFORMATION		FCHR No. 201101804
Name Annie Benjamin	**E-Mail Address**	**Date of Birth** 2/28/1953
Mailing Address 1109 E. Tunis St	**Home Telephone Number (area code)** 8504691802	
City, State, and Zip Code Pensacola, FL 32503	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Juvenile Justice	15	8505959920
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1800 St. Mary Street	Pensacola, FL 32501	Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 5/18/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

While working for the Respondent, I was subject and treated to harsh treatment. I filed a grievance in March of 2008, due to the constant discrimination. While working for the Respondent, I was disciplined and reprimanded, but never told the reason for the discipline. I was always talked to and treated in a much more aggressive tone than everyone else. Sgt. Stallworth didn't allow anyone to help me, he told the employees to allow me to learn on my own. Meanwhile, other employees outside of my race were allowed to be helped when they had situations at work that they couldn't handle on their own. I believe I have been discriminated against and treated differently on May 18, 2011 due to my race (black) and retaliation.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Annie Benjamin

DATE 06/24/2011

ATTACHMENT 0717

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-000762

DATE ENTERED: 2/27/2012

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2012/000762/12000762COD-022712-08401540.PDF

PAGE(S): 2

My name is Daniel Robinson Jr. and I am a 29 year old Caucasian male. I currently work at a CVS/Pharmacy in Tallahassee, Florida under the direction of Store Manager Jesse Johnson, an African-American male, and am the sole Caucasian working in the front store. I was originally sent home on July 28th, 2011 for having a tape recorder in the store and told not to come back without it. Then I was suspended the same day when I returned to work without the recorder.

In March of 2006 I was hired by then Store Manager Lisa Henson, a Caucasian female, as the Shift B Supervisor for the CVS/Pharmacy in Live Oak, Florida. 6 months latter she had been promoted to a position in the District Office and the store's new manager Dennis Fernandez, a Hispanic/Latino male, promoted me to the position of Shift A Supervisor. With this promotion I was temporarily transferred to first a CVS/Pharmacy store in Lake City, Florida and then to the CVS/Pharmacy store located in Madison, Florida where I remained until August of 2008.

In August of 2007 I started taking classes at Florida State University to earn my BA degree and after almost a year of traveling back and forth between Live Oak, Madison, and Tallahassee I decided to move to Tallahassee as I was attending school and asked for a transfer just before the beginning of the 2008-2009 school year. Which is how I came to work at CVS store 7895 under the direction of Store Manager Jesse Johnson.

For the first 2-3 months everything was fine as there were not any big issues, but about the forth month things began to change.

1. From November 2008 till to-date in 2011 Jesse has made changes to the weekly schedule after it had already been made and posted for the store employee's to see. When he would make these changes Jesse would notify the other employee's of changes to the schedule except for me, resulting in several instances of my receiving phone calls for being late on shifts that I did not know that I was supposed to work. When I asked Jesse about these changes and provided proof that the schedule had been altered he would just ignore my concerns or say that it was an oversight.
2. From January 2009 till to-date in 2011 I have been having problems being scheduled for the minimum hours that I am guaranteed to work as a full-time employee of CVS/Pharmacy and very rarely see myself scheduled for 34 hours a week. This primarily began when Beteria (Tia) Morrison, an African-American female, came back to work after maternity leave. This was partially expected as I knew that she was a full-time employee, however not that big a deal as the Assistant Manager Rebecca Ward, a Caucasian female, did an excellent job of balancing everyone's hours on the weekly schedule. It was when Rebecca was promoted to the position of Store Manager of the CVS/Pharmacy in Chattahoochee, Florida and Jesse Johnson took direct control over making the weekly schedule that this completely changed. Since then I have normally been scheduled to only work 25-28 hours a week. While Tia has been generally scheduled 36-40 hours. Alonzo Joseph, a African-American male, the store's Shift B Supervisor who transferred in after Rebecca was promoted generally receives 34 hours a week. Even all of the cashiers who are part-time employees saw an increase in the hours they were working. Several times I have asked Jesse about the hours that I have been working and he primarily says that he does not have the operating hours to schedule everyone the hours that they want to work, or more recently that it was an oversight on his part.
3. From when I first arrived in August of 2008 their have been issues with employee's not following the rules and policies of CVS/Pharmacy. I happen to follow the rules, and naturally met with resistance while trying to enforce them. However, not just the employees who were violating the rules, but the Store Manager Jesse Johnson

ATTACHMENT 0718

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-000819

DATE ENTERED: 7/9/2012

RACE: black

LINK: doah.state.fl.us/ROS/2012/12000819.pdf

PAGE(S): 3

believe that an unlawful employment practice occurred." Thereafter, on or about February 27, 2012, Petitioner filed a Petition for Relief. The case was forwarded to the Division of Administrative Hearings for formal proceedings on March 6, 2012. A Notice of Hearing scheduled the matter for hearing for May 25, 2012.

At the hearing, Petitioner testified in his own behalf. Respondent presented the testimony of Joel Davis and Cindy Palmer. Respondent's Exhibits 1 through 7 were admitted into evidence.

In accordance with the directions of the undersigned at the conclusion of the hearing, the parties' proposed recommended orders were to be filed within ten days of the filing of the transcript. The Transcript of the proceeding was filed on June 12, 2012. Respondent's Proposed Recommended Order was filed on June 22, 2012. Petitioner did not timely file a proposal.

FINDINGS OF FACT

1. Petitioner is a black male and is part of a group of persons protected from unlawful discrimination. Petitioner was formerly employed by Respondent and served initially as an usher for Respondent's business.

2. Respondent operates theaters and concessions in Florida, and employs a number of individuals, none of whom are

ATTACHMENT 0719

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-001124

DATE ENTERED: 3/28/2012

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2012/001124/12001124COD-032812-10473847.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2011 SEP -6 AM 8:44

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		FCHR No. 201102304 MS
Name Mr. Luther Council, Jr.	**E-Mail Address** lubreco@embarqmail.com	**Date of Birth** 11/01/1951
Mailing Address 1242 Wakulla Arran Road		**Home Telephone Number (area code)** 850-926-8435
City, State, and Zip Code Crawfordville, FL 32327		**~~Work~~ (if possible to call you there)** Cell 850-545-9908

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
City of Tallahassee	15+	850-891-0000
Street Address (Branch/Office in Florida) City Hall	**City, State and Zip Code** Tallahassee, FL 32310	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 4-15-11

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I applied for the Building Official position with Respondent in December. 2010. I was interviewed on April 15, 2011 along with five other individuals. Mr. Jay Townsend (Assist. City Manager) told me I ranked last in the interviews. I performed a public records request for all the names interviewed and I discovered four individuals who were interviewed did not meet the minimum requirements for the position and the other one did not have half the licenses I have for the job and is much younger. I believe my age (59) and race (Native American) is the reason I was not hired. I applied for another position (Facilities Manager) in Feb. 2011 and was not interviewed (I applied for two other positions and I was told I was not qualified). Another public records request revealed five individuals were interviewed and two did not meet the requirements. I believe Karen Jumonvile, Jay Townsend and Anita Favors Thompson are keeping me from being hired for the Building Official position. I also spoke with City Attorney, Jim English, and he told me that nobody has been hired yet and they must not want me for this position and I should forget this and move on.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Luther E Council

DATE

9-2-2011

FCHR Charge Form – Revised April 22, 2004

Sep 02 11 08:54p

ATTACHMENT 0720

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-001194

DATE ENTERED: 4/4/2012

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2012/001194/12001194COD-040412-10332833.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

2011 SEP -7 AM 11: 10

A. PERSONAL INFORMATION		**FCHR No. 201100845**
Name Brandy Lee Colwell	**E-Mail Address**	**Date of Birth** 12/11/1982
Mailing Address 198 SW Sweetgum Gln	**Home Telephone Number (area code)** 3862889159	
City, State, and Zip Code Lake City, FL 32024	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Cracker Barrel Old County Store	**Number of Employees** **15**	**Telephone Number** 3867555638
Street Address (Branch/Office in Florida) 240 SW Commerce Drive	**City, State and Zip Code** Lake City, FL 32055	**County** Columbia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 2/4/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was hired by the Respondent as a server in January of 2009. Almost immediately after being hired, I was treated worse as a result of being a white female. I was required to roll two pans of silverware after my daily shift while black employees were only required to roll one pan of silverware after their shift. White employees were written up for not properly executing company programs while black employees were not disciplined for failure to follow through on the same programs. I have been constantly yelled at and berated while African American employees are subject to little or no discipline at all. At the end of July 2010, I made formal complaint of discrimination to the home office. After being informed that my Complaint was received, I was retaliated against by the General Manager, Jamie Fischer, Venice Rooks and Chuck Milsap. As a result of filing the Complaint, my hours have been cut and I am sometimes left out of the seating rotation so that I do not receive as many tables. This treatment has affected my income and made the working environment very uncomfortable. On February 4, 2011, Venice Rooks, my manager treated an African American more favorable than myself and discriminated against me because of my race (white) and retaliation.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT [signature] **DATE** 09-02-2011

ATTACHMENT 0721

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-001240

DATE ENTERED: 4/10/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/001240/12001240COD-041012-14115611.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2011 OCT 31 AM 10:37

A. PERSONAL INFORMATION	**FCHR No. 201102555 MJ**	
Name Nelson Ramos, Jr.	**E-Mail Address**	**Date of Birth** 10-26-57
Mailing Address 3 Dorcas Court	**Home Telephone Number (area code)** 407-284-2558	
City, State, and Zip Code Orlando, FL 32811	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Point Orlando Resort	**Number of Employees** 15+	**Telephone Number**
Street Address (Branch/Office in Florida) 7389 Univesal Blvd.	**City, State and Zip Code** Orlando, FL 32819	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☑ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	(month, day, year) 10/3/2010

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was hired by Point Orlando Resort, as a houseman on or about July 13, 2010. The day I interviewed with Ms. Audiana, I felt that she was surprised at my appearance. I appear to be more black than Hispanic. I was told by Ms. Audriana that a houseman named Valdemar will be training me. However, Mr. Valdemar could not speak English, he only spoke Spanish. I didn't learn much due to the language barrier. On several occasions my supervisor spoke to me in a manner that made me feel belittled. When there was a task that was completed incorrectly, I was blamed. For example, on one particular day the laundry chute was backed up. I was blamed for not taking the linens out the chute. There were two instances in which I was called a few hours prior to my scheduled clock-in time. My supervisor informed me that he did not need me to come in to work those days. It came to my attention, after the fact, that David, a Hispanic worker, was given my scheduled work day, even though I did not have a reason to be out, other than the fact that my supervisor called and asked me to not come in.

I believe I was discriminated against because of my race (black) in violation of the Florida Statutes Chapter 760.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Nelson Ramos Jr.	10-27-11

ATTACHMENT 0722

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-001241

DATE ENTERED: 4/10/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/001241/12001241COD-041012-14123612.PDF

PAGE(S): 1

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION

FCHR No. 2012-2333

Name (Indicate Mr. or Ms.) Mr. Scott Somner	**E-Mail Address** ssomner@bellsouth.net **Date of Birth** December 2, 1962
Mailing Address 9002 Lake Coventry Court	**Home Telephone Number (area code)** (407) 296-6034
City, State, and Zip Code Gotha, Florida 34734	**Work (if possible to call you there)** (321) 279-7633

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name **Century Link / Embarq**	**Number of Employees** 15+	**Telephone Number** (407) 830-3447
Street Address (Branch/Office in Florida) 952 First Street	**City, State and Zip Code** Altamonte Springs, FL 32701	**County** Seminole

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): September 13, 2010

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

On September 13, 2010, I was terminated from my position as a Service Technician II because of my age, 47, and race, African American. The company alleged that I was terminated because of Global Positioning System (GPS) violations. However, no misconduct was ever substantiated and the company's asserted reason was just a pretext for discrimination. I did not engage in any conduct that warranted termination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT **DATE** 9-12-2011

ATTACHMENT 0723

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-001523

DATE ENTERED: 4/24/2012

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2012/001523/12001523COD-042412-08462246.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 11 SEP 23 PM 1:23

A. PERSONAL INFORMATION	**FCHR No. 201102282 MJ**	
Name Eunice D. Floyd Trinowski	**E-Mail Address**	**Date of Birth** 09-04-1964
Mailing Address 1092 Abeline Drive	**Home Telephone Number (area code)** 382-860-3488	
City, State, and Zip Code Deltona, FL. 32725	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Northeast Florida Health Services	**Number of Employees** 15+	**Telephone Number** 386-749-9449
Street Address (Branch/Office in Florida) 216 N. Frederick Street	**City, State and Zip Code** Pierson, FL. 32180	**County** Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11/19/2010

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a white female and I believe that I have been harassed, retaliated and treated differently than other non-white co-workers. I was employed by Northeast Florida Health Service from September 29, 2009 until my discharge on November 19, 2010. I feel that I was retaliated against for filing a verbal complaint on November 19, 2010 with the WVHA board member.

I was retaliated against because I notified a board member of the WVHA about patient care issues, for example; patients were not receiving timely and adequate medical attention. Later that day I was terminated. In my termination interview with COO-Cheri Boyd and HR- Kelli Graham I was told "you are being terminated for calling the WVHA. The board member from WVHA assured me that I would not be fired for calling her. After I was fired I called her and notified her that I was fired. The board member asked if I would give her time to investigate. I heard from her several times during the investigation and she informed me that she had come to the conclusion that my concerns were in fact true and accurate.

The day I was terminated the respondent stated that the reason was because I was behind on referrals, but I believe this was a pretext because the Deltona office referral clerk was 2-3 months behind as well. The only difference between her and I is that she is Hispanic and I am White. It has come to my attention that the employee from the other office of a different race receives assistance with her work and I was not allowed to get the same opportunity.

I believe that I have been discriminated against due to my race (white), retaliated and harassed due to reports made on 11/19/2010

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Eunice Darlene Floyd-Trinowski

DATE 09-22-2011

ATTACHMENT 0724

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-001554

DATE ENTERED: 4/27/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/001554/12001554COD-042712-11444344.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 11 OCT -5 PM 1:25

A. PERSONAL INFORMATION	**FCHR No. 201102614 MJ**	
Name Jimmy Lawrence McClain	**E-Mail Address** jimmymcclain123@bellsouth.net	**Date of Birth**
Mailing Address 1527 Grace Avenue, Apt. C	**Home Telephone Number (area code)** 718-413-3023	
City, State, and Zip Code Panama City, FL 32401	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
St. Andrews Bay	15+	850-763-0446
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2100 Jenks Ave.	Panama City, FL 32401	Bay

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 08/06/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a black male and I was employed by St. Andrews Bay as Dietary. On August 2, 2011, a position for an assistant maintenance was posted. Mr. Santiago Emmanuelli (head maintenance) told me that I should apply for the position. I informed him that I had applied for it. At the same time, my boss Steve Kamitsis was looking to hire a dietary aid, since I was already working as a dietary I would have the opportunity to be promoted. Mr. Kamitsis was waiting for fingerprint clearance for Mr. West (a white male). Mr. Emmanuelli came into the kitchen and informed Mr. Kamitsis that there was something wrong with Mr. West's background check. Two days later Mr. West was hire for the maintenance position. I was very upset and was talking with two other employees that are black and also apply for the same position. Neither of us had the opportunity to interview for the position. Mr. Emmanuelli heard our conversation and made a comment "Jimmy you got a job." Then I responded "I wanted a better one." I went to Tunecia Sheffield (the administrator) and informed her of the incident and she told me that she will make sure this will never happen again.

I feel discriminated against on the basis of my race and I was subjected to unequal terms and conditions of employment.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

10-3-11

ATTACHMENT 0725

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-001799

DATE ENTERED: 5/17/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/001799/12001799_375_05172012_10122497_e.pdf

PAGE(S): 1

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: [ ] FEPA [X] EEOC

Agency(ies) Charge No(s): FCHR: 201200323 846-2011-21061

and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Mr. Emory Sims	**(407) 239-6693**	**02-08-1954**

Street Address: **6635 Banner Lake Circle, Apt. 4206, Orlando, FL 32821**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
VALENCIA COLLEGE	**500 or More**	**(407) 582-1840**

Street Address: **8600 Valencia College Ln, Orlando, FL 32825**

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address: City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] GENETIC INFORMATION
[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
08-15-2011	**08-15-2011**

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

I am a Black.

I was terminated because an evaluation stated that I have poor student achievement and student complaints. The evaluation was unfair and based on false statements. The achievement of my students and my student evaluations were good in comparison to the student achievement and student evaluations of my non-Black co-worker adjunct professors. Yet, non-Black comparative co-worker adjunct professors were not terminated by Dr. Mellissa Pedone, non-Black, my supervisor.

I believe I was discriminated against in violation of Title VII of the Civil Rights Act of 1964, as amended.

Received
NOV 01 2011
EEOC Miami District Office

RECEIVED
FL. COMMISSION ON HUMAN RELATIONS
2011 NOV -9 PM 1:33

YOLANDA D. MORENO
Notary Public - State of Florida
My Comm. Expires Feb 22, 2014
Commission # DD 963617
Bonded Through National Notary Assn.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

10/27/2011 Emory Carl Sims
Date *Charging Party Signature*

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)
10/27/2011

ATTACHMENT 0726

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002253

DATE ENTERED: 6/26/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/002253/12002253COD-062612-12394139.PDF

PAGE(S): 1

20110245 MJ

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FLORIDA COMMISSION ON
HUMAN RELATIONS
11 AUG 30 PM 2:26

Date Stamp (FCHR) Use Only

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	
Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Renita Bates	Renitab13@embarqmail.com	09-13-59
Mailing Address	**Home Telephone Number (area code)**	
P.O. Box 3623	(850) 284-6036	
City, State, and Zip Code	**Work (if possible to call you there)**	
Tallahassee, FL 32315	NA	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Florida Education Association	**15+**	(850) 201-2800
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
213 S. Adams St	Tallahassee, FL 32301	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**	
[x]RACE [ ]COLOR [ ]SEX [ ]RELIGION [ ]DISABILITY/HANDICAP [ ]NATIONAL ORIGIN [ ]AGE [ ]MARITAL STATUS [x]RETALIATION	**(month, day, year)**	Ongoing

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

I believe I was denied wages and subjected to different terms and conditions because of my race (black). I began working with Respondent in December of 1988. I was laid off in 1996 due to a Reduction In Force and returned in September 1997. I performed my job duties satisfactorily and had no disciplinary actions other than a written reprimand for being tardy in 1990. While attending a Governor's Board/All Staff meeting in Altamonte Springs in January 2009, John Klenovic, President of Charlotte Florida Education Association and a member of the Governor's Board, out of nowhere and without provocation called me a "black bitch" in the presence of others. I immediately expressed to him that I took offense to his comments and demanded an apology. I received a written apology only after he was instructed to do so by another Board member. On November 10, 2010, I received a promotion but was not compensated according to contractual language. Consequently, I am losing approximately $7600 per year in income. Other similarly situated white employees have been properly compensated per the contract. I strongly believe that I am not being compensated properly because I objected to racism and because I am black.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I want this charge filed with both the EEOC and the State or local agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

Renita Bates
SIGNATURE OF COMPLAINANT

08/30/11
DATE

Notary: (required for filing)
Sworn and subscribed before me

Erin Williams

30th **day of** August, 2011

FL Driver License

ERIN WILLIAMS
Commission # EE 091910
Expires May 9, 2015
Bonded Thru Troy Fain Insurance 800-385-7019

REPRESENTATIVE OF RECORD: ALEXANDER & ASSOCIATES, Shay Alexander, P.O. Box 20862, Tallahassee, FL 32316, (850) 590-7732, Facsimile: (850) 224-6679, Email: shay@alexanderjoblaw.com

ATTACHMENT 0727

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002323

DATE ENTERED: 7/9/2012

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2012/002323/12002323COD-070912-16173017.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

2011 DEC 14 PM 1:25

A. PERSONAL INFORMATION	FCHR No. 201200257 MS	
Name Ms. Bibi S. Qualander	**E-Mail Address** bibiqualander@bellsouth.net	**Date of Birth** [redacted]
Mailing Address 14017 King Sago Court	**Home Telephone Number (area code)** 407-273-1450	
City, State, and Zip Code Orlando, FL 32828	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Avante at Mt. Dora	**Number of Employees** 15+	**Telephone Number** 352-383-4161
Street Address (Branch/Office in Florida) 3050 Brown Avenue	**City, State and Zip Code** Mount Dora, FL 32757	**County** Lake

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 9-19-11

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am of Asian/Islander Pacific/East Indian descent over the age of 40. I believe I was subjected to different terms and conditions and discharged because of my age and race. I worked with Respondent for 31 months. A white younger female (Shelley Rogers) expressed interest in my position. On September 19, 2011, I was accused of being rude and I was terminated. However white employees who have done the same, similar or even worst infractions (Candy Towers – stole narcotics from one facility, worked until she was arrested on one premise. Robert Zipperer – Assaulted a resident's son and was allowed to remain until he resigned) and they were not discharged. I was not allowed to defend myself, I was told to just leave.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Bibi Qualander

DATE 12-10-11

ATTACHMENT 0728

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002474

DATE ENTERED: 7/16/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/002474/12002474COD-071712-16543054.PDF

PAGE(S): 1

201200853

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY: [ ] FEPA [X] EEOC

CHARGE NUMBER: 510-2012-00766

and EEOC

State or local Agency, if any

NAME(Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Mr. Antwan Waddell	38-265-8046

STREET ADDRESS CITY, STATE AND ZIP CODE	DATE OF BIRTH
1200 Beville Road, Apt 59 Daytona Beach, FL 32114	03/15/1984

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
Royal Floridian Resort/Royal Floridian by Spinnaker	15+	386-672-7550

STREET ADDRESS CITY, STATE AND ZIP CODE	COUNTY
51 South Atlantic Avenue, Ormond Beach, Florida 32174	

NAME	TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS CITY, STATE AND ZIP CODE	COUNTY
	Volusia

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

[X] RACE [ ] COLOR [X] SEX [ ] RELIGION [ ] AGE
[ ] RETALIATION [ ] NATIONAL ORIGIN [ ] DISABILITY [ ] OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE

August 8, 2011

[ ] CONTINUING ACTION

FL EEOC RECEIVED 2011 DEC 19 AM 11:4 COMMISSION ON HUMAN RELATIONS

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was employed for an estimated 3 months as a porter at a resort. I finished my probation. My race is African-American. I am male I was terminated from my position. I did my job. When I was terminated, my boss stated it was due to budget cuts. As far as I could tell, the hotel was busy.

A Caucasian female who was hired after I was in the same position as myself whom I believe was still on probation was not terminated.

I believe I was terminated based upon my race and my sex in violation of the Federal Equal Employment Opportunities Act and the Florida Civil Rights Act of 1992.

Received
DEC 07 2011
EEOC Miami District Office

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

10-3-11 Antwan Waddell
Date Charging Party (Signature)

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT FLW340-013-84-095-0
Antwan Waddell

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)
10/3/11

STEPHANIE MARIE ROGERS
Notary Public, State of Florida
My Comm. Expires Aug. 5, 2013
Commission No. DD 913976

EEOC FORM 5 (10/94)

ATTACHMENT 0729

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002475

DATE ENTERED: 7/16/2012

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2012/002475/12002475COD-071712-16551855.PDF

PAGE(S): 1

FLORIDA COMMISSION

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

e Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS RECEIVED
11 OCT 25 PM 1

A. PERSONAL INFORMATION		FCHR No. 201102501 MJ
Name Katherine E Otto	**E-Mail Address** keo718@yahoo.com	**Date of Birth** 7/18/1961
Mailing Address 2900 State Road A1A	**Home Telephone Number (area code)** 9044054687	
City, State, and Zip Code Atlantic Beach, FL 32233	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Duval County Public Schools	15+	904-390-2000
Street Address (Branch/Office in Florida) 1701 Prudential Drive	**City, State and Zip Code** Jacksonville, FL 32207	**County** Duval

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9/8/2010

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1. Personal Harm:

I worked for the Duval County School District from December 8, 2009, until September 8, 2010, as a Special Education teacher. I became physically ill on 09/03/2010. I had called in sick and returned to work on 09/08/2010. I was under my doctor's care and had a medical work recommendation to stay out of work. Upon returning to work, Mr.Brennan called me into his office along with Ms. Wheeler, Assistant Principal, he began verbally harassing me. During a staff meeting the week before, Mr. Brennan stated that "anyone who takes off a Friday or Monday will be called into my office and will be fired!" I was originally hired by David Gilmore, Principal (white male) along with mostly a white staff at N.B. Forrest High School. Mr. Gilmore was then transferred to another school and Mr. Brennan started as principal mid-July. Most of the staff members were transferred and were replaced by primarily African Americans. While I was under the supervision of David Gilmore, I received excellent observation reports. I was less than satisfactory according to Mr. Brennen. During a staff meeting, Mr. Brennan stated, "I prefer all black male young teachers." Another white female teacher who had been at the school for seven years was also being harassed by Alvin Brennan. She was forced to resign two weeks after I was fired. Mr. Brennan also hired a young African American female to teach science, and she was not a certified science teacher, nor did she have teaching experience.

2. Respondent's Reason for Personal Harm:

I was discharged from my position as Special Education teacher for calling in sick.

3. Discrimination Statement

I believe that I have been Discriminated against because of my Race/white and Sex/Female in violation of Title VII of the Civil Rights Act of 1964, as amended. I also believe that I have been Discriminated against because of my Age/61 in violation of the Age Discrimination in Employment Act of 1967.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Katherine E Otto	10/24/2010

ATTACHMENT 0730

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002613

DATE ENTERED: 8/7/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/002613/12002613COD-080712-13193519.PDF

PAGE(S): 1

T-2

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA 2012010944
- [X] EEOC 510-2012-01172

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Brendale M. Fields	405-2415 **(904) 683-4051**	6-18-85

Street Address / City, State and ZIP Code: **11414 Oaklawn Road, Jacksonville, FL 32218**

Named Is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. (Include Area Code)
HOME DEPOT	**500 or More**	**(904) 766-2818**

Street Address / City, State and ZIP Code: **12111 Lem Turner Road, Jacksonville, FL 32218**

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address / City, State and ZIP Code:

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [ ] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
12-05-2011	**12-14-2011**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

I am Black. During my tenure with Respondent, I was unfairly disciplined and treated more harshly than a similarly situated non-Black under the same or similar circumstances. Subsequently, on December 14, 2011, I was discharged from my position of Cashier. I had worked for Respondent since July 4, 2007.

Respondent gave me no valid reason for its actions.

I believe I have been discriminated against because of my race, in violation of Title VII of the Civil Rights Act of 1964, (Title VII), as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

2-6-12 Brendale Fields

Date / Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

ATTACHMENT 0731

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002614

DATE ENTERED: 8/7/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/002614/12002614COD-080712-13202820.PDF

PAGE(S): 1,2

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		
Name Mr. Russell McClain	**FCHR No.** 201200661 **E-Mail Address** mcclainrussell@yahoo.com	**Date of Birth**
Mailing Address 5816 Hornet Drive	**Home Telephone Number (area code)** 4072334221	
City, State, and Zip Code Orlando, FL 32808	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Bottling Group dba PepsiCo.	**Number of Employees**	**Telephone Number** 8132617834
Street Address (Branch/Office in Florida) 1 Pepsi Way	**City, State and Zip Code** Somers, NY 10589	**County**

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	12/16/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

PLEASE SEE ATTACHED ...

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

ADDENDUM TO EMPLOYMENT COMPLAINT OF DISCRIMINATION

D. DISCRIMINATION STATEMENT

Mr. McClain's claim(s) arise from injuries suffered as a result of discriminatory actions and/or omissions taken by Pepsi and/or its agents. Said claims include but are not limited to racial discrimination in disciplinary action; promoting a hostile work environment; and permitting the use of racial slurs and epithets.

Mr. McClain, an African American, has been discriminated against, retaliated against, called a "nigger" (by Andrew Armas, Hispanic) and has been susceptible to other employees' (Hector Velez, Hispanic) constant use of the word "nigger" on a number of occasions. Mr. McClain has addressed these issues to members of management (Marcelo Bomoloff, Jim Rogers, Marcos Garcia, Simon Rosascio and Kevin Sullivan). On July 7, 2011, McClain took his complaint to Plant Manager, Kevin Sullivan. The result was employee meetings, where employees were advised of Pepsi's so-called zero-tolerance policy for harassment. Not only does Pepsi's inactions send a message that such behavior will go left unpunished, but Pepsi's own management team (Marcelo Bomoloff) has further delivered that message by also using racial slurs against other employees (Max Lauradin).

Pepsi has a progressive disciplinary scheme and those in violation of Pepsi's "zero tolerance" policy are supposed to be subjected to penalty of immediate termination. African American and Haitian employees are terminated for simple infractions, even for first offenses (Royce Walker) while White and Hispanic employees are shown favoritism. On August 5, 2011, Weesnel Joseph, a Haitian employee, was retaliated against and terminated after voicing his concerns about the disparate treatment while in an employee meeting. In Sept. 2011, Marcelo Bomoloff, a Hispanic supervisor, made racially offensive remarks to Max Lauradin and another Haitian employee, which was never addressed and left unpunished. Harold Montes, a Hispanic employee, was convicted of DUI and could not fulfill his driving duties. Rather than losing his position, he was accommodated and promoted. African American employees are disciplined in fashion as compared to White and Hispanic employees. Promotions and accommodations follow the same scheme. Mr. McClain, has also been retaliated against. Mr. MClain has never had any disciplinary actions in his record for any type of misconduct. In retaliation of Mr. McClain's decision to retain counsel, Human Resources brought him in to intimate/threaten him with a 2010 incident that McClain himself had brought to their attention regarding another employee.

X

I. Jackson
COMMISSION # EE 054392
EXPIRES: JAN. 11, 2015
www.AARONNOTARY.com

ATTACHMENT 0732

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002616

DATE ENTERED: 8/7/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/002616/12002616COD-080712-13282128.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	FCHR No. 2012 01008	
Name Phillip Christian Riley	**E-Mail Address** Flip292@gmail.com c/o angiegirleylaw@bellsouth.net	**Date of Birth** 08/14/1987
Mailing Address 1036 Viscaya Lake Rd. Apt # 107	**Home Telephone Number (area code)** 407-223-4888	
City, State, and Zip Code Ocoee, FL 34761	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Lake Correctional Institution	Over 100	352-394-6146
Street Address (Branch/Office in Florida) 19225 U.S. Highway 27	**City, State and Zip Code** Clermont, FL 34715-9025	**County** Lake

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☑ RACE ☐ COLOR ☑ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 12/09/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was terminated initially in February of 2011, for allegedly horse playing with an inmate. My accuser was a former Sergeant that was demoted for racism. Later I received my job back through the grievance process. I was re-instated but placed on a new 1 year probationary period. On December 9, 2011 I was advised that I was being terminated a second time because of attendance issues, and driving tickets that were not disclosed to the department. I believe that the February 2011 termination and the December 2011 termination are connected. I know that there are other non Black officers who were re-instated after filing grievances and I don't believe that they lost their seniority after they won their grievance, Also, there are other non Black and non male officers who had attendance problems or who did not report all of their traffic tickets. These individuals were not disciplined as severely as I was. I believe that my race and gender played an impermissible role in the decision to terminate me. Jennifer Folkson,Warden, is the individual that terminated me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

DATE 1-23-2012

ANGELA THOMAS
MY COMMISSION # DD753116
EXPIRES January 28, 2012
(407) 398-0153 FloridaNotaryService.com

ATTACHMENT 0733

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002794

DATE ENTERED: 8/16/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/002794/12002794COD-081612-15341234.PDF

PAGE(S): 1

MS20120925

FLORIDA COMMISSION ON HUMAN RELATIONS

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

12 JAN 20 AM 11:22

[ ] FEPA

[X] EEOC 510-2012-01128

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Mr. Dwayne D. Chambers	(352) 255-0523	09/20/1975

Street Address	City, State and ZIP Code
1110 Myrtle Lake View Drive	Fruitland Park, FL 34731

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name	No. Employees, Members	Phone No. (Include Area Code)
SYGMA NETWORK OF FLORIDA	15 - 100	(407) 816-2470

Street Address	City, State and ZIP Code
6375 Emperor Drive	Orlando, FL 32809

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address	City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN

[X] RETALIATION [ ] AGE [ ] DISABILITY [ ] GENETIC INFORMATION

[ ] OTHER (Specify)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: 06-01-2010 Latest: 10-26-2011

[X] CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I. My race is Black. I was hired by the above named Respondent in September of 1999 in the position of Selector. Throughout my employment with the Respondent I have been promoted into various positions as a direct result of my exceptional performance. I have successfully demonstrated exceptional leadership skills that ultimately led to my promotion as Transportation Supervisor in September of 2007. While employed with the Respondent, I have complained on numerous occasions about discrimination and disparate treatment, specifically to Kirk Krajewski (VP of Operations), Terri Vaughn (HR Manager), and Dave Rhodes (Transportation Director) to no avail. I have specifically complained about disparate treatment regarding the *falsification of logs, use of profanity*, and other various incidents involving *corrective/disciplinary action*. Black employees are held to higher standards as compared to Non-Black employees. On 07/16/11, I submitted a written complaint regarding the increasingly hostile and intimidating work environment, specifically in regards to the inappropriate, offensive, and unprofessional behavior exhibited by the Safety Manager, Randy Owens. The Respondent took no action. In July 2011, Eric Gagnon, was promoted to Transportation Manager. I was not afforded the opportunity to apply for the position despite the fact that I am more qualified than the aforementioned employee. The Respondent failed to provide me with the equal opportunity to apply for this position as a direct result of my previous complaints of discrimination and disparate treatment. On or around 09/17/11, I again submitted a written complaint regarding the hostile work environment and disparate treatment. On or around 09/17/11, I again submitted a written complaint regarding the hostile work environment and the Respondent again took no action. The Respondent again subjected me to retaliatory actions and assigned me the most unfavorable schedule and later required me to work more hours than my peers. On or around 10/05/11 and 10/12/11, I again complained about discrimination and disparate treatment. On 10/13/11, I expressed concerns that the Respondent's investigation was not being handled accordingly to no avail. The Respondent refused to admit any wrongdoing; however, offered additional training but did not deliver. The Respondent has ultimately failed to resolve numerous concerns of discrimination and disparate treatment.

II. The Respondent has not provided any legitimate reasons for the above named actions. Moreover, the Respondent has refused to respond to my written concerns of discrimination and disparate treatment on numerous occasions.

III. I believe that the Respondent discriminated against me because of my race, Black, in violation of Title VII of the Civil Rights Act of 1964, as amended. I further allege that I have been retaliated against in violation of Section 704(a) of Title VII.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

1-6-12 Dwayne D Chambers

Date Charging Party Signature

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

ATTACHMENT 0734

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002815

DATE ENTERED: 8/20/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/002815/12002815COD-082012-12090709.PDF

PAGE(S): 1

20120142 1 MS

FLORIDA COMMISSION ON HUMAN RELATIONS

Date Stamp (FCHR Use Only)
12 MAR 22 AM 11:49

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301
Fax: 850-488-5291 Phone: (850) 488-7082

A. PERSONAL INFORMATION		**FCHR No.**	
Name MALVIN PRINCE		**E-Mail Address** MALVINPRINCE@gmail.com	**Date of Birth** 4-17-1959
Mailing Address 4392 PINE MEADOW LANE		**Home Telephone Number (area code)** 941-323-5832	
City, State, and Zip Code Sarasota Fl. 34233 MALVINPRINCE@gmail.com		**Work (if possible to call you there)** 941-479-0074	
B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)			
Name BLANTON PLUMBING	**Number of Employees** 15	**Telephone Number** (941) 371-4802	
Street Address (Branch/Office in Florida) 1891 Porter Lake DR #102	**City, State and Zip Code** Sarasota, Fl 34240	**County**	
C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es) ☑ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION		**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)** 3/16/2012	

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Malvin Prince **DATE** 3/19/2012

ATTACHMENT 0735

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002957

DATE ENTERED: 9/13/2012

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2012/002957/12002957COD-091312-13152415.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	**FCHR No. 201200338 MS**	
Name Mr. Dana H. Peterson	**E-Mail Address** dhpete618@me.com	**Date of Birth**
Mailing Address 23913 NW 196th Terrace	**Home Telephone Number (area code)**	
City, State, and Zip Code High Springs, FL 32643	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name University of Florida	**Number of Employees** 15+	**Telephone Number** 352-392-1072
Street Address (Branch/Office in Florida) Post Office Box 115003	**City, State and Zip Code** Gainesville, FL 32611	**County** Alachua

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	11-2-11

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a white male. I believe I was subjected to different terms and conditions, denied a promotion/not hired because of my race and sex. Additionally, I believe I was discharged in retaliation for opposing the discriminatory practices. I was employed with Respondent as a non-tenure faculty member for 16 years. I was the Director of the AIM Program. I have never received a negative performance evaluation and over time I was promoted to the highest rank in the academic line.

In March 2010, my immediate supervisor (African American) notified me that he planned to merge the AIM Program with another office (one that historically targeted its efforts toward minority students) and my position would be eliminated but I could apply for the new position (Director of OAS). He also informed me that if I did not get the new position I might be considered for an Associate Director position. There were five finalist selected, four people of color and me. I was easily the most experienced and qualified. During the search I was also told that the feelings of the "Black Alumni Association" had to be considered in selecting the next director. I was later told that I received 80 percent of the support for the position. I was not chosen for the position. A black female was given the position. She had no past experience in administration at UF and she had little experience in working with students. When I objected to the way the search was handled, the AUPA began a course of retaliatory actions against me that ultimately lead to my contract at UF not being renewed on November 2, 2011.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Dana H Pete	January 4, 2012

ATTACHMENT 0736

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002958

DATE ENTERED: 9/13/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/002958/12002958COD-091312-13482948.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	FCHR No. 201200828 MJ	
Name Vanessa Celestea Williams	**E-Mail Address** celestea0212@gmail.com	**Date of Birth**
Mailing Address 9092 Gloucestershire CT	**Home Telephone Number (area code)** 904-764-7540	
City, State, and Zip Code Jacksonville, FL 32219	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Cracker Barrel Old Country Store	**Number of Employees** 15+	**Telephone Number** 904-296-7530
Street Address (Branch/Office in Florida) 4680 Lenoir Ave.	**City, State and Zip Code** Jacksonville, FL 32216	**County** Duval

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	3/4/11

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been employed by the Respondent as a Server since August 25, 2005. Throughout my employment with the Respondent, I was called "stupid" by Craig Gibian, Christine Balaouras and Wayne Harrell. Mr. Gibian would also say that I was a stupid black person. The above mentioned managers would laugh and make fun of my accent. Employees would also harass me, and they would not be reprimanded. On or about February 10, 2011, I was overwhelmed with nine tables. I asked Linsey McAdam, (White employee) to help me. However, she refused and called me stupid for not been able to serve that many tables. Linsey continued to insult me. I asked her to stop, but she told me to shut up or she would meet me in the parking lot. Feeling threatened I asked her "why, do you want to kill me?" She told the Manager Jeff that I said "That's why your dad killed your mother". Which I did not say. An investigation was opened on February 11, 2011. During the investigation, the manager Jeff told me, "I believe you, but my job is on the line and Craig wants you fired". On March, 2011, I was terminated by Mr. Givian, for violation of conduct 44 use of profane or abusive language. I believe this was a pretext to terminate my employment. Other white employees were treated more favorable than me. For example; white employees were placed in front of the restaurant, where they made more tips, while I was placed in the back of the restaurant where I made less tips. White employees were evaluated at least every six months. I was hardly evaluated or promoted. At one point, Ms. Balaouras made me write my own evaluation and laughed at me.

I believe that I have been discriminated against because of my Race/Black and my National Origen pursuant to Chapter 760 of the Florida Civil Rights Act and in violation of Title VII of the Civil Rights Act of 1964 as amended.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Vanessa C Williams

DATE

1/18/2012

ATTACHMENT 0737

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-002959

DATE ENTERED: 9/13/2012

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2012/002959/12002959COD-091312-13505450.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

NEW

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

CHARGE OF DISCRIMINATION

FLORIDA COMMISSION ON HUMAN RELATIONS
12 MAR -1 PM 3:10

FCHR No. 2012 01057

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Davis Lee Booth II	[redacted]	11/18/1978

Street Address	Home Telephone Number (area code)
115 Ponderosa Circle	(850) 590-7646
City, State, and Zip Code	**Work (if possible to call you there)**
Midway, Florida 32343	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
RWL Communications, Inc.	15+	

Street Address	City, State, and Zip Code	County
2001 Limbus Avenue	Sarasota, Florida 34243	Sarasota

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) 02/27/2012

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I am a 33-year-old, white male. In February 2006, I started working as a project manager for RWL Communications in Panama City, Florida. In August 2008, I was promoted to project manager in Tallahassee, Florida. In August 2009, the first racial discrimination case was brought against RWL. Also, in August 2009, I received training on how to employ future technicians. Never more than 1 in 4 were to be Black in my office, plus I was instructed to monitor the Black employees more closely because "they stick together." In February 2011, the second case of racial discrimination was brought against RWL. In July 2011, I voluntarily stepped down from the project manager position and accepted the trainer position. In August 2011, the new project manager began firing excess Black employees. On February 2, 2012, a Black coworker, Mike Evans, was fired for having a prior felony. On February 20, 2012, I was demoted from the trainer position to a commercial tech and I was told my last day as a trainer would be February 24, 2012. On February 20, 2012, I called Mike Evans and explained the situation, plus I encouraged him to sue RWL for discrimination based on race. On February 23, 2012, I emailed the owners of RWL, blowing the whistle on George for having fired Mike Evans for no reason, plus other issues. On February 23, 2012, I spoke with Matt about the email and explained to Matt that we were going to get sued because I had a felony as well, which they knew about. On February 24, 2012, Matt told me that the email I sent to the owners explaining the situation probably got me fired for good. On February 26, 2012, I took the day off and sought legal counsel. On February 27, 2012, I reported to work at RWL to pick up my work truck and begin a route. George informed me that he was getting my truck ready and that I still had my job. On February 27, 2012, I got a call from Matt inviting me out for drinks and dinner and to discuss something. On February 27, 2012, I met Matt at his hotel room, where he informed me that I had been terminated from employment for good because of bringing up the Mike Evans situation.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

3/1/12

SIGNATURE OF COMPLAINANT **DATE**

NOTARY- **(Required for Filing)**

SUBSCRIBED AND SWORN TO BEFORE ME this 1st **day of March, 2012, by Davis Lee Booth II, who presented a Florida Driver License as identification.**

Jan M. Lewis

JAN M. LEWIS
Commission # EE 118498
Expires August 11, 2015

ATTORNEY OF RECORD: Law Office of Gary Lee Printy, Gary Lee Printy, Esq., 1804 Miccosukee Commons Dr., Ste. 200, Tallahassee, Florida 32308-5471, Tel. (850) 877-7299

ATTACHMENT 0738

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-003268

DATE ENTERED: 10/4/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/003268/12003268COD-100412-12291329.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 12 APR 23 AM 10:53

A. PERSONAL INFORMATION	**FCHR No. 201201104**	
Name Anayo Jerry Undenwoke	**E-Mail Address**	**Date of Birth**
Mailing Address 6728 Powers Avenue Apt #E	**Home Telephone Number (area code)** 9046913180	
City, State, and Zip Code Jacksonville, FL 32217	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Pepsi Cola Bottling	**Number of Employees** 15+	**Telephone Number** 9044430790
Street Address (Branch/Office in Florida) 5829 Pepsi Place	**City, State and Zip Code** Jacksonville, FL 32216	**County** Duval

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	02/21/2012

D. DISCRIMINATION STATEMENT:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I began employment with Pepsi Cola Bottling on June 16, 2004 and was terminated on February 21, 2012. I worked as a route driver, delivering Pepsi products to different locations. I was paid on a commission basis. I believe that based on the color of my skin (black), and the fact that I am African and was not born in the United States, that I was treated less favorably by my employer. Specifically, I was given less delivery routes, which means that I could never make as much money as the other drivers since I was paid on commission. I was made fun of for my accent. I was terminated on February 21, 2012, for allegedly forging time on my time sheet, however this was false. I gave my time sheet to my supervisor, Christopher Quindoza, who changed the time on the time sheet. He initialed the time sheet where he made changes, however I was terminated on February 21, 2012 by Andrew (I don't know his last name), who was aware of the changes that Christopher made. I believe this was a pretext and that they wanted to fire me based on my skin color, race and ethnicity. There are other employees who faced similar discrepancies in their time sheets who were not terminated. I always did a good job for Pepsi and there was no reason for my termination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
JERRY UDENWOKE	4-19-12

ATTACHMENT 0739

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-003379

DATE ENTERED: 10/15/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/003379/12003379COD-101512-11114711.PDF

PAGE(S): 1

FCHR # 2012017611 MJ

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC

510-2012-02593

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Sushon S. Dillard	**(352) 431-2166**	10-4-1978

Street Address / City, State and ZIP Code

131 Bayou Circle # 103, Leesburg, FL 34748

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
INTERNATIONAL HOUSE OF PANCAKE	**Unknown**	352-460-4530

Street Address / City, State and ZIP Code

10332 Us Highway 441, Leesburg, FL 34788

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address / City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [X] RELIGION
- [ ] NATIONAL ORIGIN
- [X] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER (*Specify*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
03-19-2012	**04-01-2012**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

1) I was hired by the Employer as a Server on March 19, 2012. I have been harassed by Mr. Shu, the Manager. I requested that I be allowed off on Saturday. Since that time I have been scheduled for work on Saturdays. My work hours have also been reduced.

2) Mr. Shu has given no reasons for these actions.

3) I believe that I have been Discriminated against because of my Race/Black and Religion/Jewish in violation of Title VII of the Civil Rights Act of 1964, as amended.

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2012 APR 27 PM 4:27

APR 26 2012

EEOC Miami District Office

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

4/23/12 Sushon Dillard

Date / Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (*month, day, year*)

ATTACHMENT 0740

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-003490

DATE ENTERED: 10/23/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/003490/12003490COD-102312-15383138.PDF

PAGE(S): 1

EEOC Form 5 (11/09)

F) T3

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA 201200906
- [X] EEOC 846-2012-11940

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Karen Northover	**(407) 923-2797**	**06-23-1967**

Street Address: **137 Olive Tree Cir, Altamonte Springs, FL 32714** City, State and ZIP Code

Received JAN 03 2012 EEOC Miami District Office

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
THE GARDENS AT DEPUGH CENTER	**15 - 100**	**(407) 644-6634**

Street Address: **550 West Morse Boulevard, Winter Park, FL 32789** City, State and ZIP Code

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address City, State and ZIP Code

FLORIDA COMMISSION ON HUMAN RELATIONS 12 JAN 13 PM 4:04

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [X] RETALIATION
- [ ] AGE
- [ ] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER (*Specify*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
01-01-2011	**11-14-2011**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I. My Race is Black. I was hired on or about July 30, 2010 as the Executive Director/Administrator. Beginning on or about January 2011, Jane Hames, White, and other white Board Members began subjecting me to a racially hostile work environment. There were several incidents of verbal and mental abuse, intimidation and discipline. Ms. Hames and other Board Members demanded that I perform work that was outside the scope of my position. I received several emails threatening to terminate my employment. I sent several emails and a written letter to the Board Members complaining of the racially hostile work environment. I was terminated on November 14, 2011 by Rick Baldwin, White, Vice President, Jane Hames and Jessica Williams, White, Treasurer.

II. I was advised by the Board Members that my termination was due to poor performance, loss of star rating, lack of confidence in leadership ability.

III. I believe that I was discriminated and retaliated against in violation of Title VII of the Civil Rights Act of 1964, as amended.

Received JAN 03 2012 EEOC Miami District Office

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

12/25/11
Date

Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0741

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-003811

DATE ENTERED: 11/16/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/003811/12003811COD-111912-09365736.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301
Fax: 850-488-5291 Phone: (850) 488-7082

Date Stamp (FCHR Use Only)
12 MAY 14 PM 12:35

A. PERSONAL INFORMATION		**FCHR No.** 201201782 MJ
Name Greta Blackwood Clinton	**E-Mail Address**	**Date of Birth** 12/23/59
Mailing Address 1869 S.W. MLK Jr. Street		**Home Telephone Number (area code)** 863 494-1353
City, State, and Zip Code Arcadia, FL 34266		**Work (if possible to call you there)** 863 494-5400 x4

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
The School Dist. of DeSoto County	+ 15	863-494-4222
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
530 La Solona Avenue	Arcadia, FL 34266	DeSoto

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 6/14/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Please see attached form.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

X Greta B. Clinton 5/10/12

ATTACHMENT 0742

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-004015

DATE ENTERED: 12/17/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/004015/12004015COD-121712-10590959.PDF

PAGE(S): 1,4

20120970 mS

FLORIDA COMMISSION ON HUMAN RELATIONS

Date Stamp (FCHR Use Only)
12 MAY 31 PM 4:32

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301
Fax: 850-488-5291 Phone: (850) 488-7082

A. PERSONAL INFORMATION		
Name: Dr. Sharon E. McIntosh	FCHR No.	
	E-Mail Address: hadasig@aol.com	Date of Birth: 9-26-1972
Mailing Address: 1361 Falling Star Lane	Home Telephone Number (area code): 321-804-4236	
City, State, and Zip Code: Orlando, FL 32828	Work (if possible to call you there): 321-242-6778	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name: Walmart	Number of Employees: over 500	Telephone Number: 321-242-5225
Street Address (Branch/Office in Florida): 8500 N wickham Rd.	City, State and Zip Code: Viera, FL 32940	County: Brevard

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☑ RACE ☑ COLOR ☐ SEX ☐ RELIGION ☑ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☑ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): 5/24/2012

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Dr. Sharon E. McIntosh

DATE: 5/31/12

May 31,2012

On May 2nd, I returned to work to find the HazWaste Bin moved to a different location. When I asked a technician,Michele Payne, why it's location was changed she said they came in and told her that the camera that was on it was going to the door and not to the HazWaste Bin. They told her, *a tech*, that they had to put it in front of a different camera so it would be directly on the bin. They did all of this on the day after I worked. They revealed this information to a technician and I am a salaried member of management(for now) and they never told me anything, even when I asked.
Dawn Butterfield, a former Wal-Mart pharmacist employee also revealed to me that Karen Milz,store manager and Dee would be all over the HazWaste Bin on the days after I worked. She is an example of a woman who spoke up and stood up to Co-Manager Tony and they scrutinized her until they got her out of there.

On Friday, April 6th 2012, I was called by Michael Judd, the new Market Manager and told that I would be demoted back down to Staff Pharmacist. His ridiculous explanation was that I was only put into the Assistant Pharmacy Manager position to get a raise and since I didn't apply to the manager(Pharmacist In Charge) position that I would go back to Staff Pharmacist. His explanation made no since to me. Before I got there, Kathy Stiles was the Pharmacy Manager and Michele Graziani was the Assistant Pharmacy Manager. He is trying to tell me there is no such thing. Interesting....

Funny, He never not one time asked me why I didn't apply for the management position. I was **harassed** to the point where I couldn't apply for the position. They put so much pressure on me that I felt that my hands were tied. They also falsely accused me of saying I had the Management position in the bag and this made it even more difficult. Why? Because that would force my boss not to give me the promotion because if he did it would create an atmosphere of favoritism and if you are in a management position, you have to avoid that at all costs. In other words...*THEY SET ME UP!* Even if I was the most qualified, I would be denied.

If I had been given a fair, equal opportunity to apply for the position, it would have given me the opportunity for a significant raise,and authority to run the pharmacy with my vision of how it should be run. Store Manager Karen Milz and Co-Manager Tony knew this and they wanted to prevent this at all costs. Why? I would be what they don't want and what they despise...an **African-American Woman** as the Pharmacist in Charge making a lot of money and in control of making every day decisions concerning the pharmacy. I am more than qualified for the position. I am a seasoned pharmacist and have been doing this for 10 years. I have been a manager before and was a successful manager.

LEG DISABILITY

Lastly, I have been the target of discrimination because of my leg disability. I have been recently diagnosed with venous insufficiency and it causes my legs to jerk,hurt,burn and swell. In early April 2012 after working 3 days straight at Walmart, my leg spasmed at home causing me to fall and break my arm. I had to take off 2 weeks from work to give my arm time to heal.

While I was out with my broken arm, my boss Michael Judd, called me to ask what happened. This was after I texted him in full detail as to what happened. He then proceeded to tell me that

ATTACHMENT 0743

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 12-004020

DATE ENTERED: 12/17/2012

RACE: black

LINK: doah.state.fl.us/DocDoc/2012/004020/12004020COD-121712-15134413.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301
Fax: 850-488-5291 Phone: (850) 488-7082

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		
Name Richeleu Williams Jr.	**FCHR No.**	
	E-Mail Address richawjr@gmail.com	**Date of Birth** 02/22/1974
Mailing Address 304 Pearl Street	**Home Telephone Number (area code)** (904) 657-7556	
City, State, and Zip Code Green Cove Springs, FL 32043	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name C & C Pumping Services	**Number of Employees** 20 +	**Telephone Number** (352) 429-7867
Street Address (Branch/Office in Florida) 19968 Independence Blvd.	**City, State and Zip Code** Groveland, FL 34736	**County**

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	12/19/2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was employed by C& C Pumping Services as a truck operator. During the time I was employed with the company a person by the name of "Paul" spoke to me on several occasions making racial remarks regarding myself and former employees. During my first week there "Paul" stated to me that "Spanish people are okay its the niggers they keep hiring." I am a mixture of African American and Caucasian, and told "Paul" I was "black." After this incident, my truck equipment started to get sabotaged. I made several verbal complaints to management about "Paul" and the comments he was making. Chris Holdorf Jr., the manager I spoke with told me, "they were looking for somebody else to replace Paul." I also noticed that "Paul" had a swastika on his right hand. Nothing was done to replace "Paul." On my last day of employment on December 19, 2011, "Paul" said he had an "attitude adjuster" in his truck for "skunks" and that there were a lot of "skunks running around in the yard." After this comment I left, after realizing he was referring to me and my mixed race. Based upon the constant racial remarks made by "Paul" I felt in fear of my life.
Mr. Williams case no. is 2012-01048.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Richeleu A Williams Jr

DATE

4/20/12

ATTACHMENT 0744

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-000022

DATE ENTERED: 1/7/2013

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2013/000022/13000022COD-010713-14384938.PDF

PAGE(S): 1

2012 0197 FJ

WESTBERRY & CONNORS, LLC.

ATTORNEYS AND COUNSELORS AT LAW

R. JOHN WESTBERRY † * •
CLAYTON M. CONNORS ◊

† Licensed in Florida and Alabama
◊ Licensed in Florida and Louisiana
* Board Certified by the Florida Bar in Labor and Employment Law
• Certified Circuit Civil Mediator

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Pensacola, Florida 32504
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www.westberryconnorslaw.com
writers e-mail: rjw@westberrylaw.net

NEW ORLEANS OFFICE:
201 St. Charles Avenue
Suite 2500
New Orleans, Louisiana 70170

Labor & Employment Law
Personal Injury
Workers' Compensation
Family Law

FLORIDA COMMISSION ON HUMAN RELATIONS
MAY 29 PM 2:37

May 25, 2012

Florida Commission on Human Relations
2009 Apalachee Parkway, Suite 200
Tallahassee, Florida 32301

Re: **Mrs. Kathy Satterwhite**
Charge of Discrimination: Age

Dear Gentlemen:

Be advised that I represent the Complainant, Kathy Satterwhite, regarding to the above reference matter. Enclosed are the original and two copies of a Charge of Discrimination that has been signed by Mrs. Kathy Satterwhite. Please accept the original for filing, file a copy with the Equal Employment Opportunity Commission and return a date-stamped copy to me in the enclosed self-addressed envelope.

Please address all communications regarding this matter to the undersigned. If you have any questions, please do not hesitate to contact me.

Sincerely yours,

R. John Westberry

RJW/kw
Enclosure

ATTACHMENT 0745

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-000023

DATE ENTERED: 1/7/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/000023/13000023COD-010713-15093809.PDF

PAGE(S): 1

EEOC Form 5 (11/09)

20120824 MJ Jo N

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:	Agency(ies) Charge No(s):
[ ] FEPA	
[X] EEOC	846-2012-46081

Florida Commission On Human Relations and EEOC

State or local Agency, if any

RECEIVED MAY 16 2012 EEOC MOBILE LOCAL OFFICE

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Ms. Deborah H. Nichols	**(850) 478-6100**	**09-21-1956**

Street Address: **3165 Raines Court, Pensacola, FL 32514** City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. *(Include Area Code)*
GENESIS REHAB SERVICES	**201 - 500**	**(850) 478-5200**

Street Address: **10100 Hillview Drive, Pensacola, FL 32514** City, State and ZIP Code

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [X] AGE [ ] DISABILITY [ ] GENETIC INFORMATION
[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
06-01-2011	**04-19-2012**

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

I worked for the Respondent as a Program Manager/Clinician. I believe my employment was terminated on April 19, 2012, because of my race, Black, and age, 55.

For the first time in six years, I received a write up in December 2011. It was alleged that I committed a HIPPA violation. This allegation is not true. Typically, employees receive a verbal reprimand prior to a written reprimand. Instead, I received a written reprimand. Later, the Respondent took out the reference to HIPPA but reported that it "could have led to a HIPPA violation" and that my behavior was inappropriate. The Respondent would not provide any information which would indicate the information I allegedly revealed that may have constituted a HIPPA violation.

Also, b/c of this write up/damage to my reputation, I was not able to prevent (promotions) from applying for positions, I was qualified for. Dn

Prior to my termination, a Therapist performed a treatment without an order. I stopped the Therapist from continuing with the treatment. The Therapist had been instructed, in the past, to ensure that treatments were not performed without an order from the doctor. The Therapist was not terminated; however, my employment was terminated.

For a number of years I was denied an evaluation and a raise. Upon information and belief, White Program Managers were given evaluations and raises. I believe I was denied the raises due to my race and age.

I believe the Respondent discriminated against me in violation of Title VII of the 1964 Civil Rights Act, as amended, and the Age Discrimination in Employment Act.

RECEIVED 2012 MAY 16 PM 4:10 EEOC MOBILE LOCAL OFFICE

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

X 5/12/2012 Deborah H. Nichols
Date Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0746

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-000024

DATE ENTERED: 1/7/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/000024/13000024COD-010713-14403040.PDF

PAGE(S): 1

RMP# 2012CO1754 MJ

Charge of Discrimination

AGENCY	CHARGE NUMBER
✓ FEPA ✓ EEOC	APR 16 2012

EEOC Miami District

NAME Tony White

HOME TELEPHONE 561-859 2279

ADDRESS 1533 6th Street, West Palm Beach, FL 33401

BIRTH DATE 6/29/72

NAMED IS THE EMPLOYER THAT DISCRIMINATED AGAINST ME:

NAME Aids Healthcare Foundation | NUMBER OF EMPLOYEES 50+ | PHONE

ADDRESS 110 SE 6th Street, Suite 1960, Ft. Lauderdale, FL 33301 | COUNTY Broward

CAUSE OF DISCRIMINATION BASED ON:

RACE OR COLOR X	RELIGION	NATIONAL ORIGIN	DATE DISCRIMINATION TOOK PLACE
SEX	AGE	HANDICAP OR DISABILITY	5/2011
RETALIATION X	OTHER		CONTINUING ACTION

THE PARTICULARS ARE:

1. I was an employee of Aids Healthcare Foundation.

2. I was terminated based upon my race, African American on or about May 2011.

3. It is my belief that my employer discriminated and terminated me due to my race in violation of Title VII, and the Florida Civil Rights Act.

☑ I ALSO WANT THIS CHARGE FILED WITH THE EEOC.

I SWEAR OR AFFIRM THAT I HAVE READ THE ABOVE CHARGE AND THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE, INFORMATION, AND BELIEF.

X Tony White

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE

NOTARY PUBLIC

ATTACHMENT 0747

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-000091

DATE ENTERED: 1/8/2013

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2013/000091/13000091COD-010813-12521452.PDF

PAGE(S): 1,2

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC

510-2012-03318

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Gabriel C. Gaudio	**(321) 821-4153**	**04-25-1961**

Street Address / City, State and ZIP Code

259 Abernathy Circle SE, Palm Bay, FL 32909

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
AAR AIRLIFT GROUP	**500 or More**	**(321) 751-5200**

Street Address / City, State and ZIP Code

1383 General Aviation Dr., Hangar 17, Melbourne, FL 32935

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

- [ ] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [X] RETALIATION
- [X] AGE
- [X] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER (*Specify*)

Received
JUN 05 2012
EEOC Miami District Office

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
03-01-2012	**05-09-2012**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I am 51 years of age and I am disabled. I have been denied training and disciplined because of my age (51 years of age) and disability. I have been denied reasonable accommodation. I have been terminated in retaliation for complaining about discrimination.

I was hired by AAR Airlift Group on May 9, 2009 as a Technical Publications Librarian. I have had satisfactory performance. I have been denied training while Ms. Rachel Grygier (30s, not disabled), Technical Publications Librarian, has been given the training. During March 2012, I asked Mr. Melvin Zahn (late 40s, not disabled), supervisor, for a reasonable accommodation but was denied. On April 13, 2012, I was placed on a performance improvement plan by Mr. Zahn and Ms. Joanne Paul (30s,not disabled), Human Resources Compensation Manager. On April 25, 2012, my security clearance was about to expire. I then found out that I was not on the badge renewal list. I complained to Mr. Zahn about this and also complained about discrimination. On May 9, 2012, I was terminated by Ms. Paul and Mr. Steve Lane (60s, not disabled), Manager. I was told that I was being terminated for breaking policy even though this is not true.

I believe that I have been discriminated against because of my age (51 years of age) in violation of the Age Discrimination in Employment Act of 1967, and specifically section 4(d) that prohibits retaliation. I believe that I have been discriminated against because of my disability in violation of the Americans with Disabilities Act of 1990, as amended, and specifically section 50(a) that prohibits retaliation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

X 5/31/2012 X
Date

Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
INTAKE QUESTIONNAIRE

Please immediately complete this entire form and return it to the U.S. Equal Employment Opportunity Commission ("EEOC"). **REMEMBER**, a charge of employment discrimination must be filed within the time limits imposed by law, within 180 days or in some places within 300 days of the alleged discrimination. When we receive this form, we will review it to determine EEOC coverage. **Answer all questions completely, and attach additional pages if needed to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A." (PLEASE PRINT)**

1. Personal Information

Last Name: Gaudio First Name: Gabriel MI: C.

Street or Mailing Address: 259 Abernathy Circle SE Apt or Unit #:

City: Palm Bay County: Brevard State: FL Zip: 32909

Phone Numbers: Home: (321) 821-4153 Work: (321) 751-5205

Cell: (321) 634-2782 Email Address: gabesssmonte@aol.com

Date of Birth: 4-25-61 Sex: ☒ Male ☐ Female Do You Have a Disability? ☒ Yes ☐ No

Please answer each of the next three questions. i. Are you Hispanic or Latino? ☐ Yes ☒ No

ii. What is your Race? Please choose all that apply. ☐ American Indian or Alaskan Native ☐ Asian ☒ White ☐ Black or African American ☐ Native Hawaiian or Other Pacific Islander

iii. What is your National Origin (country of origin or ancestry)? ~~Italian~~ USA

Please Provide The Name Of A Person We Can Contact If We Are Unable To Reach You:

Name: Catherine Gaudio Relationship: Wife

Address: 259 Abernathy Cir. SE City: Palm Bay State: FL Zip Code: 32909

Home Phone: (321) 821-4153 Other Phone: (321) 634-2803

Received
MAY 15 2012
EEOC Miami District Office

2. I believe that I was discriminated against by the following organization(s): (Check those that apply)

☒ Employer ☐ Union ☐ Employment Agency ☐ Other (Please Specify)

Organization Contact Information (If the organization is an employer, provide the address where you actually worked. If you work from home, check here ☐ and provide the address of the office to which you reported.) **If more than one employer is involved, attach additional sheets.**

Organization Name: AAR Airlift Group (AAR Corporation)

Address: 1383 General Aviation Dr. Hangar 17 County: Brevard

City: Melbourne State: FL Zip: 32935 Phone: (321) 751-5200

Type of Business: Aviation Job Location if different from Org. Address:

Human Resources Director or Owner Name: JoAnne M. Paul Phone: (321) 837-2403

Number of Employees in the Organization at All Locations: Please Check (✓) One

☐ Fewer Than 15 ☐ 15 - 100 ☐ 101 - 200 ☐ 201 - 500 ☒ More than 500

3. Your Employment Data (Complete as many items as you are able.) **Are you a federal employee?** ☐ Yes ☒ No

Date Hired: 5-9-09 Job Title At Hire: Technical Publications Librarian

Pay Rate When Hired: 15.50 per hour Last or Current Pay Rate: 19.10 per hour

Job Title at Time of Alleged Discrimination: Tech. Pub. Lib. Date Quit/Discharged: 5-9-2012

Name and Title of Immediate Supervisor: Melvin Zahn

If Job Applicant, Date You Applied for Job Job Title Applied For

ATTACHMENT 0748

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-000357

DATE ENTERED: 1/23/2013

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2013/000357/13000357PFR-012313-11253425.PDF

PAGE(S): 3

R.A. -1-15-13

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2013 JAN 17 PM 12:06

EQUAL EMPLOYMENT OPPORTUNITY
STATEMENT IN SUPPORT OF RICHARD ALLEN'S
COMPLAINT/CHARGES AGAINST ALLSTAFF PAYROLL

My name is Richard Allen. I live at 4524 Gentry Farms Drive, Milton, Florida 32583. My phone number is (850) 313-7880. My date of birth is 6/15/58 and I am a white male. I have a disability.

I was discriminated against by my employer, Allstaff Payroll, 2101 N. 9th Ave, Pensacola, Florida 32503 in Escambia County Florida and their phone number is (850) 434-6708 and they are the staffing agency that serviced my employer Murphy Farms owned by Jerry Murphy. I worked with Jerry Murphy for over 20 plus years. When I was hired I earned $10.00 per hour and my last pay rate was $10.00 per hour. I was a crew leader.

On May 2009 I was on the job driving a lawn mower tractor on Interstate 10 when an 18 wheeler lost control and ran me over. After the accident I received medical care and treatment that was approved by Workers Comp and I was under the supervision of a physician. Jerry Murphy accommodated me by allowing me to perform as crew leader due to the restrictions from physical labor due to my disabilities from the Worker Comp injury. This accommodation lasted three years. During the winter of 2011, Mr. Murphy advised me to apply for my unemployment during the off season because I couldn't perform the physical duties that were included in off season work. This seasonal lay off happens every year and we follow the same procedure annually. When the season was to start again I contacted Jerry Murphy to find out when the season would officially begin and I could return to work. Jerry Murphy then instructed that Allstaff Payroll told him that I was a liability and they didn't want me back because I settled with carrier for my Workers Comp case. Mr. Murphy was very nice and has always accommodated me and didn't understand why Allstaff would not allow me to return to work as I have in the past.

ATTACHMENT 0749

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-000498

DATE ENTERED: 2/11/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/000498/13000498COD-021113-16502150.PDF

PAGE(S): 1,4

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: [ ] FEPA [X] EEOC

Agency(ies) Charge No(s): 510-2012-03321

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Marie B. St . Juste	**(407) 914-5002**	**05-23-1957**

Street Address: **1866 Sepalwood Court, Orlando, FL 32818**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
THE CENTER FOR DRUG FREE LIVING/ANCHOR	**15 - 100**	**(407) 521-2566**

Street Address: **3200 W Colonial Dr., Orlando, FL 32805**

Name	No. Employees, Members	Phone No. (Include Area Code)

Received JUN 12 2012 EEOC Miami District Office

Street Address City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

[ ] RACE [ ] COLOR [ ] SEX [ ] RELIGION [X] NATIONAL ORIGIN

[ ] RETALIATION [ ] AGE [X] DISABILITY [ ] GENETIC INFORMATION

[ ] OTHER (*Specify*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: **04-10-2012** Latest: **04-10-2012**

[ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I am Haitian and I am disabled. I have been harassed and terminated because of my national origin (Haitian) and disability.

On May 9, 2005, I was hired by the Center for Drug Free Living/ Anchor as an Adult Specialist. My performance has been satisfactory. During my employment, I have been called derogatory terms regarding my national origin. I have also been told that I do not speak English well. In addition, I had a job related injury and have been humiliated ever since. On April 10, 2012, I was terminated by Robin Butler, Director, for performance issues even though I performed my job duties while injured.

I believe that I have been discriminated against because of my national origin (Haitian) in violation of Title VII of the Civil Rights Act of 1964, as amended and the Americans with Disabilities Act of 1990, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

6/7/12 Marie B St-Juste

Date *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (*month, day, year*)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
INTAKE QUESTIONNAIRE

Please immediately complete this entire form and return it to the U.S. Equal Employment Opportunity Commission ("EEOC"). **REMEMBER**, a charge of employment discrimination must be filed within the time limits imposed by law, within 180 days or in some places within 300 days of the alleged discrimination. When we receive this form, we will review it to determine EEOC coverage. **Answer all questions completely, and attach additional pages if needed to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A." (PLEASE PRINT)** MAY 15 2012

1. Personal Information

Last Name: St. Juste First Name: Marie MI: Bruna

Street or Mailing Address: 1866 Sepalwood Court Apt or Unit #:

City: Orlando County: Orange State: FL Zip: 32818

Phone Numbers: Home: (___) Work: (___)

Cell: (407) 914-5002 Email Address: mserges@hotmail.com

Date of Birth: 5/23/1957 Sex: ☐ Male ☒ Female Do You Have a Disability? ☒ Yes ☒ ~~No~~

Please answer each of the next three questions. i. Are you Hispanic or Latino? ☐ Yes ☒ No

ii. What is your Race? Please choose all that apply. ☐ American Indian or Alaskan Native ☐ Asian ☐ White

☒ Black or African American ☐ Native Hawaiian or Other Pacific Islander

iii. What is your National Origin (country of origin or ancestry)? Haiti

Please Provide The Name Of A Person We Can Contact If We Are Unable To Reach You:

Name: SERGES Moreau Relationship: Cousin

Address: 4570 Almark Dr City: Orlando State: FL Zip Code: 32839

Home Phone: (___) Other Phone: (321) 202-4120

2. I believe that I was discriminated against by the following organization(s): (Check those that apply)

☒ Employer ☐ Union ☐ Employment Agency ☐ Other (Please Specify)

Organization Contact Information (If the organization is an employer, provide the address where you actually worked. If you work from home, check here ☐ and provide the address of the office to which you reported.) **If more than one employer is involved, attach additional sheets.**

Organization Name: The Center of Drug Living/Anchor

Address: 3200 W. Colonial Dr County: Orange

City: Orlando State: FL Zip: 32808 Phone: (___)

Type of Business: Social work Job Location if different from Org. Address:

Human Resources Director or Owner Name: Cisane Mathieu Phone: (407) 2450045

Number of Employees in the Organization at All Locations: Please Check (✓) One

☒ Fewer Than 15 ☐ 15 – 100 ☐ 101 – 200 ☐ 201 – 500 ☐ More than 500

3. Your Employment Data (Complete as many items as you are able.) **Are you a federal employee?** ☒ Yes ☐ No

Date Hired: 05/09/2005 Job Title At Hire: Adult specialist

Pay Rate When Hired: 8.00 Last or Current Pay Rate: 9.79

Job Title at Time of Alleged Discrimination: Same Date Quit/Discharged: 04/10/2012

Name and Title of Immediate Supervisor: Butler Rubin

If Job Applicant, Date You Applied for Job ___ Job Title Applied For

4. What is the reason (basis) for your claim of employment discrimination?

INFORMATION ON CHARGES OF DISCRIMINATION

EEOC RULES AND REGULATIONS

Section 1601.15 of EEOC's regulations provides that persons or organizations charged with employment discrimination may submit a statement of position or evidence regarding the issues covered by this charge.

EEOC's recordkeeping and reporting requirements are found at Title 29, Code of Federal Regulations (29 CFR): 29 CFR Part 1602 (see particularly Sec. 1602.14 below) for Title VII and the ADA; 29 CFR Part 1620 for the EPA; and 29 CFR Part 1627, for the ADEA. These regulations generally require respondents to preserve payroll and personnel records relevant to a charge of discrimination until disposition of the charge or litigation relating to the charge. (For ADEA charges, this notice is the written requirement described in Part 1627, Sec. 1627.3(b)(3), .4(a)(2) or .5(c), for respondents to preserve records relevant to the charge – the records to be retained, and for how long, are as described in Sec. 1602.14, as set out below). Parts 1602, 1620 and 1627 also prescribe record retention periods – generally, three years for basic payroll records and one year for personnel records. Questions about retention periods and the types of records to be retained should be resolved by referring to the regulations.

Section 1602.14 Preservation of records made or kept. . . . . Where a charge ... has been filed, or an action brought by the Commission or the Attorney General, against an employer under Title VII or the ADA, the respondent ... shall preserve all personnel records relevant to the charge or the action until final disposition of the charge or action. The term *personnel records relevant to the charge*, for example, would include personnel or employment records relating to the aggrieved person and to all other aggrieved employees holding positions similar to that held or sought by the aggrieved person and application forms or test papers completed by an unsuccessful applicant and by all other candidates or the same position as that for which the aggrieved person applied and was rejected. The date of *final disposition of the charge or the action* means the date of expiration of the statutory period within which the aggrieved person may bring [a lawsuit] or, where an action is brought against an employer either by the aggrieved person, the Commission, or the Attorney General, the date on which such litigation is terminated.

NOTICE OF NON-RETALIATION REQUIREMENTS

Section 704(a) of Title VII, Section 207(f) of GINA, Section 4(d) of the ADEA, and Section 503(a) of the ADA provide that it is an unlawful employment practice for an employer to discriminate against present or former employees or job applicants, for an employment agency to discriminate against any individual, or for a union to discriminate against its members or applicants for membership, because they have opposed any practice made an unlawful employment practice by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the statutes. The Equal Pay Act contains similar provisions. Additionally, Section 503(b) of the ADA prohibits coercion, intimidation, threats, or interference with anyone because they have exercised or enjoyed, or aided or encouraged others in their exercise or enjoyment, of rights under the Act.

Persons filing charges of discrimination are advised of these Non-Retaliation Requirements and are instructed to notify EEOC if any attempt at retaliation is made. Please note that the Civil Rights Act of 1991 provides substantial additional monetary provisions to remedy instances of retaliation or other discrimination, including, for example, to remedy the emotional harm caused by on-the-job harassment.

NOTICE REGARDING REPRESENTATION BY ATTORNEYS

Although you do not have to be represented by an attorney while we handle this charge, you have a right, and may wish to retain an attorney to represent you. If you do retain an attorney, please give us your attorney's name, address and phone number, and ask your attorney to write us confirming such representation.

ATTACHMENT 0750

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-000513

DATE ENTERED: 2/12/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/000513/13000513COD-021213-16082108.PDF

PAGE(S): 3

RECEIVED
FLORIDA COMMISSION ON
2012 MAR 19 AM 8:45

AFFIDAVIT

STATE OF FLORIDA:
COUNTY OF LEON:

Before me personally appeared Hattie Tarver, who was deposed and stated as follows:

General Information

1. I am Hattie Tarver, a (71) seventy-one year old Black female, and I have been discriminated against by Centre Pointe Health and Rehabilitation, LLC, because of my age and race, pursuant to the Civil Rights Act of 1964 and the Florida Civil Rights Act.

2. I am also the victim of retaliation for having engaged in protected activity. My employment with Centre Pointe Health and Rehabilitation, LLC, began in March 2005, in the Department of Laundry and Housekeeping.

3. I was hired at $5.50 an hour and at the time of my termination I was earning 7.61 an hour. I normally worked (32) thirty-two hours per week, (4) four days per week. My job duties consisted of collecting laundry from the rooms of the residents, washing and drying the laundry, folding and sometimes ironing the laundry and finally delivering the laundry back to the rooms of the residents.

4. Kristen Thomson (white female less than 40 years old) was/is the Administrator of the facility and my immediate supervisor was Barbara Curlee.

5. During my tenure at the facility for over six years, I was never reprimanded or suspended (until I complained about disparate treatment just before I was fired) and I had a good working relationship with all employees. I was a good worker, I performed my duties and was self-motivated.

ATTACHMENT 0751

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-000767

DATE ENTERED: 2/28/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/000767/13000767COD-022813-13440744.PDF

PAGE(S): 1

EEOC Form 5 (11/09)

201209276 MB

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:	Agency(ies) Charge No(s):
[ ] FEPA	
[X] EEOC	846-2012-51773

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Mr. Oscar Tucker	**(386) 492-5660**	**10-09-1967**

Street Address / City, State and ZIP Code: **514 West St., Daytona Beach, FL 32114**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
WYOTECH INSTITUTE	**Unknown**	**(386) 255-0295**

Street Address / City, State and ZIP Code: **470 Destination, Ormond Beach, FL 32174**

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address / City, State and ZIP Code:

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] GENETIC INFORMATION
[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
05-14-2012	**05-14-2012**

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

1) I was initially hired by the Employer as an Instructional Support Technician on or about May 4, 2009. I was discharged from my position as Instructor on May 14, 2012.

2) Mr. Chris Barton, V.P., indicated that I was being discharged for having fraternized with students.

3) I believe that I have been Discriminated against because of my Race/Black in violation of Title VII of the Civil Rights Act of 1964, as amended.

Received JUL 03 2012 EEOC Miami District Office

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

6/29/12 Oscar Tucker Jr.
Date Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

Oscar Tucker Jr.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE *(month, day, year)* 6/29/12

DAVID B. RUSSELL
MY COMMISSION # DD 828743
EXPIRES: October 6, 2012
Bonded Thru Notary Public Underwriters

ATTACHMENT 0752

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-001102

DATE ENTERED: 3/27/2013

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2013/001102/13001102COD-032713-09450945.PDF

PAGE(S): 3

3. ESTABLISHING JURISDICTION

a. Today's Date 06/20/2012 (mm/dd/yyyy)

b. What was the **MOST RECENT DATE** or **LAST DATE** that you were allegedly discriminated against (i.e. fired, laid off, disciplined, harassed, etc.)? 04/04/2012 (mm/dd/yyyy)

c. What is the approximate number of persons employed by the employer that you are alleging discriminated against you? unknown

If your answer to 3b is over *365 days before today* or your answer to 3c. is *less than 15*, please stop and contact a Commission customer service representative at (1-800-342-8170 or 1-850-488-7082) OR stop and contact an attorney or your local legal aid society

4. BASIS FOR DISCRIMINATION

a. Below are the legal bases for discrimination. Check all the bases, and subsets that apply to your alleged discrimination. **(ONLY CHECK THE BASES THAT SPECIFICALLY APPLY TO YOU).** If one or more of these boxes are checked, you must answer *Questions for Employment Discrimination Claims* on pages 4-5.

☒ **RACE:** ☐ Black ☐ White ☒ Asian/Pacific Islands ☐ American Indian/Alaskan Native

[ ] Other: (Please identify)

☒ **COLOR:** ☐ Light skinned ☒ Dark skinned ☐ Other (Please identify)

☒ **NATIONAL ORIGIN:** ☐ Hispanic ☐ Mexican ☐ Arab/Afghani/Middle Eastern ☐ East Indian

☒ Other: (Please identify)

☒ **MARITAL STATUS:** ☐ Married ☐ Single ☒ Divorced ☐ Widowed

☒ **SEX:** ☒ Female ☐ Male

☒ **AGE:** ☐ Under 40 ☒ 40-69 ☐ 70 & over

☒ **RETALIATION**

☐ **RELIGION:** (Please identify)

[ ] **DISABILITY/HANDICAP:** (Please identify) [ ] Physical [ ] Mental

b. Employment Action upon which your complaint is based: (Check all that apply)

☒ Terminated ☒ Suspended ☐ Denied Promotion ☐ Laid-Off

☒ Unfairly Disciplined ☒ Harassed [ ] Denied Training [ ] Not Hired

☒ Forced to Resign ☐ Given Different Terms and Conditions

[ ] Denied Reasonable Accommodation for Disability

☐ Sexually Harassed

If you believe you have been sexually harassed, you must answer Questions for Sex Discrimination Claims on pages 8-9.

☐ Other: (Please identify)

ATTACHMENT 0753

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-001234

DATE ENTERED: 4/9/2013

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2013/001234/13001234COD-041013-11340434.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

12 AUG 27 PM 4:05

A. PERSONAL INFORMATION	FCHR No. 201202544	
Name Puspa Rath	**E-Mail Address** rathpuspa@gmail	**Date of Birth** Apr 8, 1969
Mailing Address 2468 Rain Lily Way	**Home Telephone Number (area code)** 8508777138	
City, State, and Zip Code Tallahassee, FL 32311	**Work (if possible to call you there)** not applicable	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Leon County School Board	Unknown	8504877100
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2757 West Pensacola Street	Tallahassee, FL 32304	Leon

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☑ RACE ☐ COLOR ☑ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☑ NATIONAL ORIGIN ☑ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) June 29, 2012

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been applying from last 4 (four) years and always they tell me I am qualified, but they have never called me for an interview (except for one custodian job). But I get the e-mail this post has been filled.

In 2008, I had provided my Transcript showing my graduation with a Bachelor's degree in Political Science. Still the PAT system challenged me for my possession of an AA degree or higher in 2010. Surprisingly at that time I wasn't applying for any position.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Puspa Rath

DATE Aug 27, 2012

ATTACHMENT 0754

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-001448

DATE ENTERED: 4/17/2013

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2013/001448/13001448COD-041813-16145614.PDF

PAGE(S): 1

2012-02722
J. Alexander

FLORIDA COMMISSION ON HUMAN RELATIONS

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301
Fax: 850-488-5291 Phone: (850) 488-7082

Date Stamp (FCHR Use Only)
12 SEP 10 PM 2:51

A. PERSONAL INFORMATION		FCHR No.
Name Deborah Orth	**E-Mail Address** See below.	**Date of Birth** 11/7/56
Mailing Address 35303 SW 180th Avenue, #371	**Home Telephone Number (area code)** 305-245-3230 (Counsel)	
City, State, and Zip Code Florida City, Florida 33034	**Work (if possible to call you there)** oconnorlaw211@gmail.com	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name The Capri Restaurant, Inc.	**Number of Employees** Approx. 40	**Telephone Number** 305-247-1542
Street Address (Branch/Office in Florida) 935 N. Krome Avenue	**City, State and Zip Code** Homestead, Florida 33030	**County** Miami-Dade

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) October 5 or 6, 2011

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a white female, fifty-five (55) years of age. I was employed at The Capri Restaurant from the summer of 2008 until being terminated on or about October 5 or 6, 2011. The only reason given to me was that the restaurant was "going in a different direction". My replacement was under the age of forty (40) years of age. Throughout the latter portion of my employment, James Accursio, the owner of Capri, had been making various comments about "attracting the younger crowd" and asked me on several occasions how old I was. Based upon these and other comments and actions by Mr. Accursio, I had a facelift procedure done in the summer of 2011. Upon my return, I was treated differently and management made it a point to make it known to customers about my cosmetic surgery. Mr. Accursion also asked me if I was having a "boob job". For these and other reasons to be set forth, I believe that I was subject to discrimination based upon my age and gender.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

12 SEP 10 PM 2:51

9/10/2012

ATTACHMENT 0755

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-001657

DATE ENTERED: 5/7/2013

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2013/001657/13001657COD-050713-11065206.PDF

PAGE(S): 1,8

2012-03378

Attn of: Marissa

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC — 510-2012-03839

and EEOC

Florida Commission On Human Relations

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Margaret G. Taylor	**(407) 462-4696**	[redacted]

Street Address: **8836 Darlene Dr., Orlando, FL 32836** — City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
UNIVERSAL STUDIOS	**Unknown**	**(407) 363-8000**

Street Address: **2000 Universal Blvd., Orlando, FL 32819** — City, State and ZIP Code

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address — City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

- [ ] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [ ] RETALIATION
- [X] AGE
- [ ] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER (*Specify*)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
06-01-2011	**08-18-2011**

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I. I am 65 years old. I was hired by Universal Studios as a Server in March 1994. Starting in June 2011, a new computer system was installed. I made several errors, and received abusive comments, from Kira (LNU), Assistant Manager. In July 2011, I was belittled in front of other employees and received fewer tables than other employees. I became flustered when Kira spoke to me, I complained to Mark (LNU), Manager. Kira claimed that she would stop, however, she continued. On August 18, 2011, I was separated from employment.

II. No reason was given for the above named actions.

III. I believe that I was discriminated against due to my age/65, in violation of the Age Discrimination in Employment Act (ADEA).

RECEIVED
2012 SEP -4 AM 9:01

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

8/7/2012 — Date

Margaret G Taylor — Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (*month, day, year*)

6/13/2012 WED 9:54 FAX

2012-02572 M. Smith

NEW

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
INTAKE QUESTIONNAIRE

Please immediately complete this entire form and return it to the U.S. Equal Employment Opportunity Commission ("EEOC"). **REMEMBER**, a charge of employment discrimination must be filed within the time limits imposed by law, within 180 days or in some places within 300 days of the alleged discrimination. When we receive this form, we will review it to determine EEOC coverage. **Answer all questions completely, and attach additional pages if needed to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A." (PLEASE PRINT)**

1. Personal Information

Last Name: Taylor First Name: Margaret MI: G

Street or Mailing Address: 2836 Darlene Dr. Apt or Unit #:

City: Orlando County: Orange State: FL Zip: 32836

Phone Numbers: Home: (407) 462-4696 Work: (407) 462-4696

Cell: (407) 462-4696 Email Address: HiSski@Embarqmail.com

Date of Birth: 1/5/1947 Sex: ☐ Male ☑ Female Do You Have a Disability? ☐ Yes ☑ No

Please answer each of the next three questions. i. Are you Hispanic or Latino? ☐ Yes ☐ No

ii. What is your Race? Please choose all that apply. ☐ American Indian or Alaskan Native ☐ Asian ☑ White

☐ Black or African American ☐ Native Hawaiian or Other Pacific Islander

iii. What is your National Origin (country of origin or ancestry)? USA

Please Provide The Name Of A Person We Can Contact If We Are Unable To Reach You:

Name: Relationship:

Address: City: State: Zip Code:

Home Phone: (___) Other Phone: (___)

JUN 14 2012 EEOC Miami District Office

2. I believe that I was discriminated against by the following organization(s): (Check those that apply)

☑ Employer ☐ Union ☐ Employment Agency ☐ Other (Please Specify)

Organization Contact Information (If the organization is an employer, provide the address where you actually worked. If you work from home, check here ☐ and provide the address of the office to which you reported.) **If more than one employer is involved, attach additional sheets.**

Organization Name: Universal Studios

Address: 2000 Universal Blvd County: Orange

City: Orlando State: FL Zip: 32819 Phone: (407) 363-8000

Type of Business: Restaurant in theme park Job Location if different from Org. Address:

Human Resources Director or Owner Name: Sharon Phone: (407) 224-4104

Number of Employees in the Organization at All Locations: Please Check (✓) One

☐ Fewer Than 15 ☐ 15 – 100 ☐ 101 – 200 ☐ 201 – 500 ☑ More than 500

3. Your Employment Data (Complete as many items as you are able.) **Are you a federal employee?** ☐ Yes ☑ No

Date Hired: 3/17/1994 Job Title At Hire: Server

Pay Rate When Hired: 3.80 hr + tips Last or Current Pay Rate: 4.65 hr + Tips

Job Title at Time of Alleged Discrimination: Date Quit/Discharged: 8/18/2011

Name and Title of Immediate Supervisor: John-Wood, Restaurant Manager

If Job Applicant, Date You Applied for Job Job Title Applied For

2012 SEP 4 AM 9:01 DEVELOPMENT

ATTACHMENT 0756

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-001845

DATE ENTERED: 5/16/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/001845/13001845COD-051713-10113211.PDF

PAGE(S): 1,2

20130004 m5

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented to: Agency(ies) Charge No(s):

___ FEPA

_X_ EEOC

FLORIDA COMMISSION ON HUMAN REATIONS and EEOC

State or local Agency, if any

Name (*indicate Mr. Ms. Mrs.*)	Home Phone (Incl. Area Code)	Date of Birth
Bobby Cotman	516-714-2730	03/21/1962

Street Address | City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
Perrigo Florida	100+	561-582-3030

Street Address: 2201 4th Avenue North | City, State and ZIP Code: Lake Worth, FL 33461

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address | City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

_X_ RACE _X_ COLOR ___ SEX ___ RELIGION ___ NATIONAL ORIGIN

_X_ RETALIATION _X_ AGE ___ DISABILITY ___ OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: 2003 Latest: 08/2012

___ CONTINUING ACTION

RECEIVED BY FLORIDA COMMISSION ON HUMAN RELATIONS 2012 OCT -1 PM 2:46

THE PARTICULARS ARE (*If additional paper is needed, attached extra sheet(s)*):

1. My race is African-American and my skin color is dark brown.

2. I began employment with Respondent (formerly known as Unico Holdings) on or about April 16, 2001, as a Night Shift Supervisor in Production for an annual salary of $24,000, and thereafter, at my own request, I was transferred to the position of First Shift Supervisor/Batcher, Production Lines, for an annual salary of approximately $28,000, while other employees in similar positions were earning in excess of $40,000 per annum.

3. On or about 2003, I was terminated from my position by Vice President Greg Taranova (who was known to be a racist and had been reported to have stated that he "does not like niggers" and that "they need to go back to where they came from") because my position allegedly had been eliminated. Approximately 2 months later, however, I was contacted by Ed Sanderson, who advised that the company needed me back because production had decreased significantly and that the President, Christopher Bohlman, wanted to know what it would take to get me back to work. I agreed to return for a salary of $46,800 and on the condition that I would keep my seniority as if I had never been terminated.

4. However, in 2007, Bohlman died, and Taranova inexplicably reduced my annual salary to $36,000. I complained to the Board of Directors and discussed the matter with CEO Edward Finnegan, who agreed to investigate, but no action was ever taken against Taranova or in my favor.

5. In 2008, Perrigo Florida purchased the company. Taranova was given the position of Production Manager, and he advised me tha the "Supervisor" positions were being eliminated and that my new title was "Floor Lead," although my job duties and responsibilities remained the same. Shortly thereafter, however, Taranova hired Jose Martinez for the position of Production Supervisor, which position was never posted nor offered to me, although I had to train Martinez and his job duties were the same duties I was performing as Supervisor and as Floor Lead.

6. On or about 2010, Taranova was terminated and Martinez was promoted to Production Manager. Martinez then hired Victor Lopez for the position of Production Supervisor, although again the position was neither posted nor offered to me, and I had to train Lopez.

7. Thereafter, I was subjected to a hostile work environment, inasmuch as I was wrongfully and falsely written-up and suspended from my position for allegedly making a disparaging remark to another employee, although ultimately a witness came forward and clarified that the allegation was false; and subsequently I was placed on probation for allegedly "not supporting my staff."

8. I thus contacted Human Resources Representative, Bob Carlson, at the company's Michigan headquarters, and complained about the unfair treatment. He investigated and discovered that the aforesaid actions against me were unsubstantiated. And although he immediately took me off of probation status, I was never reimbursed for the 3 days of suspension.

9. On or about October, 2011, the company reduced production and, while another First Shift Floor Lead employee (who was Hispanic) was retained, my position was eliminated, and I was forced to accept the position of Night Shift Floor Lead.

10. Throughout the course of my employment, I was subjected to a hostile work environment on the basis of my race/color and was demoted and passed up for promotions because of my color/race.

11. On or about June, 2012, the company ceased it's South Florida operations, and while other white and/or Hispanic employees were offered positions at the company's other locations, I was terminated and received no severance package as I refused to execute a General Release.

WHEREFORE, I hereby request all relief to which I am entitled under the law.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – *When necessary for State and Local Agency Requirements*
I declare under penalty of perjury that the above is true and correct. 9-25-12 / Bobby A. Coleman *Date* / *Charging Party Signature*	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLANANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE *(month, day, year)* REBECCA S. TAYLOR MY COMMISSION # DD 826321 EXPIRES: November 20, 2012 Bonded Thru Budget Notary Services

ATTACHMENT 0757

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-001972

DATE ENTERED: 5/23/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/001972/13001972COD-052313-15473147.PDF

PAGE(S): 1

2012-02720 M Smith

FLORIDA COMMISSION ON HUMAN RELATIONS

Date Stamp (FCHR Use Only)

12 SEP 10 AM 11:08

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301
Fax: 850-488-5291 Phone: (850) 488-7082

A. PERSONAL INFORMATION

Name: Ray Nelms

Mailing Address: 302 S. Spring Garden Ave # 2C

City, State, and Zip Code: DeLand, FL 32724

FCHR No.

E-Mail Address: Nelms.ray@gmail.com

Date of Birth: 3/6/59

Home Telephone Number (area code): (386) 873-5815

Work (if possible to call you there)

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name: City of DeLand

Number of Employees: 100 +

Telephone Number: (386) 740-6854

Street Address (Branch/Office in Florida): 1102 S. Garfield Ave.

City, State and Zip Code: DeLand, FL

County: Volusia

C. CAUSE OF DISCRIMINATION BASED ON: Check appropriate box(es)

☑ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☑ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I filed a previous complaint in February of 2012 with the EOC against my employer as I was being passed over for jobs that were given to less qualified candidates. In my complaint, I alleged that this was a pervasive practice within the City of DeLand with many other employees---not just me. In each instance, the more qualified candidate was African-American and the less qualified candidate was most often white or sometimes Hispanic. Because I complained, they terminated my employment; however, they were forced to reinstate me in July as I worked with the Department of Labor to prove that they violated the law by terminating my employment. I now believe they are engaging in retaliatory practices because of my previous complaint. When I was reinstated, they put me the least attractive position. Even still, I accepted the position and continued to efficiently fulfill my duties in that position. When an opening became available in a better position for which I was qualified, I applied. Again, the position was given to a less qualified candidate. The reason they gave was that the other applicant had knowledge of sewer operations; however, the applicant himself told me he didn't have "one day" of experience with sewers. I, on the other hand, have five years of experience in sewers.

I am requesting that Ruben Betancourt, my previous case manager, handle this complaint as well.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

Ray A Nelms 9-8-2012

12 SEP 10 AM 11:08

ATTACHMENT 0758

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-002356

DATE ENTERED: 6/19/2013

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2013/002356/13002356COD-061913-11044804.PDF

PAGE(S): 1

Jurok

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 13 JAN 15 AM 11:05

A. PERSONAL INFORMATION	**FCHR No. 201300487**	
Name Ms. Lucia M. Harris	**E-Mail Address**	**Date of Birth** 2/19/1945
Mailing Address 867 Hough Farm Rd	**Home Telephone Number (area code)** (850) 459-9340	
City, State, and Zip Code Quincy, FL 32352	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Golf Club of Quincy	**Number of Employees** Fewer than 15	**Telephone Number** (850) 627-9631
Street Address (Branch/Office in Florida) 2291 Solomn Dairy Rd.	**City, State and Zip Code** Quincy, FL 32351	**County** Gadsden

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
X☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS X☐ RETALIATION	12/14/2012

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

The complainant believes she was discriminated against because of her race (White/Caucasian) by her former employer, the Golf Club of Quincy. The complainant began her employment with the Golf Club of Quincy on 10/15/2012 as a cook. From the onset of her employment, the complainant received racially based, hostile treatment from a fellow black coworker and cook named Betty. Betty constantly belittled and humiliated the complainant by shouting vulgarities and unwarranted criticisms. The complainant reported this hostile and discriminatory treatment to her supervisor, John. John refused to take any corrective action. On 12/14/2012 the complainant made the decision to quit her employment, as she could no longer endure Betty's discriminatory behavior.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Lucia M. Harris	Jan. 12, 2013

ATTACHMENT 0759

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-002398

DATE ENTERED: 6/25/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/002398/13002398COD-062513-16142114.PDF

PAGE(S): 1

CHARGE OF DISCRIMINATION

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

2012 DEC 17 PM 12:05

This form is affected by the Privacy act of 1974; See Privacy Act Statement before completing this form.

FCHR Charge No.:
EEOC Charge No.:

FLORIDA COMMISSION ON HUMAN RELATIONS and EEOC
Local Agency, if any

Ms. Sarah L. Riley		**850-466-3303**
NAME (Indicate Mr., Ms., Mrs.)		TELEPHONE
3238 Palmdale Avenue	**Pensacola, FL 32526**	**December 8, 1962**
STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH

Home address: same as above

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

Lakeview Center, Inc.	**50+**	**850-595-1330**
NAME	NUMBER OF EMPLOYEES	TELEPHONE
2001 North "E" Street	**Pensacola, FL**	**Escambia**
STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

Workplace at: Same as above

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))	DATE DISCRIMINATION TOOK PLACE	
	EARLIEST	LATEST
☑ RACE ☐ COLOR ☐ GENDER ☐ AGE ☐ RELIGION ☐ RETALIATION ☐DISABILITY ☐ NATIONAL ORIGIN OTHER -		**09/28/2012**

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s))

I. Personal Harm:

I am an African-American female. I was hired by Lakeview Center, Inc., March 31, 2003. I was reassigned Administrative Assistant with Gulf Coast Enterprises (GCE), a Division of Lakeview Center, Inc., since January 6, 2006. I have never been subjected to any disciplinary action. During my employment, I have performed the duties of my position in a more than satisfactory manner. My supervisors treated me less favorably than their treatment of co-workers outside of my protected class. On August 23, 2012, I was informed that I was being terminated from my job effective September 28, 2012.

ATTACHMENT 0760

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-002711

DATE ENTERED: 7/18/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/002711/13002711COD-071813-16072507.PDF

PAGE(S): 2

D. Discrimination Statement:

Bashawn Brooks

87 Pine Course

Ocala, FL 34472

(504) 319-9081

Bashawn.brooks84@gmail.com

Discrimination Start Date: April 10th 2012

I am a black (African American female) who is employed at SunTrust Bank, Golden Hill Branch, Ocala, FL. My present employment position is Teller 3 witch I have worked in with SunTrust Bank in the Ocala/Marion County area for 2 years. I have 12-years of total banking work experience. My personnel files will attest to my excellent work knowledge, skills and performance. I recently applied for two (2) management level positions which I was qualified for and did not receive either. I was interviewed for one of the positions and did excellent in the interview. One of the positions were given to a (white) female name Sandra Cunha.

Because of an experience employee leaving (My Lead Teller Shireen Rahman), I worked for 2 weeks in that person, this Job/position which was higher that my regular pay grade. The other management position in which I applied for at another Branch (Executive Park Branch), I have no response from what so-ever. My inquiry to Debra Evans a white female and the Branch Manager, related to my promotion applications were met with a response that I was a

ATTACHMENT 0761

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-002886

DATE ENTERED: 7/30/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/002886/13002886COD-073013-16010301.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

20130056 7 JA

CHARGE OF DISCRIMINATION

FCHR No.

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Mary Cargle	263-25-4129	1/27/1955

Street Address	Home Telephone Number (area code)
318 Americana Street	(850) 402-3039
City, State, and Zip Code	**Work (if possible to call you there)**
Tallahassee, Florida 32305	

2013 JAN 5 PM 3:38

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
ALSCO, Inc.	15+	(850) 576-3131

Street Address	City, State, and Zip Code	County
American Linen, 2118 Lake Bradford Road, Tallahassee, Florida 32310-5874		LEON

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [X] DISABILITY
[ ] NATIONAL ORIGIN [X] AGE [ ] MARITAL STATUS [ ] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE

(month, day, year) 7/27/2012

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I am a 57-year-old, African-American female. I became employed by ALSCO and its predecessor, National Linen, on July 9, 2005, as a laborer. In the past five years, I worked without any complaints or write ups by my Supervisors. In 2010, my husband died of cancer. I depend on my salary and benefits to support myself.

In May 2012, I was hospitalized from May 5, to June 1. I had surgery for diverticulitis. In June 2012, I returned to work. My doctor had placed me on restrictions, no heavy lifting or bending. My Supervisor, Tom Kilpatrick, often complained that there was no light-duty work for me. Because I needed my job, I always reported to work and put in a full day.

On July 27, 2012, I left work for my lunch break with several towels in my possession. These were old towels from various, local hotels, which were usually discarded as junk, but employees were allowed to take them home for their personal use during the time that I worked there. I was never told by anyone employed by the company that this policy had changed. The Plant Manager, Tony _____, a non-African-American male, saw me when I was leaving with the towels and asked me where I was going with the towels. He took the towels from me and said I will see you later and asked a Supervisor to escort me out the door. Later that day, I was told by the Assistant Manager, Sammy _____, a white male, that I was fired.

I believe I was fired based on my age, race and perceived disability – light duty restrictions – because a younger, white female was stopped while taking towels out and nothing was done to her. The company used this incident to get rid of me because of my healthcare costs.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Mary Cargle 1-15-2013

NOTARY- **(Required for Filing)**

SUBSCRIBED AND SWORN TO BEFORE ME this 15th **day of January, 2013, by Mary Cargle, who presented a Florida Driver License as identification.** Jan M. Lewis

JAN M. LEWIS
Commission # EE 118498
Expires August 11, 2015
Bonded Thru Troy Fain-Insurance 800-385-7019

ATTORNEY OF RECORD: Law Office of Gary Lee Printy, Gary Lee Printy, Esq., 1804 Miccosukee Commons Dr., Ste. 200, Tallahassee, FL 32308-5471, Tel (850) 877-7299

ATTACHMENT 0762

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-002959

DATE ENTERED: 8/12/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/002959/13002959PFR-081213-14454745.PDF

PAGE(S): 2

3. **RESPONDENT HAS VIOLATED THE (Check One)**

☑ Florida Civil Rights Act of 1992, As Amended

☐ Florida Fair Housing Act, As Amended, OR

IN THE MANNER SPECIFICALLY DESCRIBED BELOW:

I was wrongfully terminated from my Home Service specialist II / Mortgage Processor position with Bank of America in violation of the Florida Civil Rights Act of 1992, as amended, section 760.10, Florida Statutes.

4. **THE DISPUTED ISSUES OF MATERIAL FACT, IF ANY, ARE AS LISTED BELOW:**

I am a qualified black male and Bank of America hired other internal and external applicants instead of me. Bank of America is a large company that employs over 10,000 employees one of the top ten banks in the world with assets worth over a billion dollars.

5. **THE ULTIMATE FACTS ALLEGED & ENTITLEMENT TO RELIEF ARE AS LISTED BELOW:**

An unlawful employment practice occurred in violation of the Florida Civil Rights Act of 1992, as amended, section 760.10, Florida Statutes. Entitlement to Relief: I want to be reinstated for a full-time job with Bank of America and I want back pay for loss wages & income I would have earned had I not been retaliated against for full-time jobs I am qualified for in the financial industry.

***Note that (_____) additional pages have been initialed, dated, and attached**

WHEREFORE, Petitioner prays that the Florida Commission on Human Relations enter its order prohibiting the discriminatory practice and granting such affirmative relief as may be just and equitable in this cause.

August 6, 2013
Date

Petitioner

ATTACHMENT 0763

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-002960

DATE ENTERED: 8/12/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/002960/13002960PFR-081213-14465146.PDF

PAGE(S): 2

3. **RESPONDENT HAS VIOLATED THE (Check One)**

☑ Florida Civil Rights Act of 1992, As Amended

☐ Florida Fair Housing Act, As Amended, OR

IN THE MANNER SPECIFICALLY DESCRIBED BELOW:

I was wrongfully-terminated from my Home Service Specialist II / Mortgage processor position with Bank of America in violation of the Florida Civil Rights Act of 1992, as amended, section 760.10, Florida Statutes.

4. **THE DISPUTED ISSUES OF MATERIAL FACT, IF ANY, ARE AS LISTED BELOW:**

I am a qualified black male and Bank of America hired other internal and external applicants instead me. Bank of America is a large company that employs over 10,000 employees one of the top ten banks in the world with assets worth over a billion dollars.

5. **THE ULTIMATE FACTS ALLEGED & ENTITLEMENT TO RELIEF ARE AS LISTED BELOW:**

An unlawful employment practice occurred in violation of the Florida Civil Rights Act of 1992, as amended, section 760.10, Florida Statutes. Entitlement to relief: I want to be reinstated for a full-time job with Bank of America and I want back pay for lost wages + income I would have earned had I not been retaliated against for full-time jobs I am qualified for in the financial industry.

***Note that (5) additional pages have been initialed, dated, and attached**

WHEREFORE, Petitioner prays that the Florida Commission on Human Relations enter its order prohibiting the discriminatory practice and granting such affirmative relief as may be just and equitable in this cause.

August 6, 2013
Date

Petitioner

ATTACHMENT 0764

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-003604

DATE ENTERED: 9/17/2013

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2013/003604/13003604COD-091713-10533853.PDF

PAGE(S): 5

AFFIDAVIT

I, JoAnne Elizabeth Winston, hereby say:

I understand that this Affidavit will be considered confidential by the Florida Commission on Human Relations, if applicable, and will not be disclosed as long as the case remains open unless it becomes necessary for them to produce the Affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in accordance with Agency policies.

I am 55 years of age; my gender is Female; my race is Caucasian;

My social security number is [redacted] and my date of birth is 04/17/1957.

My mailing address is: 1362 S. State Road 415 New Smyrna Beach, FL 32168 Volusia .
(Number/Street) (City) (State) (Zip Code) (County)

My telephone number is (including area code): 386-478-1339

My complaint is against: City of Edgewater (Police Department)
(Company Name)

which is located at: 104 N. Riverside Dr. New Smyrna Beach, FL 32132 Volusia .
(Number/Street) (City) (State) (Zip Code) (County)

Human Resources Director is: Looney Donna
(Last Name, First Name)

Headquarters/Corporate office is located at: 104 N. Riverside Dr. New Smyrna Beach, FL 32132

Telephone Number (including area code): 386-424-2400

My job classification (circle one) was: Police Sergeant
(Job Title)

My immediate supervisor was: Chief David Arcieri
(Name/Job Title)

ATTACHMENT 0765

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 13-003874

DATE ENTERED: 10/7/2013

RACE: black

LINK: doah.state.fl.us/DocDoc/2013/003874/13003874COD-100813-11180918.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
13 MAR -8 PM 2:00

A. PERSONAL INFORMATION		**FCHR No. 201300750**
Name Ms. Deborah Y. Turner	**E-Mail Address**	**Date of Birth** 8/18/1958
Mailing Address Brentwood Drive	**Home Telephone Number (area code)** (386) 295-6515	
City, State, and Zip Code Daytona Beach, FL 32117	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Signature Health	**Number of Employees** **15+**	**Telephone Number** (386) 673-0450
Street Address (Branch/Office in Florida) 103 North Clyde Morris	**City, State and Zip Code** Ormond Beach, FL 32174	**County** Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
X☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	2/14/2013 – continuing action

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

The complainant believes she has suffered discrimination, based on her race (black), from her current employer, Signature Health. Beginning November 23, 2012, the complainant has been subjected to different terms and conditions compared to her fellow, white employees. The complainant considers her work environment to be hostile. The complainant has been suspended four times since November 23, 2012. In three of these instances, white employees were just as, if not more, guilty of offenses for which the complainant received a suspension. However, in these instances, the white employees received no disciplinary actions.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Deborah Y Turner	3/4/13

ATTACHMENT 0766

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000030

DATE ENTERED: 3/13/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000029/14000029_0_03132014_11561075_e.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 12 JUL 20 PM 2:13

A. PERSONAL INFORMATION		**FCHR No. 201202128**
Name Ms. Jessica S. Austin		**E-Mail Address** [redacted] **Birth** Denise.Austin@ssa.gov
Mailing Address 16120 Stockbridge Ave.		**Home Telephone Number (area code)** (216) 921-4008
City, State, and Zip Code Cleveland, OH 44128		**Work (if possible to call you there)**

B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Lake Eve Resort & Management	**(Restaurant, Club, Lodging)**	**Telephone Number** (407) 597-0385	
Street Address (Florida location) 12388 International Drive	**City, State and Zip Code** Orlando, FL 32821	**County** Orange	

C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
X☐ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS	6/22/2011

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following ~~reason~~(s):

On June 22, 2011 I was discriminated against due to my race (African-American) by employees at Lake Eve Resort & Management. My family and I went to Lake Eve Resorts for our annual family reunion. We checked in on June 21, 2011. We stayed the night. The next day on June 22, 2011 my immediate family and I went to lunch off the premises. We received a phone call from another family telling us to come back. We had been evicted. We were escorted to our room by security to pack. There was never a clear reason why we had to leave.

There was an all white teenage soccer team there. We had many teenage black boys that were with my family. They had befriended each other quickly and there was some chatter from their coaches about that situation. The resort employees were going up to random black people and asking them if they were with our family.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
[signature]	7/16/2012

ATTACHMENT 0767

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000031

DATE ENTERED: 3/13/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000029/14000029_0_03132014_11561075_e.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		**FCHR No. 201202126**	**MS**
Name Ms. Denise E Austin		**E-Mail Address**	**Date of Birth**
Mailing Address 16120 Stockbridge Ave		**Home Telephone Number (area code)** 216-921-4008	
City, State, and Zip Code Cleveland, Ohio 44128		**Work (if possible to call you there)**	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Lake Eve Resort & Management	**(Restaurant, Club, Lodging)**	**Telephone Number** 407-597-0835	
Street Address (Florida location) 12388 International Drive	**City, State and Zip Code** Orlando, FL 32821	**County** Orange	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** (month, day, year) 6-22-11	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I am African American. I was denied reasonable accommodation/enjoyment because of my race. My family went to Lake Eve Resorts for our annual family reunion. We checked in on June 21, 2011. We stayed the night. The next day on June 22, 2011 my immediate family and I went to lunch off the premises. We received a phone call from another family telling us to come back. We had been evicted. We were escorted to our room by security to pack. There was never a clear reason why we had to leave.

There was an all white teenage soccer team there. We had many teenage black boys that were with my family. They had befriended each other quickly and there was some chatter from their coaches about that situation. The resort employees were going up to random black people and asking them were they with our family. No one from the white team was asked to leave.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Denise Austin	July 24 2012

FCHR Charge Form – Revised December 9, 2003

ATTACHMENT 0768

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000032

DATE ENTERED: 3/13/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000029/14000029_0_03132014_11561075_e.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION - AMENDED

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2013 JAN 18 AM 10: 35

A. PERSONAL INFORMATION		
Name Ms. Tracie N. Austin	**FCHR No.**	
	E-Mail Address Denise.Austin@ssa.gov	**Date of Birth**
Mailing Address 16120 Stockbridge Avenue	**Home Telephone No.** include area code (216) 921-4008	
City, State, and Zip Code Cleveland, OH 44128	**Work Telephone No.**	

B. BUSINESS INFORMATION – public lodging		
Name Eve Management, Inc. KA and KM Development, Inc. Arti Kalidas, Vinod Kalidas	**Number of Employees** 15+	**Telephone Number** (407) 597-0385
Street Address Arti Kalidas, Registered Agent 517 Shady Lane Drive	**City, State and Zip Code** Orlando, FL 32804	**County** Orange

C. CAUSE OF DISCRIMINATION BASED ON:	DATE MOST RECENT DISCRIMINATION TOOK PLACE:
RACE	June 22, 2011

D. DISCRIMINATION STATEMENT:
I believe I have been discriminated against pursuant to Chapters 509 and 760, *Florida Statutes*, for the following reasons:

I am African American. In June 2011, I was a guest at Respondent, Lake Eve Resort. I stayed at the resort as part of a family reunion. On June 22, 2011, I was evicted from the hotel along with the other members of our reunion. Security and law enforcement officers, and resort management – including Lisa Catena (Caucasian) – sought out the members of our party in the common areas and individual guest rooms to inform us we were being evicted. Some members were escorted to their rooms to pack. Catena and/or other resort staff approached African American patrons at random to ask if they were part of our reunion. White patrons were not stopped and questioned. Respondent did not provide a clear reason for the eviction, except that the owner/manager wanted us off his property. Some members were told by law enforcement and Respondent's staff that because the resort is private property, guests could be evicted without explanation. They were threatened with arrest if they refused to vacate the property.

A group of white teenaged females staying at the resort (believed to be members of a soccer or volleyball team) caused a disturbance the previous evening. Despite complaints, they were not evicted.

I believe I was denied full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations and evicted by Respondent due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT — **DATE**

Tracie Austin — 1-18-2013

ATTACHMENT 0769

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000033

DATE ENTERED: 3/13/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000029/14000029_0_03132014_11561075_e.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
12 JUL 31 PM 3:04

A. PERSONAL INFORMATION		FCHR No. 201202138 MS
Name Mr. James R Austin		E-Mail Address / Date of Birth
Mailing Address 16120 Stockbridge Ave		Home Telephone Number (area code) 216-921-4008
City, State, and Zip Code Cleveland, Ohio 44128		Work (if possible to call you there)

B. List the public lodging, private club and/or public food service facility that discriminated against you.		
Name Lake Eve Resort & Management	(Restaurant, Club, Lodging)	Telephone Number 407-597-0835

Street Address (Florida location)	City, State and Zip Code	County
12388 International Drive	Orlando, FL 32821	Orange

C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS	6-22-11

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I am an African American. I believe I was denied a reasonable accommodation/enjoyment because of my race. My family went to Lake Eve Resorts for our annual family reunion. We checked in on June 21, 2011. We stayed the night. The next day on June 22, 2011 my immediate family and I went to lunch off the premises. We received a phone call from another family telling us to come back. We had been evicted. We were escorted to our room by security to pack. There was never a clear reason why we had to leave.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: James Austin DATE: 7-31

ATTACHMENT 0770

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000035

DATE ENTERED: 3/13/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000029/14000029_0_03132014_11561075_e.pdf

PAGE(S): 1

20120211 01

TECHNICAL ASSISTANCE QUESTIONNAIRE

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12)

1. **Establishing Jurisdiction:**
   a. What is today's date? 6/18/2012 (mm/dd/yyyy)
   b. What is the **most recent** or **last date** that an alleged discriminatory act occurred against you by the establishment you are filing a claim against? 6/22/2011 (mm/dd/yyyy)
   ** If your answer is more than 365 days before today's date, please stop and contact a customer service representative at 1-800-342-8170 or 1-850-488-7082. You may also contact an attorney or your local legal aid office.*

2. **Contact Information:**
   a. Name: ☐Mr. ☐Ms. ☒Mrs. Esther Hall (First, Middle Name or Initial, Last)
   Mailing Address: 3175 Warrensville Ctr. Rd
   Zip Code: 44122 City: Shaker Hts. County: Cuy State: OH
   b. If you want us to contact you by e-mail, please provide your e-mail address:
   ESTHER2@ATT.Net
   c. Home Phone: (216) 382-9260 Work Phone: (216) 581-0492
   Cell Phone: (216) 536-3104 Date of Birth: 1/21/1946 (mm/dd/yyyy)
   d. If you will be represented by an attorney, please provide the attorney's name and phone number:
   Name: Phone
   Address:
   e. Please provide the name and telephone number of an individual who does not live with you but would know how to reach you:
   Name: JENNIE fulford Phone: (216) 339-6631
   f. Have you filed a complaint of discrimination with the FCHR, EEOC, HUD, or any local agency within the last year? If yes, complete below: N/O
   Agency Name:
   Approximate date filed: / / (mm/dd/yyyy)
   Complaint or Charge Number, if known:

FLORIDA COMMISSION ON HUMAN RELATIONS
12 JUN 21 PM 3:06

Filed March 13, 2014 11:56 AM Division of Administrative Hearings

ATTACHMENT 0771

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000037

DATE ENTERED: 1/7/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000037/14000037COD-010814-10330733.PDF

PAGE(S): 1

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

Date Stamp (FCHR Use Only)
2013 JUN 11 PM 4:22

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FCHR No. 201301295

A. PERSONAL INFORMATION

Name Mr. Jimmy Lee Daniels	**E-Mail Address** NONE **Date of Birth** 2-2-52
Mailing Address 707 North Macarthur Avenue	**Home Telephone Number (area code)** 850-630-3305 & SAME ANYTIME
City, State, and Zip Code Panama City, FL 32401	**Work (if possible to call you there)** UNEMPLOYED

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name Bay Medical Center	**Number of Employees** 15+	**Telephone Number** 850-769-1511
Street Address (Branch/Office in Florida) 32401 615 North Bonita Avenue PANAMA CITY	**City, State and Zip Code** West Palm Beach, FL 33401	Bay County Palm Beach

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11/27/2012

D. DISCRIMINATION STATEMENT:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Complainant is a black male who began his employment with Respondent on March 26, 1991, and held the position of Floor Tech at the time of his termination. Complainant worked for over 22 years with an excellent work performance record and without reprimands. On November 27, 2012, Complainant received notification of his termination. Complainant feels that the reason for his termination was due to his race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Jimmy Daniels DATE 6-10-013

Ms Maria Jimenez EX 1014

ATTACHMENT 0772

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000041

DATE ENTERED: 3/13/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000029/14000029_0_03132014_11561075_e.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
12 JUL 11 PM 1:15

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION			FCHR No. 201202122
Name Bonlydia Jones			**E-Mail Address** Jonesb2@ccf.org **Date of Birth** 08/07/1964
Mailing Address 3585 Silsby Road			**Home Telephone Number (area code)** (216) 320-0464
City, State, and Zip Code University Hts, OH 44118			**Work (if possible to call you there)** (216) 444-1073
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Lake Eve Resort & Management	**(Restaurant, Club, Lodging)**		**Telephone Number** (407) 597-0385
Street Address (Florida location) 12388 International Drive	**City, State and Zip Code** Orlando, FL 32821	**County** Orange	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) X☐ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS			**DATE MOST RECENT DISCRIMINATION TOOK PLACE 6/22/2011** **(month, day, year)**

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

On June 22, 2012 I was discriminated against due to my race (African-American) by employees at Lake Eve Resort & Management. On this day, I was in the pool when a family member came out and said that our family was being evicted from the hotel! I got out of the pool, and as soon as I walked inside the building I was approached by a woman named Lisa Catena (Caucasian) and a group of armed policemen (all Caucasian). Lisa Catena said, "You are being evicted." I asked why, and one of the policemen said, "In the state of Florida, we don't have to tell you why." We were then told that if we did not leave, we would be arrested. My family and I had traveled to Orlando for a family reunion, and had several days left on our reservation.

While I was waiting in the lobby, I noticed Ms. Catena approaching all African-Americans, asking whether or not they were with the reunion. Never once did she approach any other race in the lobby.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Bonlydia Jones

DATE 7/11/2012

ATTACHMENT 0773

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000158

DATE ENTERED: 3/13/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000029/14000029_0_03132014_11561075_e.pdf

PAGE(S): 1

2012CA010...

TECHNICAL ASSISTANCE QUESTIONNAIRE

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12)

1. **Establishing Jurisdiction:**
   a. What is today's date? 06/18/2012 (mm/dd/yyyy)
   b. What is the **most recent** or **last date** that an alleged discriminatory act occurred against you by the establishment you are filing a claim against? 06/22/2011 (mm/dd/yyyy)
   ** If your answer is more than 365 days before today's date, please stop and contact a customer service representative at 1-800-342-8170 or 1-850-488-7082. You may also contact an attorney or your local legal aid office.*

2. **Contact Information:**
   a. Name: ☐Mr. ☐Ms. ☑Mrs. [redacted] (First, Middle Name or Initial, Last)
   Mailing Address: 29030 Cedar Rd. Apt. 509
   Zip Code: 44122 City: Beachwood County: Cuyahoga State: Ohio
   b. If you want us to contact you by e-mail, please provide your e-mail address:
   [redacted]
   c. Home Phone: (216) [redacted] Work Phone: (216) 292-6609
   Cell Phone: (216) 269-6618 Date of Birth: 07/28/1973 (mm/dd/yyyy)
   d. If you will be represented by an attorney, please provide the attorney's name and phone number:
   Name: Phone
   Address:
   e. Please provide the name and telephone number of an individual who does not live with you but would know how to reach you:
   Name: Nicki Cotton Phone: (216) 526-5408
   f. Have you filed a complaint of discrimination with the FCHR, EEOC, HUD, or any local agency within the last year? If yes, complete below: no
   Agency Name:
   Approximate date filed: / / (mm/dd/yyyy)
   Complaint or Charge Number, if known:

FLORIDA COMMISSION ON HUMAN RELATIONS
12 JUN 21 AM 10:08

Filed March 13, 2014 12:05 PM Division of Administrative Hearings

ATTACHMENT 0774

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000159

DATE ENTERED: 3/13/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000029/14000029_0_03132014_11561075_e.pdf

PAGE(S): 1

201262109 HS

TECHNICAL ASSISTANCE QUESTIONNAIRE

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12)

1. **Establishing Jurisdiction:**
   a. What is today's date? 06 / 18 / 12 (mm/dd/yyyy)
   b. What is the **most recent** or **last date** that an alleged discriminatory act occurred against you by the establishment you are filing a claim against? 06 / 23 / 2011 (mm/dd/yyyy)
   ** If your answer is more than 365 days before today's date, please stop and contact a customer service representative at 1-800-342-8170 or 1-850-488-7082. You may also contact an attorney or your local legal aid office.*

2. **Contact Information:**
   a. Name: ☐Mr. ☑Ms. ☐Mrs. Dominique McNeal (First, Middle Name or Initial, Last)
   Mailing Address: 29930 Cedar road apt. 509
   Zip Code: 44122 City: Beachwood County: Cuyahoga State: Ohio
   b. If you want us to contact you by e-mail, please provide your e-mail address:
   m.daniris@yahoo.com
   c. Home Phone: (216) 378 1804 Work Phone: (216) 292 6609
   Cell Phone: (216) 269 6018 Date of Birth: 1 / 12 / 99 (mm/dd/yyyy)
   d. If you will be represented by an attorney, please provide the attorney's name and phone number:
   Name: Phone
   Address:
   e. Please provide the name and telephone number of an individual who does not live with you but would know how to reach you:
   Name: Adell cotton Phone: (216) 526-5408
   f. Have you filed a complaint of discrimination with the FCHR, EEOC, HUD, or any local agency within the last year? If yes, complete below: NO
   Agency Name:
   Approximate date filed: / / (mm/dd/yyyy)
   Complaint or Charge Number, if known:

FLORIDA COMMISSION ON HUMAN RELATIONS
12 JUN 21 PM 3:06

Filed March 13, 2014 12:06 PM Division of Administrative Hearings

ATTACHMENT 0775

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000160

DATE ENTERED: 3/13/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000029/14000029_0_03132014_11561075_e.pdf

PAGE(S): 1,2

20120210 8 MD

TECHNICAL ASSISTANCE QUESTIONNAIRE

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12)

1. **Establishing Jurisdiction:**
   a. What is today's date? 06 / 18 / 2012 (mm/dd/yyyy)
   b. What is the **most recent** or **last date** that an alleged discriminatory act occurred against you by the establishment you are filing a claim against? 06 / 22 / 2011 (mm/dd/yyyy)
   ** If your answer is more than 365 days before today's date, please stop and contact a customer service representative at 1-800-342-8170 or 1-850-488-7082. You may also contact an attorney or your local legal aid office.*

2. **Contact Information:**
   a. Name: ☑ Mr. ☐ Ms. ☐ Mrs. Derek L. Howell (First, Middle Name or Initial, Last)
   Mailing Address: 27030 Cedar Rd. Apt. 509
   Zip Code: City: County: State:
   b. If you want us to contact you by e-mail, please provide your e-mail address:
   M. Bonin15@Yahoo.com
   c. Home Phone: (216) 378-1854 Work Phone: (216) 643 4660
   Cell Phone: (216) 269 0100 Date of Birth: 03 / 30 / 1969 (mm/dd/yyyy)
   d. If you will be represented by an attorney, please provide the attorney's name and phone number:
   Name: Phone
   Address:
   e. Please provide the name and telephone number of an individual who does not live with you but would know how to reach you:
   Name: Adell Cotton Phone: (216) 526-5408
   f. Have you filed a complaint of discrimination with the FCHR, EEOC, HUD, or any local agency within the last year? If yes, complete below: NO
   Agency Name:
   Approximate date filed: / / (mm/dd/yyyy)
   Complaint or Charge Number, if known:

FLORIDA COMMISSION ON HUMAN RELATIONS
12 JUN 21 PM 3:06

Filed March 13, 2014 12:05 PM Division of Administrative Hearings

3. Basis for Discrimination

a. On what basis do you believe you were discriminated against? Please check only the box or boxes that apply to your charge of discrimination.

- [x] **RACE:**
- [x] **COLOR:**
- [ ] **NATIONAL ORIGIN**
- [ ] **SEX**
- [ ] **CREED**
- [ ] **PHYSICAL DISABILITY/HANDICAP**

b. In the box below, provide a description of the alleged discriminatory act or acts that the establishment took against you. **Your description should include the following:**

1. What happened, who took the actions against you, and when (what dates) the actions occurred.

The word limit for this text box is 250 words

When me and my wife entered the lobby of Lake Eve Resorts we were approached by a lady and a Officers, the lady asked were we with the Boss Williams reunion we said yes, then she said that we had to get out, we ask what happened, she said that the Owner wants you guys off his property.

c. In the box below, identify any customers who have been in the same situation as you, but were treated more favorably because they have a different protected class than you (For example, they are a different race, sex, national origin, etc.). Provide a brief description of how these employees were treated differently than you.

The word limit for this text box is 250 words

When me and my daughter got on to the elevator there were different nationality on the elevator with us when it stopped on the floor two officers ask me and another black guy was after were we with the Boss Williams Party I said yes the other guy said no then they told us have a half hour to get out the Hotel. (Second Time.)

ATTACHMENT 0776

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000423

DATE ENTERED: 1/24/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/000423/14000423COD-012414-12360336.PDF

PAGE(S): 1

ORIG

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 200
Tallahassee, Florida 32301

NEW EEOC 201301509

CHARGE OF DISCRIMINATION

FCHR No.:

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Renee Tamica Armstrong	[redacted]	2/23/1982

Street Address	Home Telephone Number (area code)
1548 Blountstown Street	813-404-8711
City, State, and Zip Code	**Work (if possible to call you there)**
Tallahassee, Florida 32304	N/A

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Asset Campus Housing	15+	713-782-5800

Street Address	City, State, and Zip Code	County
675 Bering Drive, Suite 200	Houston, Texas 77057	Harris

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[X] RACE [ ] COLOR [X] SEX [ ] RELIGION [ ] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE

(month, day, year) 5/13/2013

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

See attached.

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2013 JUL 11 PM 1:16

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

Renee Armstrong 7.11.13

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME this 11th day of July, 2013, by RENEE TAMICA ARMSTRONG, who presented a Florida Driver License as identification. Jan M. Lewis

JAN M. LEWIS
Commission # EE 118498
Expires August 17, 2015
Bonded Thru Troy Fain Insurance 800-385-7019

ATTORNEY OF RECORD: Law Office of Gary Lee Printy, Gary Lee Printy, Esq., 1804 Miccosukee Commons Dr., Ste. 200, Tallahassee, FL 32308-5412 (850) 877-7299

ATTACHMENT 0777

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-000880

DATE ENTERED: 2/24/2014

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2014/000880/14000880COD-022614-09034503.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2013 SEP 17 AM 9:55

14-880

A. PERSONAL INFORMATION		FCHR No. 201301775
Name Mr. Jamey M Favillo	**E-Mail Address**	**Date of Birth**
Mailing Address 700 Transmitter Road	**Home Telephone Number (area code)** 8502575465	
City, State, and Zip Code Panama City, FL 32401	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Remedy Staffing	**Number of Employees**	**Telephone Number** 8502716030
Street Address (Branch/Office in Florida) 200 Aberdeen Loop	**City, State and Zip Code** Panama City, FL 32405	**County** Bay

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 7/14/2013

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a Caucasian male, and believe I have been discriminated against on the bases of race and disability/handicap by my former employer, Remedy Staffing. On May 30, 2013, I injured my right hand while at work and had to seek medical attention at the emergency room. On June 17, 2013, I provided medical documents stating that I could return to work under light duty. Staffing Coordinator Jaime Chapman said that I could not return to work until my stitches were removed. I was forced to take extra leave to have my stitches removed. My time out exceeded the amount of absences allowed; therefore I was not paid from May 31, 2013 to June 27, 2013. I believe this was discriminatory, especially considering I sustained the injury on the job and other employees have been allowed to return to work without having to have their stitches removed.

Additionally, I was harassed by a black coworker named Tamacia Jackson. When I reported the harassment, my manager, Shirly Gunn, took no corrective actions. On July 14, 2013, I was informed that I was being terminated for allegedly breaking the chain of command and violating policy and procedure in my reporting Ms. Jackson's harassment. My termination was in and of itself a violation of the company's policies and procedures as I had received no prior warnings, write ups or counseling.

I have been discriminated against because on the basis of disability/handicap and subjected to different terms and conditions of employment compared to non-white employees. Additionally, I believe I was terminated in retaliation for reporting harassment.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Jamey

DATE

09/17/2013

ATTACHMENT 0778

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-001014

DATE ENTERED: 3/5/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/001014/14001014PFAH-030614-09373637.PDF

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS
TALLAHASSEE, FLORIDA

HELEN PAGE, Petitioner, vs. GCA SERVICES GROUP, Respondent.	CASE NO.: _____ FCHR No. 201301466 EEOC No. 15D201300571

PETITION FOR ADMINISTRATIVE HEARING

PETITIONER, HELEN PAGE, by and through the undersigned counsel hereby petitions this tribunal for a hearing and states:

1. Petitioner: HELEN PAGE
c/o Gary Lee Printy, Esquire
Attorney at Law
1804 Miccosukee Commons Drive, Suite 200
Tallahassee, Florida 32308-5471
Telephone: (850) 877-7299
FAX: (850) 877-2211
Email: attygaryprinty@embarqmail.com

FLORIDA COMMISSION ON HUMAN RELATIONS
14 MAR -5 PM 4:20

2. Respondent: GCA SERVICES GROUP
c/o John Donovan, Corporate Counsel Education Division
4702 Western Avenue
Suite 101
Knoxville, TN 37921
Telephone: (_____) _____
FAX: (_____) _____
Email: _____

3. Ultimate Facts Warranting Reversal

Respondent, GCA SERVICES GROUP ("GCA"), and/or its agents, employees, and assigns, intentionally discriminated in employment against the Petitioner, based on her

ATTACHMENT 0779

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-001463

DATE ENTERED: 3/31/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/001463/14001463M-033114-12492149.PDF

PAGE(S): 1

Jacob

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2013 AUG 26 PM 12:56

A. PERSONAL INFORMATION		FCHR No. 201301563
Name Ms. Kalia Bouie	**E-Mail Address** kaliabouie@yahoo.com	**Date of Birth** 9/6/1983
Mailing Address 1600 Florida Avenue	**Home Telephone Number (area code)** (850) 532-5930	
City, State, and Zip Code Lynn Haven, FL 32444	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Lone Wolf Security	**Number of Employees** **15+**	**Telephone Number** (850) 215-4074
Street Address (Branch/Office in Florida) 803 Jenks Avenue, Suite 21	**City, State and Zip Code** Panama City Beach, FL 32407	**County** Bay

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☒ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 10/12/2012

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African-American, Christian female, and believe I was discriminated against on the bases of race, sex and religion by my former employer, Lone Wolf Security. I began my employment with the respondent on April 8, 2011 and worked as a security officer, stationed at the Edgewater Beach Resort in Panama City Beach, Florida, until my constructive discharge on October 12, 2012. On July 27, 2012 I was involved in a verbal altercation with my site supervisor Eugene McDaniels (white male). During this altercation, Mr. McDaniels threatened to hit me in my mouth if I did not shut my mouth. This altercation was only Mr. McDaniels' most recent act of hostility towards me. Throughout my employment, Mr. McDaniels harassed me because of my religious beliefs, often reducing me to tears. I believe that Mr. McDaniels believed I had no rights because of my race and sex, and was therefore allowed to discriminate against me and harass me. On July 30, 2012 my branch manager, Bill Lasko (white male), offered me a new assignment. This assignment would have required me to walk up 24 stories. Because I am afraid of heights, I requested to be assigned to a different post, and suggested a parking garage position. Mr. Lasko stated that he wasn't sure if the parking garage position would work, but assured me that I would be contacted soon and given a different assignment. I was never contacted and was not allowed to return to work until I received my new assignment. On August 12, 2012 I was arrested for public assistance fraud. My employer then suspended me pending the investigation of these charges. Mr. Lasko then submitted four paychecks as evidence against me. I had never received the checks submitted by Mr. Lasko. On October 12, 2012 I, having had my employer provide false evidence against me, decided to quit my employment. During the hearing, my testimony was found to be more credible than the respondent's. It is my belief that the Mr. Lasko submitted false evidence against me in an effort to smear my reputation, deterring me from filing charges of discrimination against Mr. McDaniels. Additionally, I think that Mr. Lasko believed an African-American woman should never tell her supervisor that he is harassing her. I have never observed Mr. McDaniels or Mr. Lasko treating Caucasian employees with such hostility. I believe I was harassed because of my race, sex and religion.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Kalia Bouie 08-23-2013

ATTACHMENT 0780

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-002093

DATE ENTERED: 5/9/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/002093/14002093COD-050914-13090109.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS RECEIVED 2013 OCT -9 AM 10:23

A. PERSONAL INFORMATION	**FCHR No. 201301817**	
Name Mr. Ronnie N. Williams	**E-Mail Address** Williams_r1@firn.edu	**Date of Birth** 10/30/2013
Mailing Address 137 Monroe Creek Drive	**Home Telephone Number (area code)** Home: (850) 385-7344 / Cell: (850) 447-1315	
City, State, and Zip Code Midway, FL 32343	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Madison County School District	**Number of Employees** **15+**	**Telephone Number** (850) 973-5022
Street Address (Branch/Office in Florida) 210 Northeast Duval Street	**City, State and Zip Code** Madison, FL 32340	**County** Madison

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) July 2013

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African-American male and believe I was discriminated against on the bases of sex and retaliation by the Madison County School District. I previously filed a complaint of discrimination with the Florida Commission on Human Relations against the respondent upon the bases on race and retaliation (FCHR 201202185), having been wrongfully terminated on June 26, 2012. On or around July 2013 I applied for a position with the respondent. My application was submitted in a timely manner and I met the minimum qualifications. Nevertheless, I was denied an interview. This is in violation of the respondent's policy which states that an initial interview shall be granted to any applicant who meets the minimum qualifications. I was later informed that the position for which I had applied was created specifically for an African-American female. The respondent subsequently hired an African-American female for the position.

Additionally, I was informed by Superintendent Doug Brown that I should have been granted an interview. Mr. Brown went on to say that he had been ordered by the Madison County School Board to deny me any future employment in retaliation for filing the previously mentioned complaint of discrimination. Further, in my attempts to secure future employment with other prospective employers, the respondent has provided false and defaming references as further acts of retaliation. It is my belief that I have been discriminated on the basis of sex and continue suffering retaliation for submitting a complaint of discrimination following my wrongful termination in June 2012.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

10/9/2013

ATTACHMENT 0781

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-002139

DATE ENTERED: 8/14/2014

RACE: black

LINK: doah.state.fl.us/ROS/2014/14002139.pdf

PAGE(S): 3

Unless otherwise indicated, citations to the Florida Statutes refer to the 2012 codification.

FINDINGS OF FACT

1. At all times relevant to this proceeding, Petitioner, an African-American male, was employed by Respondent as a truck driver.

2. In or around 1997, Respondent hired Petitioner as a forklift operator, a position he voluntarily abandoned (after roughly one year) to pursue other opportunities.

3. Some six years later, in 2004, Petitioner returned to Respondent's employ as a truck driver. This second stint of employment continued until June of 2011, at which time Petitioner resigned his position——again, voluntarily——in order to "cash out" his 401K account. Tellingly, in his resignation letter, Petitioner thanked Respondent "for the opportunities [it] had provided [him] during the years," and noted that he "really enjoyed working for Mullins Lumber."

4. Several months later, Respondent approached Petitioner about returning to his former truck-driver position. Petitioner agreed and resumed his employment with Respondent in August of 2011.

5. For all that appears, Petitioner discharged his obligations suitably until the afternoon of August 14, 2012. On

ATTACHMENT 0782

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-002482

DATE ENTERED: 12/17/2014

RACE: black

LINK: doah.state.fl.us/ROS/2014/14002482.pdf

PAGE(S): 3

Brennan, Timothy Girard, Julie Thompson, and Marcus Melbourne. Respondent did not offer any other exhibits into evidence.

The final hearing Transcript was filed with DOAH on November 7, 2014. The parties timely filed proposed recommended orders, which were given consideration in the preparation of this Recommended Order.

FINDINGS OF FACT

1. Respondent manufactures valves for the safe transportation of hazardous chemicals on tanker-trailers. Respondent is headquartered in the Vero Beach area; specifically, the Gifford community, which is a predominately African-American community. Respondent employs a significant number of employees from the Gifford community.[1/]

2. Petitioner is an African-American male who was employed by Respondent from approximately February 2012 until his termination in September 2013. At the time of his termination, Petitioner was employed by Respondent as an assembly technician. Petitioner was supervised by Darrall Holloway, an African-American male.

3. The incident giving rise to Petitioner's termination involved a physical altercation between two of Respondent's employees, Jormonte Hunter (African-American male) and Mike Alvarado (Hispanic male) on September 25, 2013. The physical

ATTACHMENT 0783

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-002524

DATE ENTERED: 8/27/2014

RACE: black

LINK: doah.state.fl.us/ROS/2014/14002524.pdf

PAGE(S): 1

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

TERRY R. DOUGLAS,

Petitioner,

vs. Case No. 14-2524

GULF COAST ENTERPRISE,

Respondent.
_____/

RECOMMENDED ORDER

Pursuant to notice, a final hearing was conducted in this case on July 25, 2014, in Pensacola, Florida, before Administrative Law Judge R. Bruce McKibben of the Division of Administrative Hearings.

APPEARANCES

For Petitioner: Terry R. Douglas, pro se
7591 West Highway 98, Apartment 9B
Pensacola, Florida 32506

For Respondent: Breanna H. Young, Esquire
Starnes Davis Florie, LLP
100 Brookwood Place, 7th Floor
Post Office Box 598512
Birmingham, Alabama 35259

STATEMENT OF THE ISSUE

The issue in this case is whether Respondent, Gulf Coast Enterprise (GCE), discriminated against Petitioner, Terry R. Douglas, based on his race--African-American--or his disability--hearing impairment.

ATTACHMENT 0784

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-002526

DATE ENTERED: 3/4/2015

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2014/14002526.pdf

PAGE(S): 4

of work programs and services. See § 20.315, Fla. Stat. Respondent employs more than 15 persons.

Stipulated Facts

2. Petitioner was hired by Respondent and employed at Lake Correctional Institution (Lake C.I.) as a senior registered nurse (RN), OPS[2/] employee, effective October 29, 2010. On October 14, 2011, Petitioner was promoted to senior RN, career service employee, at Lake C.I. Petitioner resigned from employment with Respondent at Lake C.I. on February 1, 2013, effective February 15, 2013.

Age and Race

3. Petitioner is a 67-year-old Caucasian female. Petitioner was 63 years old when she started work at Lake C.I. There was no evidence presented that a new employee or employees were hired to replace Petitioner.

Disability

4. At hearing, Petitioner provided a February 7, 1990, letter from Gene Watson, Ph.D., of The Learning Place, which reflected Petitioner had a diagnosis of developmental dyslexia. Petitioner's claim that this February 7 letter was attached to her employment application cannot serve as a blanket notification to everyone working for Respondent or Lake C.I.

5. Petitioner admitted she had dyslexia and declared "I can do my job." Although Petitioner's former supervisor, senior RN

ATTACHMENT 0785

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-002527

DATE ENTERED: 11/26/2014

RACE: black

LINK: doah.state.fl.us/ROS/2014/14002527.pdf

PAGE(S): 3

Respondent offered the testimony of Warden Christopher Atkins and Erica McFarland-Williams. Respondent introduced Exhibits R1 through R18, which were admitted into evidence.

The proceedings were recorded, but the parties did not order a transcript. Respondent filed a Proposed Recommended Order on October 16, 2014. Petitioner filed a Proposed Recommended Order on October 23, 2014. The undersigned has considered both Proposed Recommended Orders in preparation of this Recommended Order.

FINDINGS OF FACT

1. Petitioner is a black male who was employed by the Respondent as a Correctional Officer at the Franklin County Correctional Institution (FCI), in Carrabelle, Florida, from July 13, 2007, until his dismissal effective October 24, 2013.

2. Respondent, Department of Corrections,[1/] is a state agency whose purpose is to protect the public through the incarceration and supervision of offenders and to rehabilitate offenders through the application of work, programs, and services. See § 20.315, Fla. Stat. (2014).

3. Petitioner alleges he was unlawfully terminated by Warden Atkins based upon his race and in retaliation for opposing an employment practice prohibited by the Florida Civil Rights Act of 1992. In support of his allegations, Petitioner recounts the following series of events.

ATTACHMENT 0786

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-002528

DATE ENTERED: 6/17/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/002528/14002528_0_06172014_04152845_e.pdf

PAGE(S): 118

INVESTIGATIVE MEMORANDUM

FCHR NO. **201301938**
EEOC NO. **15D201400072**

Date: May 1, 2014

To: Office of General Counsel

From: Genevieve Minnix
Investigative Specialist
Office of Employment Investigations

COMPLAINANT

Mr. Eric C.Swain
104 Eldorado Drive
Perry, FL 32347

v.

RESPONDENT

J & J Trucking/Boland Timber Company
c/o Mr. Jeffery Boland, Owner
3616 South Byron Butler Parkway
Perry, FL 32348

DECLARATION OF JURISDICTION

Respondent is an employer within the meaning of one or more of the following laws: (a) the Florida Civil Rights Act of 1992, as amended (Chapter 760, Florida Statutes); (b) Title VII of the Civil Rights Act of 1964, as amended; (c) the Age Discrimination in Employment Act (ADEA); and/or (d) the Americans with Disabilities Act (ADA), and all jurisdictional requirements for coverage have been met.

FOCUS OF THE COMPLAINT

Complainant filed this charge of discrimination against Respondent alleging that it subjected him to different terms and conditions of employment, harassment, salary/wage discrepancy, and termination, all due to his race (black).

BACKGROUND

Complainant began employment with Respondent on August 20, 2012, as a Truck Driver. Complainant reported to Jamie Boland, co-owner. Respondent is a timber and trucking company. Complainant was separated from the company on March 1, 2013.

ATTACHMENT 0787

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-002615

DATE ENTERED: 6/3/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/002615/14002615PFR-060414-09355735.PDF

PAGE(S): 2

3. **RESPONDENT HAS VIOLATED THE (Check One)**
☑ Florida Civil Rights Act of 1992, As Amended
☐ Florida Fair Housing Act, As Amended, OR
IN THE MANNER SPECIFICALLY DESCRIBED BELOW:

The Respondent fired Petitioner for no other reason but the fact that Petitioner was an African-American man.

4. **THE DISPUTED ISSUES OF MATERIAL FACT, IF ANY, ARE AS LISTED BELOW:**

- The disputed facts are whether or not Petitioner was fired for a non-discriminatory reason.

5. **THE ULTIMATE FACTS ALLEGED & ENTITLEMENT TO RELIEF ARE AS LISTED BELOW:**

The Petitioner was fired because he was an African-American.

***Note that (_____) additional pages have been initialed, dated, and attached**

WHEREFORE, Petitioner prays that the Florida Commission on Human Relations enter its order prohibiting the discriminatory practice and granting such affirmative relief as may be just and equitable in this cause.

5/28/14
Date

Matt Ryu on behalf of William Conley
Petitioner

RECEIVED BY FBO MAY 30 2014

ATTACHMENT 0788

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-002617

DATE ENTERED: 4/29/2015

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2014/14002617.pdf

PAGE(S): 4

FINDINGS OF FACT

1. Petitioner is an Asian female born February 25, 1970. Petitioner speaks Chinese and English. Petitioner speaks with a Chinese accent. She does not speak or understand Spanish.

2. Respondent is a state agency responsible for "the incarceration and supervision of offenders through the application of work, programs, and services." See § 20.315(1), Fla. Stat.

3. At all material times, Respondent employed more than 15 persons.

4. Petitioner was employed by Respondent at its Lake Correctional Institution (Institution) from September 16, 2011, until October 12, 2012, as a Senior Registered Nursing Supervisor.

5. Petitioner's duties as a Senior Registered Nursing Supervisor included the supervision of approximately 80 nurses at the Institution.

6. While employed at the Institution, Petitioner worked directly under the supervision of the Institution's Chief Health Officer.

7. When Petitioner was hired, the Chief Health Officer was Dr. Moreno. Dr. Moreno's annual performance evaluation of Petitioner for the period ending February 29, 2012, gave Petitioner an overall 3.51 performance rating score, indicating

ATTACHMENT 0789

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-002697

DATE ENTERED: 10/30/2014

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2014/14002697.pdf

PAGE(S): 3

FINDINGS OF FACT

1. Waters is a 71-year-old Caucasian male who resides in Green Cove Springs, Florida. At all times pertinent hereto, Waters was employed by Kia at its automobile dealership in Orange Park, Florida. By all accounts, Waters was extremely well liked at the dealership. He had a jovial personality and got along well with his co-workers. He was generally seen as a nice, retired man with ample financial wherewithal to enjoy life. Waters himself says that he is financially comfortable, but does not consider himself rich. He lives in a nice house that is valued at around $900,000 (or was at the time he purchased it). He owns a nice boat that some fellow employees have used for parties and gatherings. Waters is a college football fan and enjoys spending time watching and attending games, especially for his favorite team, the Georgia Bulldogs. In 2013, Waters filed for bankruptcy, but for the purpose of working out a deal on his home mortgage, not--apparently--due to significant financial problems. Waters often said that he was financially sound and was working "only to get away from his wife," but that may have been in jest rather than serious.

2. Kia is a dealership which sells both new and used automobiles. It has been in existence since August 2008. It is owned by R.H. Motors, a Florida corporation. The vice president of operations for R.H. Motors is Robert Hogan. The dealership,

ATTACHMENT 0790

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-003208

DATE ENTERED: 7/15/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/003208/14003208ECD-071514-11444644.PDF

PAGE(S): 1

14-3208

Jrat

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 14 JAN 21 PM 3:00

A. PERSONAL INFORMATION	**FCHR No. 201400113**	
Name Mr. Ronnie Norris Williams	**E-Mail Address** [redacted]	**Date of Birth** [redacted]
Mailing Address [redacted]	**Home Telephone Number (area code)** [redacted]	
City, State, and Zip Code [redacted]	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Gadsden County Sheriff's Office	15+	(850) 627-9233
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
339 East Jefferson Street	Quincy, FL 32351	Gadsden

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 6/1/2013 ongoing issue

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a black male and believe I have been discriminated against on the bases or race and retaliation by my former employer, Gadsden County Sheriff's Office. I began my employment with the respondent on February 5, 2005 as a part-time law enforcement officer. I held the rank of Sergeant at the time of my wrongful termination in June 2013. I was subjected to adverse terms and conditions of employment and unfair disciplinary practices compared to white officers. On March 9, 2012, following an incident that I was involved in, I was suspended pending an internal investigation. The investigation did not follow department policy and in fact was never completed. Internal investigations concerning white officers are always expedient and follow department policy. The respondent changed my certification file with the Florida Department of Law Enforcement to reflect my suspension. They also placed false information in my FDLE file in an effort to harm my ability to seek future employment. White officers, who have been under internal investigation, have not suffered suspension, nor did the respondent alter their FDLE certification files. Such officers were either reassigned or placed on administrative leave for the duration of the investigation; and once cleared, were allowed to immediately return to work. I remained on suspension until June 2013, at which time the respondent changed my status to reflect my intent to resign while my investigation was pending. I never took any action to resign or retire.

Prior to my suspension, I reported a white supervisor for conduct unbecoming of an officer and no action was taken against him. Additionally, I refused to void two traffic citations for a white supervisor. I believe my suspension, investigation and eventual termination came, in part, as retaliation to these incidents. The respondent is currently providing false and defaming references to prospective employers, which I consider to be a continuation of the above mentioned racial discrimination and retaliation.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Ronnie Williams Jr	1/21/2014

ATTACHMENT 0791

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-003387

DATE ENTERED: 12/29/2014

RACE: black

LINK: doah.state.fl.us/ROS/2014/14003387.pdf

PAGE(S): 3

Precision's Assistant District Manager; Michael McCoy, a Precision lead technician; Rio Jones, the receptionist at several Precision facilities, including the 9th Avenue facility at which Petitioner worked; Scott Gerhardt, Precision's part-owner and District Manager; Anthony Hale, who at all times relevant hereto was a Precision technician and former manager; and Krystal Abbott, manager of Precision's 9th Avenue facility. Respondent's Exhibits 1 through 3, and 6 through 16 were received into evidence.

A one-volume Transcript of the hearing was filed on December 4, 2014. The parties timely filed their post-hearing Proposed Recommended Orders, which have been considered in the preparation of this Recommended Order. References to statutes are to Florida Statutes (2014) unless otherwise noted.

FINDINGS OF FACT

1. Petitioner, who was at all times relevant to this matter, an employee of Respondent, is an African-American male.

2. Precision owns and operates five automobile service facilities in northwest Florida. They are generally referred to as the 9th Avenue (Pensacola) facility, the 9-Mile (Pensacola) facility, the Navy Boulevard (Pensacola) facility, the Fort Walton Beach facility, and the Crestview facility. Though there was no direct testimony as to the number of persons employed by Precision, the evidence is persuasive that each facility has a

ATTACHMENT 0792

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-003598

DATE ENTERED: 2/23/2015

RACE: black

LINK: doah.state.fl.us/ROS/2014/14003598.pdf

PAGE(S): 4

2. Mojo has put in place written policies and procedures that prohibit, among other things, discrimination or harassment on the basis of race, gender, national origin, or any other categories of persons protected by state or federal anti-discrimination laws. The policies also provide a specific complaint procedure for any employee who believes that he or she is being discriminated against or harassed. At the time of his hiring, Petitioner received an orientation that thoroughly explained the anti-discrimination and reporting policies. Testimony at the hearing established that Petitioner was again informed of these policies at an employee insurance meeting held in October 2013.

3. Petitioner, a black male, was hired by Mojo on August 2, 2013, as a dishwasher.

4. Petitioner testified that "from day one" he was called names and harassed by everyone at Mojo, employees and managers alike. He stated that an employee named Linwood Finley would yell that he didn't want to work with a man who looked like a girl, or a "he/she." Mr. Finley said, "I don't want to work with a man that can't have kids."

5. Petitioner testified that the managers and staff would accuse him of looking between their legs. Employees would walk up to him and try to kiss him. He was told that he had to go along with these antics or find somewhere else to wash dishes.

ATTACHMENT 0793

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-003602

DATE ENTERED: 12/18/2014

RACE: black

LINK: doah.state.fl.us/ROS/2014/14003602.pdf

PAGE(S): 3

undersigned's use in preparing this Recommended Order. Both parties filed Proposed Recommended Orders, which the undersigned has considered.

Unless otherwise indicated, citations to the Florida Statutes refer to the 2013 codification.

FINDINGS OF FACT

1. At all times material to this proceeding, Petitioner, an African-American female, was employed as a nurse at Bayside Manor ("Bayside"), a long-term nursing facility owned and operated by Respondent.

2. Petitioner began her employment with Respondent in or around 2004, which continued until she resigned from her position on December 5, 2013. Petitioner's Complaint, which she filed shortly thereafter, raises two discrete claims. First, Petitioner asserts that, because of her race, Respondent treated her disparately by issuing her a written reprimand without cause. Petitioner further contends that she was constructively discharged from her position due to the existence of an intolerable, racially-charged working environment.

3. Beginning with the first issue, it is undisputed that, on December 5, 2013, a member of Bayside's administration cited Petitioner for "failure to follow policies," and that the genesis of the reprimand was Petitioner's act of maintaining

ATTACHMENT 0794

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-003682

DATE ENTERED: 12/1/2014

RACE: black

LINK: doah.state.fl.us/ROS/2014/14003682.pdf

PAGE(S): 3

Unless otherwise indicated, citations to the Florida Statutes refer to the 2013 codification.

FINDINGS OF FACT

1. At all times material to this proceeding, Petitioner, an African-American female, was employed by Respondent as a clerk coordinator in its Section 8 housing[1/] department.

2. As established during the final hearing, Petitioner's duties required her, among other things, to field inquiries concerning rental assistance, maintain records, receive applications, and, of particular importance here, conduct inspections of rental properties. As Petitioner was responsible for transporting herself to the inspection sites (at first in her personal automobile and, beginning in April 2012, in a county-issued vehicle), her written job description mandated that she hold a valid driver's license.

3. Petitioner's term of employment, which began in 1990, proceeded largely without incident until September 19, 2013. On that occasion, Tom Baker——Petitioner's supervisor and the head of Respondent's Section 8 department——was engaged in discussions with the DeFuniak Springs Housing Authority concerning the development of a memorandum of understanding between the two agencies. At one point during the talks, DeFuniak Springs' housing director suggested that Mr. Baker confirm the status of

ATTACHMENT 0795

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-003733

DATE ENTERED: 1/6/2015

RACE: black

LINK: doah.state.fl.us/ROS/2014/14003733.pdf

PAGE(S): 3

testified on his own behalf. Petitioner's Exhibits AA, Y, Z, and X, were admitted into evidence. Respondent offered the testimony of Keith Flexsenhar. Respondent's Exhibits B, W, U, R, and V, were admitted into evidence, and the undersigned took official recognition of Respondent's Exhibits C, D, E, F, S, and T.

A Transcript of the proceedings was filed on November 4, 2014. The undersigned granted two separate extensions of time for the parties to submit Proposed Recommended Orders. Both parties timely filed Proposed Recommended Orders, which have been considered in preparation of this Recommended Order.

FINDINGS OF FACT

1. Petitioner, Wallace Bruce Moorehand, is an African-American male residing in Ft. Walton Beach, Florida.

2. Petitioner holds Florida insurance agent license A183690, which was issued on February 27, 1991. Petitioner studied extensively and was subject to a formal examination in order to obtain his license.

3. Respondent, State Farm Mutual Automobile Insurance Company (State Farm),[1/] is a private entity headquartered in Bloomington, Illinois, engaged in the business of selling and servicing various types of insurance products including auto, health, and fire insurance for personal and business customers.

ATTACHMENT 0796

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-004132

DATE ENTERED: 9/4/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/004132/14004132ECD-090414-13312831.PDF

PAGE(S): 1

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2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)
2014 FEB 28 PM 1:41

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		
Name Mr. Harold E. Ford Jr.	**FCHR No.** 201400295 **E-Mail Address** hford15@cfl.rr.com	**Date of Birth** 11/4/1951
Mailing Address P.O. Box 2151	**Home Telephone Number (area code)** Hm: (407) 628-5548 Cell: (407) 376-9909	
City, State, and Zip Code Eatonville, FL 32751	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name A-1 Block Corp	**Number of Employees** 15+	**Telephone Number** (407) 422-3768
Street Address (Branch/Office in Florida) 1617 South Division Avenue	**City, State and Zip Code** Orlando, FL 32805	**County** Orange

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11/20/2013

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American male and I believe I have been subjected to different terms and conditions and retaliated against on the basis of my race and color. I began working for the Respondent on December 23, 2009 as a Ready-Mix Truck Driver. I have endured on going harassment by Ted Caviglia (Operations Manager, white). Mr. Ted talked harsh to me at meetings in front of my co-workers when I asked questions. Mr. Ted threatened me in front of my co-workers multiple times by telling me; "go home and do not come back". When rumors circulated the work place, Mr. Ted would ask my co-workers; "did Harold say this". I have been denied a raise, promotions, and training for the dispatch position multiple times. Two white gentlemen told me when I first started working for the Respondent that Mr. Adam Freeman (Owner, white) said; "no black person will ever work in the front offices as long as I am in charge". Every time I asked Mr. Ted for a raise, he would say; "why are you asking for a raise when your wife has a good job" or "do not start any BS with me this morning". In August 2013, I asked Mr. Ted for a raise again and he said; "let me get with the owner and I will get back to you" but I never heard back. I went to Mr. Adam about a raise and he told Mr. Ted that I came to him. On October 24, 2013, Mr. Ted asked me; "can you wait until the first of the year for a raise" and I told him; "you all say the same thing every year". On November 20, 2013, Mr. Ted told me; "I am letting you go". I asked Mr. Ted; "what did I do" and Mr. Ted said; "nothing, we're going in a different direction and the owner told me to let you go". The Respondent refused to pay me for my vacation time. I believe I have been discriminated and retaliated against on the basis of my race and color.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Harold E. Ford Jr. DATE 2-28-14

ATTACHMENT 0797

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-004521

DATE ENTERED: 1/7/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/004521/14004521DWH-122914-10491649.pdf

PAGE(S): 1

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2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FCHR No. 201301295

A. PERSONAL INFORMATION

Name Mr. Jimmy Lee Daniels	**E-Mail Address** NONE **Date of Birth** 2-2-52
Mailing Address 707 North Macarthur Avenue	**Home Telephone Number (area code)** 850-630-3305 & SAME ANYTIME
City, State, and Zip Code Panama City, FL 32401	**Work (if possible to call you there)** UNEMPLOYED

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name Bay Medical Center	**Number of Employees** 15+	**Telephone Number** 850-769-1511
Street Address (Branch/Office in Florida) 32401 615 North Bonita Avenue PANAMA CITY	**City, State and Zip Code** West Palm Beach, FL 33401	Bay County Palm Beach

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 11/27/2012

D. DISCRIMINATION STATEMENT:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Complainant is a black male who began his employment with Respondent on March 26, 1991, and held the position of Floor Tech at the time of his termination. Complainant worked for over 22 years with an excellent work performance record and without reprimands. On November 27, 2012, Complainant received notification of his termination. Complainant feels that the reason for his termination was due to his race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Jimmy Daniels DATE 6-10-013

Ms Maria Jimenez EX 1014

ATTACHMENT 0798

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-004579

DATE ENTERED: 10/2/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/004579/14004579PFR-100314-09061906.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301-4857

Sandra Scott Wright, LPN, DDV, Petitioner

vs. FCHR 201400039

CORIZON INC. Respondent
_____/

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2014 SEP 29 PM 12: 41

Petition for Relief -Request for Administrative Hearing

Petitioner files this Petition for Relief from an Unlawful Employment Practice,and says;**This is a Petition for Relief from Unlawful Employment Practice.**

1. PETITIONER'S NAME ADDRESS AND TELEPHONE ARE AS FOLLOWS:

Sandra Wright, LPN, DDV, Rev.
C.O Joseph Scott Jr. Esq. Notre Dame (81)*
10 Glen-lake Parkway, Suite 130, Atlanta, Ga 30328,
Georgia: 404 857-5888, Florida: 850 733-6100
Fax (404) 369-1537)

2. RESPONDENT'S NAME ADDRESS AND TELEPHONE ARE AS FOLLOWS:

Corizon Inc.
c/o Ms. Elizabeth S. Washko, Esquire
Ogletree Deakins
SunTrust Plaza
401 Commerce Street, Suite 1200
Nashville, TN 37219

3. RESPONDENT HAS VIOLATED THE Florida Civil Rights Act of 1992, As Amended, IN THE MANNER SPECIFICALLY DESCRIBED BELOW:

a. Petitioner is a black female, over the age of 60, and a pastor, at all times relevant herein. Petitioner is a LPN, with 30+ years of experience and adverse actions against her for the entire 3 decades. Dr. Wright was descriminated against on the grounds;

-first she was bypassed for the very position she was working in, as a LPN in prescription drugs. Other white employees, some younger than her, and not in the age protected class, were given her position.Respondent has failed to retain, or hire;

ATTACHMENT 0799

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-004695

DATE ENTERED: 4/24/2015

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2014/14004695.pdf

PAGE(S): 3

exhibits 6, 12-13, 30-31, 34, and 36-37 were admitted into evidence. American Water filed a Motion in Limine just prior to commencement of the final hearing, seeking to exclude all evidence and testimony concerning Bristol's Family Medical Leave Act ("FMLA") leave taken during his employ at American Water. The motion was denied with leave to raise objections to such testimony during final hearing.

The parties agreed to order a transcript of the final hearing. The parties requested 20 days after filing of the transcript at DOAH to submit their proposed recommended orders; the request was granted. The Transcript was filed at DOAH on March 5, 2015. Each party timely filed a Proposed Recommended Order and each was considered in the preparation of this Recommended Order.[1/]

FINDINGS OF FACT

1. Bristol is a 33-year-old, Caucasian male. He has been diagnosed with lumbar disk degeneration, depression, and anxiety. He holds a General Education Degree. At all times relevant hereto, Bristol was employed by American Water as a customer service representative. A customer service representative fields calls from American Water's customers concerning complaints, renewals, changes in services, or other issues. The customer service representative uses a telephone

ATTACHMENT 0800

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-005114

DATE ENTERED: 10/28/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/005114/14005114ECD-102814-11213221.PDF

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FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

2014 APR 28 AM 9:58

A. PERSONAL INFORMATION		**FCHR No. 201400751 MS**
Name Mr. Joesph Rollerson	**E-Mail Address**	**Date of Birth** 7-26-1964
Mailing Address 1167 Benoist Farm Road	**Home Telephone Number (area code)** 561-502-0152	
City, State, and Zip Code West Palm Beach, FL 33411	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Wycliff Golf and Country Club	**Number of Employees** 15+	**Telephone Number** 561-904-3840
Street Address (Branch/Office in Florida) 4650 Wycliff Country Club Boulevard	**City, State and Zip Code** Wellington, FL 33449	**County** Palm Beach

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 5-3-13

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I believe I was subjected to different terms and conditions and discharged because of my race and my color. I began working for Respondent on October 18, 1993. My position title was Operator. I was the only African American working at this establishment for the past twenty years. On May 3, 2013, I was discharged for a no call no show on an off day. However, a white employee committed infractions and received warning after warning and he was not terminated. I also reported Stacy (White) to a former supervisor (Jeff) for doing a side job and Jeff reported this to Mr. Bullard over the radio. Mr. Bullard's response was "tell that nigger Joe to mind his business." I believe I would still have my job if I was not African American.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Joesph Rollerson

DATE: 4/22/14

ATTACHMENT 0801

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-005350

DATE ENTERED: 5/6/2015

RACE: black

LINK: doah.state.fl.us/ROS/2014/14005350.pdf

PAGE(S): 4

exhibits. The evidentiary record of this proceeding having closed at the conclusion of the final hearing, the undersigned cannot consider those additional exhibits. The post-hearing submittals of the parties, exclusive of additional correspondence and exhibits, have been considered in the preparation of this Recommended Order.

References to statutes are to Florida Statutes (2014) unless otherwise noted.

FINDINGS OF FACT

1. Petitioner, who was at all times relevant to this matter an employee of Respondent, is African-American.

2. There was no direct testimony as to the number of persons employed by Respondent. However, given the testimony describing a large financial institution with multiple departments, including a data scanning department and a call center, there is sufficient competent, substantial evidence to establish an inference that Respondent employs more than 15 full-time employees at any given time.

3. Petitioner was first hired by Respondent on November 20, 2007. On February 2, 2008, she was transferred to the position of Courtesy Pay Credit Advisor (CPCA), a position held until her termination on March 21, 2014.

ATTACHMENT 0802

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-005353

DATE ENTERED: 11/14/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/005353/14005353COD-111414-14523052.PDF

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2009 Apalachee Parkway, Suite 100, Tallahassee, Florida 32301

EMPLOYMENT COMPLAINT OF DISCRIMINATION

[Date Stamp (FCHR Use Only)]

A. PERSONAL INFORMATION	FCHR No. 201400651 MS	
Name Ms. Lakiija Miller	**E-Mail Address** lakiijamiller@yahoo.com	**Date of Birth**
Mailing Address 2001 Buchanan Circle - #106	**Home Telephone Number (area code)** 407-692-4235	
City, State, and Zip Code Orlando, FL 32839	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Wal-Mart Supercenter	**Number of Employees** 15+	**Telephone Number** 407-354-5665
Street Address (Branch/Office in Florida) 8101 John Young Parkway	**City, State and Zip Code** Orlando, FL 32819	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 4-8-13

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American female. I was sexually harassed because of my gender. I was harassed, subjected to different terms and conditions and retaliated against for opposing the discriminatory practices and because of my race. I began working for Respondent on September 4, 1997. My position title was Associate.

My supervisor, Kenneth Raynor, came to the aisle I was stocking and asked me if I was happy in my personal boyfriend relationship. Raynor was coming on to me in a sexual manner. I was surprised and taken aback. I felt trapped and I could not walk away because he was my supervisor. I reluctantly answered "Yes." Raynor then said "I love Black women." He went on to say that he was raised in a house where everybody was a racist. He said his parents were racist. He said he never though he would like Black people. He said yes he was prejudice but "I love Black women." He went on to say he meet his first Black girlfriend at Wal-Mart. Mr. Raynor said he describes his Black girlfriends by how their vaginas look and feel and gave the example "fat black pussy." I was shocked and did not know what to do. I continued to do my work while he was talking and tried my best to ignore him. After I did not do anything to encourage him he left. I immediately reported what happen to the co-manager. But the harassment and discrimination continued

After I refused his sexual advances Mr. Raynor began a campaign to get me fired. Mr. Raynor falsely accused me of not doing my work and took pictures of pallets of stock that I was working on. Mr. Raynor came in while he was on vacation to falsify my written attendance records and to wrongly report me for excessive absences. He altered the records to show that I had 14 absences, 6 tardies and 1 unexcused absence. Mr. Raynor was trying to fire me for excessive absences after I denied his sexually advances and he was racially discriminating against me. I had been a very dedicated associate with Wal-Mart for 15 years. I earned the highest evaluations exceeds and role model. I was willing to serve in many different departments as needed. Mr. Raynor also assigned me excessive work and contrary to policy and procedures did not provide me with any additional assistance. Mr. Raynor had an excessive number of inventory pallets placed on the sales floor only for the aisles that I was assigned to work. Raynor refused to provide any assistance, which was standard policy, and Mr. Raynor told me "IF you don't like it, you can go home." When I calmly questioned him, Mr. Raynor raised his voice and repeated the comment. I reported the incident to Co-manager Angela (last name unknown) but I was left to do the work alone. I was very upset about the being harassed and discriminated against and I did not know who to talk to. I spoke with Officer Tee and he gave me Kathy Rowland's phone number. I spoke with Kathy Rowland about the sexual harassment and racial discrimination. On April 8, 2013, I was terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE

Lakiija Miller — 4/5/2014

ATTACHMENT 0803

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-005354

DATE ENTERED: 2/25/2015

RACE: black

LINK: doah.state.fl.us/ROS/2014/14005354.pdf

PAGE(S): 3

At the final hearing, Richard A. Johnson was authorized to appear as Petitioner's qualified representative. Petitioner testified on her own behalf and presented the testimony of one witness. Staff Builders presented the testimony of two witnesses. Respondent's Exhibits 1-10 were received in evidence. There was no appearance on behalf of Max-Pak.

There is no transcript of the hearing. Staff Builders filed a Proposed Recommended Order, which has been considered in the preparation of this Recommended Order.

FINDINGS OF FACT

1. Petitioner is an African-American female. She began employment with Staff Builders around October 2012 and continued working with that entity until she voluntarily resigned around May 2014. As the name implies, Staff Builders is a staffing agency in Lakeland, Florida, that provides temporary staffing for various clients in the Lakeland area. One client is Max-Pak, a manufacturing firm also located in Lakeland. A service agreement has been executed by the two companies to formalize this arrangement.

2. Because the evidence shows that Max-Pak was able to exercise control over the manner in which Petitioner and other temporary employees performed their duties, a joint employer relationship is present. See, e.g., Amarnare v. Merrill Lynch, Pierce, Fenner & Smith, Inc., 611 F. Supp. 344, 349 (D.N.Y.

ATTACHMENT 0804

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-005355

DATE ENTERED: 7/14/2015

RACE: black

LINK: doah.state.fl.us/ROS/2014/14005355.pdf

PAGE(S): 3

administrative hearing on Petitioner's Petition for Relief. The case was assigned to the undersigned.

The final hearing was first scheduled to be held on January 15, 2015, but was twice continued. The hearing was ultimately rescheduled and heard on May 1, 2015.

At the final hearing, Petitioner testified on his own behalf, but offered no exhibits. Respondent presented the testimony of two witnesses and offered five exhibits, the first three of which were officially recognized, and all five exhibits were received into evidence as Respondent's Exhibits R-1 through R-5.

The proceedings were recorded and a transcript was ordered. The parties were given 30 days from the filing of the transcript within which to file their proposed recommended orders. A one-volume Transcript of the proceeding was filed May 20, 2015. Respondent timely filed its Proposed Recommended Order (entitled "Post-hearing Brief") on June 19, 2015, which was considered in preparing this Recommended Order. Petitioner did not file a proposed recommended order.

FINDINGS OF FACT

1. American Aluminum is a company engaged in the business of building and selling toolboxes.

2. Petitioner is an African-American male who was employed at American Aluminum from 2002 until his discharge in March

ATTACHMENT 0805

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-005506

DATE ENTERED: 2/26/2015

RACE: black

LINK: doah.state.fl.us/ROS/2014/14005506.pdf

PAGE(S): 3

shop foreman. Respondent's Exhibits 1 and 2 were received into evidence.

No transcript of the hearing was filed. The parties filed Proposed Recommended Orders, which have been considered in the preparation of this Recommended Order. To the extent the proposed orders allege facts that were not the subject of testimony or evidence received during the final hearing, those alleged facts have not been considered. References to statutes are to Florida Statutes (2014) unless otherwise noted.

FINDINGS OF FACT

1. Petitioner, who was at all times relevant to this matter an employee of Respondent, is African-American.

2. There was no direct evidence of Petitioner's age. However, Petitioner worked at the automobile dealership currently owned by Respondent since October 1987. During Petitioner's questioning of Mr. Moreford, Petitioner indicated that the two had worked together at the dealership for virtually that entire period, beginning when they were 18 years of age, a statement with which Mr. Moreford appeared to agree. Thus, a reasonable inference can be drawn that Petitioner is more than 40 years of age.

3. Respondent owns and operates an automobile dealership located in Daytona Beach, Florida, having purchased the dealership in September 2011. Respondent is part of a larger

ATTACHMENT 0806

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-005654

DATE ENTERED: 11/26/2014

RACE: black

LINK: doah.state.fl.us/DocDoc/2014/005654/14005654PFR-120114-10493649.PDF

PAGE(S): 2

3. **RESPONDENT HAS VIOLATED THE (Check One)**

☒ Florida Civil Rights Act of 1992, As Amended

☐ Florida Fair Housing Act, As Amended, OR

IN THE MANNER SPECIFICALLY DESCRIBED BELOW:

Respondent has discriminated against Petitioner racially, against his national origin, and retaliated against him for complaining about said discrimination.

4. **THE DISPUTED ISSUES OF MATERIAL FACT, IF ANY, ARE AS LISTED BELOW:**

I believe that I have been discriminated due to my race, color and national origin, which is black and Haitian. My supervisor has said that I am a "black violent Haitian man", without any cause. I have also been retaliated against by my supervisor for refusing to file a false document which she requested. After that, she has been very rude and inappropriate to me.

5. **THE ULTIMATE FACTS ALLEGED & ENTITLEMENT TO RELIEF ARE AS LISTED BELOW:**

See attached additional page for response.

***Note that (01) additional pages have been initialed, dated, and attached**

WHEREFORE, Petitioner prays that the Florida Commission on Human Relations enter its order prohibiting the discriminatory practice and granting such affirmative relief as may be just and equitable in this cause.

11-13-2014
Date

Petitioner

ATTACHMENT 0807

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-006127

DATE ENTERED: 3/16/2016

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2014/14006127.pdf

PAGE(S): 4

On March 7, 2016, Respondent filed a Motion to Strike directed at Answers to Interrogatories attached as an exhibit to Petitioner's Proposed Recommended Order. The exhibit had not been offered in evidence at the hearing. The Motion to Strike is granted, and the undersigned has not given the exhibit any consideration.

References to statutes are to Florida Statutes (2015), unless otherwise noted.

FINDINGS OF FACT

1. Petitioner, who was at all times relevant to this matter an employee of Respondent, is Caucasian. She was, at the time of her termination from employment, 54 years of age.

2. Respondent is a property management company based in Panama City, Florida. Respondent owns and manages numerous rental properties in the southeastern United States. Respondent owned and managed the Spinnaker Reach apartment complex in Jacksonville, Florida, during the entire duration of Petitioner's employment with Respondent. Respondent, at all times material to this matter, employed more than 15 full-time employees.

3. Spinnaker Reach is a "tax credit" property. In exchange for federal tax credits, Respondent is required to offer apartments at below-market rate rents for moderate to low-income tenants. Tenants qualifying for reduced rent apartments

ATTACHMENT 0808

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 14-006143

DATE ENTERED: 8/4/2015

RACE: black

LINK: doah.state.fl.us/ROS/2014/14006143.pdf

PAGE(S): 4

customers, supervisors or fellow employees, may result in immediate dismissal.

4. In October of 2010, Petitioner, Joni Barkley, an African-American, was employed by Respondent as a parking booth cashier at the international airport in Panama City.

5. Upon employment, Ms. Barkley received a copy of Republic Parking System, Inc.'s Employee Handbook and signed an acknowledgement of her receipt of that handbook. She was aware of the company's policy regarding discrimination and harassment.

6. During her tenure and prior to the end of December 2013 or early 2014, Ms. Barkley had no complaints of racial discrimination or harassment towards her. On the other hand, she had been verbally counseled about a remark she made that co-employees had interpreted as racially motivated. Respondent also had been disciplined for repeated tardiness. Additionally, during her employment, Ms. Barkley was known for misinterpreting statements of others and believing innocent statements or actions by others were directed at her.

7. Towards the end of December 2013 or early January of 2014, one of Ms. Barkley's co-workers, Eva Bishop, a Caucasian, showed her co-workers, including Ms. Barkley, several photographs and a video of her trip to Alaska. Among the photos she showed to everyone was a picture of a Ketchikan Native American clan house. The picture depicts a rustic blue wooden

ATTACHMENT 0809

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-000956

DATE ENTERED: 2/19/2015

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2015/000956/15000956PFR-021915-13181818.PDF

PAGE(S): 2

3. **RESPONDENT HAS VIOLATED THE (Check One)**

☒ Florida Civil Rights Act of 1992, As Amended

☐ Florida Fair Housing Act, As Amended, OR

IN THE MANNER SPECIFICALLY DESCRIBED BELOW:

I was the only female Asian Sales Manger for the Southeast region that was affected by FAF system wide restructuring. An Office Manager's position was created for Valerie Placeres, and I nor the other employees was given the privilege to apply for this newly created position.

4. **THE DISPUTED ISSUES OF MATERIAL FACT, IF ANY, ARE AS LISTED BELOW:**

Valerie Placeres was given this new position due to her relationship with Tim Osborne. Our background and experience is irrelevant for this administrative position. The company states that she was given an Operations position, however I have video proof that clearly states Valerie as the Office Manager and Rishi Ramjit as the Operations manager. I was also released the Friday prior to End of Month and End of Q3, this action caused a loss in potential monetary incentive pay outs.

5. **THE ULTIMATE FACTS ALLEGED & ENTITLEMENT TO RELIEF ARE AS LISTED BELOW:**

I have video of the terminal's phone recording stating Valerie as Office Manager, not as Operations Manager as Forward Air, Inc. states. I have a spreadsheet detailing the other Caucasian sales managers in the Southeast region, many whose revenue performance was trending negative. Valerie was also fired for stealing from the company along with her son, and no legal action was taken. In addition to her firing, she was also granted unemployment wages. This behavior is indicative to her receiving preferential treatment over the other minorities within the Forward Air, Inc. network.

***Note that (2) additional pages have been initialed, dated, and attached**

WHEREFORE, Petitioner prays that the Florida Commission on Human Relations enter its order prohibiting the discriminatory practice and granting such affirmative relief as may be just and equitable in this cause.

1/20/2015
Date

Julie McDaniel
Petitioner

ATTACHMENT 0810

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-001176

DATE ENTERED: 2/9/2016

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2015/15001176.pdf

PAGE(S): 4

such as lifestyle benefit programs and telemedicine. Respondent uses a call center model to market insurance products.

4. At the call center, sales agents take calls from prospective clients and are paid a "base wage" plus commission. Since sales agents are paid a base wage, they must meet minimum sales requirements to help offset the fixed costs associated with their employment.

5. Petitioner became employed at Respondent's Miramar call center as a sales agent starting on or about September 9, 2013. His employment duties entailed calling potential sales leads and selling non-major medical insurance policies over the telephone.

6. The position for which Petitioner was hired did not have a specified term of employment, and Petitioner and Respondent did not execute an employment contract when Petitioner was hired.[1/]

7. Petitioner's work hours were from approximately 8:00 a.m. to 5:30 p.m., five days per week. Sales agents, including Petitioner, were paid $12.50 per hour, with a guaranteed salary of $500 per week, plus a commission on sales made.

8. In late September 2013, Petitioner became ill. His illness manifested itself as shortness of breath and coughing. By late October 2013, his illness had progressed to the point that he was experiencing acute respiratory distress episodes.

ATTACHMENT 0811

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-001177

DATE ENTERED: 10/15/2015

RACE: black

LINK: doah.state.fl.us/ROS/2015/15001177.pdf

PAGE(S): 2

practices contrary to section 760.10, Florida Statutes (2013),[2/] by discriminating against Petitioner based on his race.

PRELIMINARY STATEMENT

On or about August 15, 2014, Petitioner Christopher Orr ("Petitioner") filed with the Florida Commission on Human Relations ("FCHR") an Employment Charge of Discrimination against Ameri-Scapes. Petitioner alleged that he had been discriminated against pursuant to chapter 760, and Title VII of the Florida Civil Rights Act, based upon race, as follows:

> I began employment on or about July, 2013. My position was a landscaper. I was performing my duties without problems. During the time that I was employed, I was working at an apartment complex. My boss told me that the manager of the complex stated that I had been looking at someone. I was told that I was not allowed to look at anyone. I spoke to the manager of the complex. The manager indicated that I was not allowed to look at anyone while working at the complex. I questioned her about this. She then told me that I was not allowed to work at the complex. I later contacted my boss. They told me I was terminated from my position.
>
> I am an African-American male. It was alleged that this began when I was looking at a Caucasian female and making hand gestures. I believe most of the individuals in the complex are Caucasian.
>
> I believe I was terminated based on my race in violation of the Florida Civil Rights Act of 1992.

ATTACHMENT 0812

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-001294

DATE ENTERED: 7/6/2015

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2015/15001294.pdf

PAGE(S): 3

hearing. The case was assigned to the undersigned and an administrative hearing was scheduled and heard May 20, 2015.

At the administrative hearing, Petitioner offered the testimony of his supervisor, Clint Creel; testified on his own behalf; and offered a Gadsden County Sheriff's Offense Report as an exhibit which was received into evidence as Petitioner's Exhibit P-1. Respondent offered the testimony of Respondent's President, Dennis Fuller; and Vice-President of Operations, Ray Allen; and offered two exhibits, which were received into evidence as Respondent's Exhibits R-1 and R-2.

The proceedings were recorded and a transcript was ordered. The parties were given 10 days from date of filing the transcript to submit their proposed recommended orders. The one-volume Transcript was filed on June 2, 2015. Respondent timely filed its Proposed Recommended Order, which was considered in the preparation of this Recommended Order. Petitioner did not file a proposed recommended order.

FINDINGS OF FACT

1. Petitioner is a Caucasian male who was 60 years old in May of 2014, when Respondent allegedly discriminated against him by terminating his employment because of his age.

2. Respondent is a management company for third-party owners of apartment communities, home owners associations, and condominium associations.

ATTACHMENT 0813

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-001871

DATE ENTERED: 8/13/2015

RACE: black

LINK: doah.state.fl.us/ROS/2015/15001871.pdf

PAGE(S): 3

The one-volume Transcript was filed on June 25, 2015. Respondent requested, and the undersigned granted, an extension of time until July 13, 2015, for the parties to file their proposed recommended orders. The extension likewise extended the 20-day deadline for the undersigned to issue the recommendation after post-hearing submissions.

Respondent timely filed a Proposed Recommended Order on July 13, 2015. Petitioner did not file a proposed recommended order.

FINDINGS OF FACT

1. Petitioner is a 41-year-old African-American female who was at all times relevant hereto an employee of Pacifica Senior Living Woodmont. Petitioner was 40 years old at the time the alleged discriminatory act occurred.

2. Respondent, Pacifica Senior Living Woodmont (Respondent or Woodmont), is a 98-bed assisted living facility located in Tallahassee, Florida.

3. Petitioner was employed by Woodmont from June 22, 1996, until February 28, 2014, when her position as Interim Weekday Receptionist was eliminated. By all accounts, Petitioner was a dedicated, reliable, loyal, and hard-working employee. Petitioner was recognized as Employee of the Month in August 2004, and January 2006.

ATTACHMENT 0814

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-001892

DATE ENTERED: 10/12/2015

RACE: black

LINK: doah.state.fl.us/ROS/2015/15001892.pdf

PAGE(S): 4

Order. References to statutes are to Florida Statutes (2014), unless otherwise noted.

FINDINGS OF FACT

1. Petitioner, who was at all times relevant to this matter, an employee of Respondent, is an African-American female.

2. H&R Block is a tax preparation company that provides tax preparation services to individuals and businesses. H&R Block has retail offices throughout the United States, including the Steeplechase tax office in Gainesville, Florida. Respondent employs more than 15 full-time employees at any given time.

3. H&R Block is an equal opportunity employer. Its equal employment opportunity policy applies -- without regard to an employee's race, color, or sex, or any legally-protected status -- to all aspects of employment, including but not limited to hiring, placement, promotion, termination, layoff, transfer, scheduling, leaves of absence, compensation, and training. H&R Block also has a written anti-discrimination and anti-harassment policy that strictly prohibits unlawful discrimination and harassment in the workplace, and prohibits retaliation. H&R Block's policies are published to all employees.

4. H&R Block employees who believe they are subject to impermissible employment discrimination or harassment are encouraged to bring their issues to the attention of their

ATTACHMENT 0815

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-003852

DATE ENTERED: 7/8/2015

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2015/003852/15003852_0_10152015_14200096_e.pdf

PAGE(S): 1

MS2015002311

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
DEC 04 2014
TALLAHASSEE, FL

Florida Commission on Human Relations

Technical Assistance Questionnaire for Employment Complaints

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12).

Please complete this entire form and return it to the Florida Commission on Human Relations. Answer all questions completely. Attach additional pages, if needed, to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A." (PLEASE PRINT)

REMEMBER, a charge of employment discrimination must be filed within 365 days of the alleged act of discrimination.

1. **Personal Information**

   Last Name: Lucas First Name: Judy MI: _____

   Street or Mailing Address: 8647 112th St. Apt or Unit #: _____

   City: Seminole County: Pinellas State: FL Zip: 33772

   Phone Numbers: Home: (727) 346-5599 Work: (_____) _____

   Mobile telephone: (_____) _____ Email address: judylucas56@yahoo.com

   Date of Birth: 5-26-1956 Sex: ☐ Male X Female

2. **Please provide the name of a person we can contact if we are unable to reach you:**

   Name: Relationship: Edward Rosenberg: Attorney

   Address: 100 N. Biscayne Blvd. Suite 2902 City: Miami State: FL Zip Code: 33132

   Home Phone: (305) 222-7850 Other Phone: (_____) _____

3. **I believe that I was discriminated against by the following organization(s):** (Check those that apply)

   X Employer ☐ Union ☐ Employment Agency ☐ Other (please specify) _____

   Organization Contact Information (If the organization is an employer, provide the address where you actually worked. If you work from home, check here ☐ and provide the address of the office to which you reported.) **If more than one employer is involved, attach additional sheets.**

ATTACHMENT 0816

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-003941

DATE ENTERED: 11/24/2015

RACE: black

LINK: doah.state.fl.us/ROS/2015/15003941.pdf

PAGE(S): 3

page letter, with 18 pages of attachments. The PRO and letter (but not the attachments) have been considered in the preparation of this Recommended Order.

FINDINGS OF FACT

1. As its name implies, Respondent is a non-profit charitable organization engaged in the business of providing free meals, transportation services, and related assistance to senior citizens in the Sanford, Florida, area. Petitioner is a 64-year-old black male of Jamaican origin. He worked as a driver for Respondent from August 13, 2012, until October 23, 2014, when he was discharged for violating a company policy.

2. As a condition of employment as a driver, Petitioner was required to submit a medical fitness form regarding his current medical condition. In the form filed on July 30, 2012, he denied having any medical issues except non-insulin dependent diabetes, which is controlled by diet. See Ex. 21. An updated form was submitted on August 25, 2014, reflecting no change in his medical condition. Id. No other medical records were submitted to substantiate any other medical condition. When he interviewed for the position, Petitioner did not tell Respondent that he needed an accommodation for his diabetes or that he had any work restrictions. As such, management never considered Petitioner to have a disability.

ATTACHMENT 0817

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-003942

DATE ENTERED: 3/25/2016

RACE: black

LINK: doah.state.fl.us/ROS/2015/15003942.pdf

PAGE(S): 3

The final hearing was first scheduled to be held on September 23, 2015, but was continued until January 21, 2016. At the final hearing, Petitioner testified on her own behalf and offered a composite exhibit of seven photographs received into evidence as Exhibit P-1. Respondent presented the testimony of one witness, Sandra Davis, and offered five exhibits which were received into evidence as Exhibits R-1, R-4, R-6, R-7, and R-9.

The proceedings were recorded and a transcript was ordered. The parties were given 30 days from the filing of the transcript within which to file proposed recommended orders. A one-volume Transcript of the proceeding was filed February 8, 2016. Respondent timely filed its Proposed Recommended Order on March 9, 2016, which was considered in preparing this Recommended Order. Petitioner did not file a proposed recommended order.

FINDINGS OF FACT

1. As she describes herself, Petitioner, Mary L. Smith, is an 82-year-old, Black American woman.

2. Petitioner has worked as an associate for Walmart since 2004 in Store 488 located in Quincy, Florida.

3. During her employment with Walmart, Petitioner received training about Walmart's core beliefs and open door policies.

4. Throughout her employment at Walmart, Petitioner received wage increases and was not disciplined for the two

ATTACHMENT 0818

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-005662

DATE ENTERED: 6/21/2016

RACE: black

LINK: doah.state.fl.us/ROS/2015/15005662.pdf

PAGE(S): 3

A Transcript of the hearing was filed on May 6, 2016. On May 16, 2016, the parties jointly requested that the deadline for filing proposed recommended orders be extended. The deadline was extended to May 27, 2016, and on that date, both parties filed Proposed Recommended Orders that have been reviewed in the preparation of this Order.

FINDINGS OF FACT

1. The Respondent is a company that refers pre-screened job candidates to employers upon request by an employer seeking to fill a specific position.

2. The Petitioner is an African-American male, born in 1959, who sought employment through the Respondent.

3. The Respondent does not make the hiring decision. The actual decision is made by the employer requesting referrals from the Respondent. The Respondent is compensated by the employer if and when the employer hires an applicant referred by the Respondent.

4. On occasion, the Respondent publishes advertisements seeking applications to fill specific positions, such as "forklift drivers." The fact that the Respondent seeks applications for specific positions does not mean that an employer has contacted the Respondent seeking referrals for such positions. The advertisements are used by the Respondent to

ATTACHMENT 0819

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-006713

DATE ENTERED: 11/24/2015

RACE: black

LINK: doah.state.fl.us/DocDoc/2015/006713/15006713ECD-112415-09491249.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2015 MAR 17 AM 8:04

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201500335	
Name (Indicate Mr. or Ms.) Ms. Yolie N. Bauduy	**E-Mail Address** yolienet@yahoo.com	**Date of Birth** 10/17/1977
Street Address 12976 Nebraska Woods Court	**Home Telephone Number (with area code)** (321) 945-6578	
City, State, and Zip Code Orlando, FL 32824	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Orange County Public Schools	15+	(407) 317-3200
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
415 Amelia Street	Orlando, FL 32824	Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
1/5/2015 ongoing

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am an African American female and believe I have been discriminated and retaliated against because of my race. I began working for the Respondent in August 2005 as an ESE Teacher. I have been subjected to different terms and conditions compared to Caucasian staff. I have been subjected to discipline and suspension for implementing a common practice that Caucasian staff member practice. The Caucasian staff members are not disciplined. On May 1, 2014, I submitted a complaint to my employer and nothing has been done, no reply was rendered. The Respondent continues to disregard the educational contract and Florida statues by denying civil liberties and condoning discrimination. On January 5, 2015, I am denied the opportunity to activate a grievance by the Employee Relations Director. I believe I have been discriminated and retaliated against because of my race.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT

2/24/15
DATE

ATTACHMENT 0820

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-007002

DATE ENTERED: 12/10/2015

RACE: black

LINK: doah.state.fl.us/DocDoc/2015/007002/15007002COD-121115-10304230.PDF

PAGE(S): 1

Check

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
15 JAN 29 AM 10:36

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

EMPLOYMENT CHARGE OF DISCRIMINATION		FCHR No. 201500368	
Name (Indicate Mr. or Ms.) Ms. Jacqueline R. Pinkard		**E-Mail Address**	**Date of Birth**
Street Address 1583 Hunters Creek Drive		**Home Telephone Number** (850) 968-4862	
City, State, and Zip Code Cantonment, FL 32533		**Work (if possible to call you there)**	
List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.			
Name University of West Florida	**Number of Employees** **15+**	**Telephone Number** (850) 474-2638	
Street Address (Branch/Office in Florida) 11000 University Parkway	**City, State and Zip Code** Pensacola, FL 32514	**County** Escambia	
CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION		DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 12/15/2014 - ongoing	
HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:			

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a black female and believe I have been discriminated against on the bases of race and retaliation by my current employer, the University of West Florida. I have filed two previous complaints with the EEOC against the Respondent based on race and retaliation, (425-2014-00938 and 425-2014-00403 / FCHR #201400732). It is my belief the Respondent has retaliated against me for filing these complaints and has continued subjecting me to racial discrimination. Over the last several years, my department, currently named Office of University Budgets, has experienced a great deal of overturn and reorganization. Dr. Susan Stephenson (a white female and subject of my previous complaints) recently stepped down as Divisional Vice President of Budget, Finance and Facilities. Prior to her separation, Dr. Stephenson promoted Valerie Moneyham (a white female and also a subject of my previous complaints) from Director to the position of Assistant Vice President. Ms. Moneyham retained the responsibility of executing my performance evaluation despite her promotion. As such, Ms. Moneyham issued against me a poor performance evaluation in retaliation for filing complaints of discrimination. My new supervisor (beginning July 1, 2014) Controller Collen Asmus (white female), accepted Ms. Moneyham's false and retaliatory evaluation as a means to justifiably deny me an equitable pay increase, position reclassification or promotional opportunity.

In addition, Ms. Asmus created on December 12, 2014 a position titled Associate Controller, as she is apparently unable to properly manage the department alone. The Respondent has established very specific, "preferred" qualifications for this position as a way to essentially tailor the job to fit a preselected employee or applicant. In this case, I firmly believe the Respondent has already selected a white male from Financial Services for the position. I believe this exemplifies the Respondent's racially discriminatory employment practices.

Jacqueline R. Pinkard

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT

Jan. 26, 2015
DATE

ATTACHMENT 0821

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 15-007003

DATE ENTERED: 8/30/2016

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2015/15007003.pdf

PAGE(S): 3

A Transcript of the final hearing was filed with the DOAH on June 20, 2016. Petitioner's request for additional time to file a proposed recommended order was granted. Respondent filed a Proposed Recommended Order on July 27, 2016, and Petitioner filed her Proposed Recommended Order on August 12, 2016. The parties' Proposed Recommended Orders have been considered in the preparation of this Recommended Order.

FINDINGS OF FACT

1. During all times material to this case, Petitioner was employed by Respondent as a park ranger at Alafia River State Park in Lithia, Florida. On January 1, 2010, Petitioner became a full-time park ranger, and from this date through June 5, 2014, Petitioner was supervised by Coy Helms, the manager for Alafia River State Park.

2. Respondent terminated Petitioner's employment for "poor performance and conduct unbecoming a public employee." The events that led to Petitioner's termination from employment with Respondent occurred on March 28, 2014.

3. Petitioner is a 40-plus-year-old Christian female, who identifies as being of Greek and Native American origin. Petitioner describes her skin color as "olive."

A. Background Information

4. On November 18, 2013, Petitioner received a written reprimand from Coy Helms, who at the time served as park manager

ATTACHMENT 0822

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-000148

DATE ENTERED: 1/13/2016

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2016/000148/16000148PFR-011316-14264226.PDF

PAGE(S): 5

State of Florida **Anne Skinner v. Pharmscript of Florida LLC**
County of Hillsborough **Charge No. _____**

AFFIDAVIT

EEOC I have been given assurances by an Agent of the U.S. Equal Employment Opportunity Commission that this Affidavit will be considered confidential by the United States Government and will not be disclosed as long as the case remains open unless it becomes necessary for the Government to produce the Affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in accordance with Agent policy.

FCHR I understand that this Affidavit will be considered confidential by the Florida Commission on Human Relations and the U.S. Equal Employment Opportunity Commission, if applicable, and will not be disclosed as long as the case remains open unless it becomes necessary for them to produce the Affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in accordance with Agency policies.

I, Anne Skinner, being first duly sworn upon my oath affirm and hereby say:

I am currently 54 years of age, my gender is female and my racial identity is Caucasian.

I reside at 2258 Moon Shadow Rd., Trinity FL 34655.

My telephone number is 727/364-3729.

My statement concerns Pharmscript of Florida LLC, which has its principal location in Edison, NJ

My job classification was Vice President of Business Development

My last immediate supervisor was Tim McMahon.

An exact diary of events leading to the problems are as follows:

1. I was hired by Respondent on December 17, 2012 as Vice President of Business Development. At the start I worked in states other than Florida and eventually in Florida in July 2013 once the company obtained a medicare license in Florida. I was commended on my work and my employer was aware of the time it would take to develop business in a new area. On or about March 18, 2014 I was injured while working and sought workers' compensation benefits. I started to miss work on or about April 12, 2014 and notified my employer about my injuries. In January of 2014 Tim McMahon was promoted to my direct supervisor. I expressed some concern to the owner about my prior dealings with Mr. McMahon and sexual harassment from the past, before we were working together with the Respondent. In early March 2014 (before my work related accident) I complained to the owner about Mr. McMahon and his conduct toward me. Following this complaint and after my work related accident, Mr. McMahon and the owner retaliated against me with their conduct and comments, which I also reported to Human Resources on or about April 12, 2014. On June 17, 2014 I was provided a severance agreement and option to resign, which I refused, and was provided the option to return for 30 days before being terminated. In light of the changes and restrictions posed to me as to my position and a new territory, I was constructively discharged on or about July 6, 2014.

2. I believe I was terminated due to my sex, my disability or perceived disability, and in retaliation for my complaints and protected activities. I also believe I was retaliated against due to my work related accident.

3. A list of all persons who may have knowledge with regard to this charge are as follows:

ATTACHMENT 0823

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-001229

DATE ENTERED: 8/25/2016

RACE: black

LINK: doah.state.fl.us/ROS/2016/16001229.pdf

PAGE(S): 3

A Transcript of the hearing was filed on August 2, 2016. The Respondent filed a Proposed Recommended Order that has been reviewed in the preparation of this Order.

FINDINGS OF FACT

1. The Petitioner is a black female, who is qualified for employment as a Florida-licensed registered nurse (RN).

2. The Respondent is an "employer" as defined by the Florida Civil Rights Act of 1992.

3. At a job fair held on June 9, 2015, the Petitioner met representatives from the Respondent, including Tracy Decker, a manager, and Sarah Emerson, a nurse recruiter, and was interviewed by them in relation to potential employment.

4. Ms. Emerson subsequently called the Petitioner to express an interest in hiring the Petitioner as an RN, and to encourage her to submit an application.

5. On June 23, 2015, the Petitioner submitted an electronic employment application for a position as an RN at Florida Hospital.

6. The Respondent's online application form included questions calling for disclosure of an applicant's criminal history.

7. Although the Respondent does not automatically reject an applicant who discloses previous criminal activity, the failure to disclose such activity may be deemed by the

ATTACHMENT 0824

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-002166

DATE ENTERED: 4/19/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/002166/16002166ECD-041916-14280728.PDF

PAGE(S): 1

Mary

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2015 SEP 21 PM 2:57

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201501547 MS	
Name (Indicate Mr. or Ms.) Mr. Thomas R Harris	**E-Mail Address** [redacted]	**Date of Birth**
Street Address [redacted]	**Home Telephone Number (with area code)** [redacted]	
City, State, and Zip Code [redacted]	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Brevard County Sheriff Department	15+	321-690-1500
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
860 Camp Road	Cocoa, FL 32922	Brevard

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
January 2015

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am an African American. I was subjected to different terms and conditions of employment, harassed, denied a promotion, retaliated against and constructively discharged because of my race. I began my employment with Respondent in December 2001. My position title was Correctional Deputy.

From January 10, 2014 to January 10, 2015, I endured harassment on a consistent basis from management and staff. Sergeant Lough said to me along with Sergeant Glaab, "You are still here? Man we are trying to make you quit, you can't get promoted." When I filed a discrimination complaint with EEOC in 2008, Sergeant Lough's name was involved. During this time, Sergeant would tell new employees I should not be there and that I should go back to South Carolina, because I didn't belong there. I was also told many times by Deputy Orndoff (white) and Deputy Stout (white) that I should quit and asked "Why am I still there?" New white officers coming from the academy with less time would call me "stupid and dumb." They were left in charge when the officer in charge had to leave. If I questioned them, a white supervisor would threaten to write me up. I worked with Corporal Gardner (white) who would send me on breaks every fifteen minutes. I spoke to Lieutenant McCullough (Black) who moved me to another pod. I was assigned to work with Corporal Susa, (white) and she would have the white officers sit, while ordering me to do all the work. I spoke to Lieutenant McCullough again and he moved me to another work assignment. I was told by Major Bellville (white) that I went to a "dummy school." He bragged that he didn't need to go to school to move up. He said this in front of my coworkers. I asked Lieutenant Dotson (white) why I was not given any opportunities and he said he did not know. I have 21 years and two degrees, but nothing changed for me.

TRH

After I resigned I asked Chief Lewis (White) why I was being treated unfairly, and he said because you filed a complaint on us.

Thomas Ronald Harris — 9/17/2015

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT — DATE

ATTACHMENT 0825

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-002820

DATE ENTERED: 5/9/2017

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2016/16002820.pdf

PAGE(S): 7

Both parties timely-filed their Proposed Recommended Orders, and the undersigned considered both Proposed Recommended Orders in the preparation of the instant Recommended Order.

FINDINGS OF FACT

1. Ms. Zhang was born in Chongqing, China in 1970, and speaks Mandarin Chinese.

2. Her comprehension of spoken and written English is very limited.

3. Ms. Zhang moved to the United States in December of 2003 and stayed in the United States until she returned to China in December of 2005.

4. Ms. Zhang returned to the United States in November of 2009.

5. Ms. Zhang elected to pursue a career as a massage therapist and graduated from VIP Beauty School on February 24, 2012.

6. On approximately May 15, 2012, Ms. Zhang filed an initial application for licensure as a massage therapist.

7. At the time of Ms. Zhang's application, the Department[1/] did not offer an application written in Mandarin Chinese, and Ms. Zhang did not ask the Department to provide such an application.

8. With the assistance of others, Ms. Zhang was able to complete the application.[2/]

ATTACHMENT 0826

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-002868

DATE ENTERED: 5/24/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/002868/16002868PFR-052416-12244424.PDF

PAGE(S): 2

4. **WHEN AND HOW DID PETITIONER RECEIVE NOTICE OF THE COMMISION'S DETERMINATION:**

I received notice by mail on April 8, 2016.

5. **THE FOLLOWING IS A CONCISE STATEMENT OF THE ULTIMATE FACTS ALLEGED, INCLUDING THE SPECIFIC FACTS PETITIONER CONTENDS WARRANT REVERSAL OR MODIFICATION OF THE COMMISSION'S DETERMINATION:**

I was discriminated against by the management of that particular Burger King location in regards to the way they treated me unfairly solely based on my race, which is Black, African American. My termination was unwarranted and unfair as my Caucasian colleagues were not fired for the same alleged action. Every day that I worked I was subjected to being called a "Nigga" and subjected to statements making reference to Black, African-Americans "as you people" or "your kind". African American employees were discipline more severely for the same act than white American employees.

6. **RESPONDENT HAS VIOLATED THE FOLLOWING FLORIDA STATUE:**

Florida Civil Rights Act of 1992.

THE FOLLOWING IS AN EXPLANATION OF HOW THE ALLEGED FACTS RELATE TO THE SPECIFIC FLORIDA STATUE:

One of my employees came to my office to get change for one (100) hundred dollars from me, which in return I gave her five (5) twenty (20) dollar bills. The employee gave the customer the whole one hundred back, in which I had to do a void because the customer had already left Burger King with the food and the money for the food. The employee did not get disciplined for her action. I was fired for her mistake. A couple of days later Mr. Vance was on the phone with Michelle Barlow (the call was on speaker) and he said to Michelle, "I told you not to trust that Nigga". I asked Michelle what did he say because I knew what I heard could not be true. Michelle, whom is White Caucasian, walked away laughting.

7. **PETITIONER SEEKS THE FOLLOWING RELIEF:**

I am seeking relief for back pay, compensatory damages for mental anguish and loss of dignity, attorney fees and any other intangible injuries and punitive damages.

ATTACHMENT 0827

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-003100

DATE ENTERED: 6/6/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/003100/16003100MEF-060616-15073707.PDF

PAGE(S): 1

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

Mary 2015D11602

AGENCY	CHARGE NUMBER
[ ] FEPA [X] EEOC	846-2015-28229

and EEOC

State or local Agency, if any

NAME(Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Mr. Johnny Wright	407-748-9386

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
511 South Chappel Street	Bunnell, Florida 32110	12-31-1967

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code)
Sea Ray Boats	15+	386-439-3401

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
100 Sea Ray Drive	Flagler Beach, Florida 32136	Flagler

NAME	TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] AGE
[ ] RETALIATION [ ] NATIONAL ORIGIN [ ] DISABILITY [ ] OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE

June 1, 2015; June 4, 2015

[ ] CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was employed on 2 separate occasions. I was initially employed for an estimated 15 years and then after that one year. My title was part cutter.

I am African-American. I was first suspended and then terminated after the company said I performed a violent act. During the workday I kicked one of the carts at work and dented the cart. This was not directed at anyone.

Prior to my termination, a Caucasian employee had purposely damaged my cart. I complained about this. Nothing was done to this employee.

I do not believe that the company followed its usual disciplinary procedures in terminating me.

I believe I have been terminated/discriminated based upon my race in violation of the Federal Equal Employment Opportunities Act as well as the Florida Civil Rights Act of 1992.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

/s/ Johnny Wright

Date 6/16/15 Charging Party (Signature)

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

/s/ Johnny Wright

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE

(Day, month, and year) 6/18/15

DAVID W. GLASSER
Notary Public, State of Florida
My Comm. Expires June 13, 2016
Commission No. EE 198149

EEOC FORM 5 (10/94)

ATTACHMENT 0828

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-003461

DATE ENTERED: 6/21/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/003461/16003461COD-062116-14153415.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2015 APR 22 PM 2:26

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201500806 MS	
Name (Indicate Mr. or Ms.) Ms. Claudia S Williams	**E-Mail Address** c.bc1.tempp@yahoo.com	**Date of Birth** 5-29-1956
Street Address 402 Mirabelle Drive	**Home Telephone Number (with area code)** 850-434-9694	
City, State, and Zip Code Pensacola, FL 32514	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Escambia County School District	15+	850-432-6121
Street Address (Branch/Office in Florida) 75 North Pace Boulevard	**City, State and Zip Code** Pensacola, FL 32505	**County** Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
May 2014

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am African American over the age of 40. I believe I was retaliated against and denied promotions because of my race and age. I have worked for Respondent since August 1988. My position title is Guidance Counselor. I have applied for several promotional opportunities. Each time I was not selected for the positions. I was either not given a reason as to why I was not selected or I was told I did not have the experience for the positions. However, the individuals who were selected (White and younger) were either not qualified or did not have any more experience than I have. Also I was not given credit for prior experience that I have. I also feel that Mr. Thomas (Superintendent) is blackballing me because he and I ran for the same position at one time and he tried to convince me to drop out of the race and I would not do so. Mr. Thomas also made a statement that I am not professional.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT Claudia S Williams DATE 4/16/15

ATTACHMENT 0829

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-003612

DATE ENTERED: 6/27/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/003612/16003612COD-062816-08305130.PDF

PAGE(S): 1,3,4

Mary 2015D1094

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- [ ] FEPA
- [X] EEOC 510-2015-02531

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Mr. NATHANIEL SMITH JR.	352-687-1235	6/15/87

Street Address	City, State and ZIP Code
1103 HICKORY RD.	OCALA FL 34472

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name	No. Employees, Members	Phone No. (Include Area Code)
LOCKHEED MARTIN INC.	1004	(352) 687-5200

Street Address	City, State and ZIP Code
448 OAK RD.	OCALA FL 34472.

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address: City, State and ZIP Code:

DISCRIMINATION BASED ON (Check appropriate box(es).)

- [X] RACE
- [ ] COLOR
- [ ] SEX
- [ ] RELIGION
- [ ] NATIONAL ORIGIN
- [ ] RETALIATION
- [ ] AGE
- [X] DISABILITY
- [ ] GENETIC INFORMATION
- [ ] OTHER (Specify)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: 6/2013 Latest: 11/2014

- [ ] CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

PLEASE SEE THE SWORN LETTER AND ATTACHMENTS SUBMITTED TO THE E.E.O.C. ON MARCH 24, 2015.

THE MOST RECENT DISCRIMINATION BASED UPON THE FAILURE OF THE COMPANY TO OFFER AN INTERVIEW FOR THE PIE MECHANIC OPPORTUNITY OCCURRED IN AUGUST 2014. THIS IS A VIOLATION OF TITLE VII OF THE 1964 CIVIL RIGHTS ACT, 42 USC 2000, et. seq. AS I BELIEVE IT WAS BASED UPON MY RACE RATHER THAN MY QUALIFICATIONS.

THE DISCRIMINATORY ACTIONS IN VIOLATION OF TITLE I OF THE ADA, 42 USC 12101 et. seq. TAKEN BY THE COMPANY ARE FULLY DETAILED IN THE SWORN LETTER.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

3/26/15 (Date) (Charging Party Signature)

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
MAR 30 2015

Violation of Title VII of the 1964 Civil Rights Act

Mr. Smith is of African-American descent and the company was aware of this fact based upon Mr. Smith's application with the company that noted his race, as well as Mr. Smith's physical appearance. During his time as an employee of the company, Mr. Smith obtained a bachelor's degree in the field of business administration in May of 2013.

Subsequent to receiving his bachelor's degree, Mr. Smith applied for several open positions within the company that he was then otherwise qualified for due to his obtaining the bachelor's degree, as well as meeting the other requirements for these positions. Despite his qualifications, Mr. Smith never received an interview for any of these positions, which would have been promotions or upgrades from his then-current position within the company. During this time, Mr. Smith was engaged in a dating relationship with a fellow employee of the company, who happened to be a Caucasian female, and this was known to employees of the company that had the authority to determine whether or not to interview Mr. Smith for these available positions.

The company followed its pattern of discriminatory practices in failing to even offer Mr. Smith the opportunity to interview for these advancement opportunities based upon Mr. Smith's race and his relationship with his fellow employee. Several witnesses are available to confirm that the company has a pattern of discrimination in this regard towards its African-American and Hispanic employees as multiple qualified employees besides Mr. Smith have made similar applications for these positions and the positions have consistently gone solely to Caucasian employees. The listing of these witnesses is attached to this charge letter as Exhibit "A".

Due to the company's refusal to interview Mr. Smith based upon his race for these positions that he was qualified to obtain, the company hindered Mr. Smith's ability to advance in his career with the company and by only promoting or hiring similarly situated Caucasians to fill those positions the company is in direct violation of Title VII of the 1964 Civil Rights Act. Mr. Smith is seeking to be reinstated to his position with the company with all back pay and benefits due and owing to him since his termination from the company on November 4, 2014, along with assurances that the company will fairly evaluate his future applications for advancement within the company.

Violation of the 1990 Americans with Disabilities Act

Mr. Smith has been diagnosed with diabetes mellitus[3] and had provided proof of his diagnosis to the company's nurse, Lisa Shores, via a doctor's note he received from his treating physician, Dr. Josef Vesely on September 8, 2014. The note from Dr. Vesley advised the company that Mr. Smith required work breaks in order for him to control his blood sugars. A copy of the note from Dr. Vesely is attached to this charge letter as Exhibit "B". At the time he gave the note to Ms. Shores, Mr. Smith advised her as well as the union shop steward Tommi Jo Taylor of his need for frequent restroom breaks due to his medical condition.

Subsequently, the company began to discipline Mr. Smith for what the company considered violations of its professional conduct policy. Mr. Smith was suspended from work September 22, 2014 to September 24, 2014 with the allegation that he claimed not to have work when there was work to be done in his area. Mr. Smith refuted that allegation and went through the grievance procedure under the collective bargaining agreement between his union and the company, but nonetheless served his suspension while the grievance was being adjudicated. A copy of the notice of suspension issued by the company to Mr. Smith is attached to this charge letter as Exhibit "C".

On October 3, 2014, Mr. Smith was given a written warning for being absent from his work area during a scheduled work period by his then supervisor Michael Chester. The written warning contains no specific times and dates as to when Mr. Smith allegedly committed the violations of the policy, and Mr. Smith refused to sign the acknowledgement of the warning. At that time, Mr. Smith advised Mr. Chester of his need for frequent restroom breaks due to his medical condition, of which the company was aware. Mr. Chester informed Mr. Smith to go get a doctor's note and Mr. Smith informed Mr. Chester that he had to schedule an appointment with Dr. Vesely in order to obtain that note as Dr. Vesley would not provide one without a scheduled appointment. A copy of the written warning issued to Mr. Smith and signed by Mr. Chester is attached to this charge letter as Exhibit "D".

On October 31, 2014, Mr. Smith was provided with a last chance agreement letter informing him of the company's intent to terminate him due to his taking breaks from the work area, despite the fact that Mr. Smith had advised the company that the breaks were due to his medical condition and that he was in the process of obtaining a note from his physician regarding that issue. Mr. Smith refused to agree to the last chance agreement offered by the company and he was subsequently terminated from his employment on November 5, 2014. A copy of the last chance agreement is attached to this charge letter as Exhibit "E."

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[3] Which is acknowledged as a disability under the ADA. *See* 29 C.F.R. §1630.2(j)(3)(iii).

ATTACHMENT 0830

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-003950

DATE ENTERED: 7/15/2016

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2016/003950/16003950NOD-071816-10145914.PDF

PAGE(S): 2,4

15 Dec Jacob 2016004183

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
15 DEC 15 PM 12:20

New

Florida Commission on Human Relations

Technical Assistance Questionnaire for Employment Complaints

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12).

The primary purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the Florida Commission on Human Relations (FCHR) has jurisdiction over those claims and provide charge filing counseling, as appropriate. Providing this information is voluntary, but the failure to do so may impede the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information. NOTE: The FCHR may disclose the information included on this form to other state, local and federal agencies as appropriate or necessary to carry out the Commission's functions, or if the FCHR becomes aware of a civil or criminal law violation. If the FCHR accepts this form as a charge, this form will be provided to the employer, union or employment agency identified.

* * * * * * * * * * *

Please complete this entire form (please print) and return it to the Commission at the address listed at the bottom of this form. Answer all questions completely. Attach additional pages if needed to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A."

REMEMBER, a charge of employment discrimination must be filed within 365 days of the alleged act of discrimination.

1. Personal Information

Last Name: Beland First Name: Martin MI: _____

Street or Mailing Address: 1140 Wellington St. Apt or Unit #: 1217

City: Montreal County: Quebec State: Fl Zip: H3C18

Phone Numbers: Home: (514) 600-1313 Work: (_____) _____

Mobile telephone: (_____) _____ Email address: Sara@theblackwellfirm.com

Date of Birth: August 7, 1971 Sex: X Male Female

check all that apply. If you complained about discrimination, participated in someone else's complaint or filed a charge of discrimination and a negative action was threatened or taken, you should check the box next to Retaliation.

X Race: ☐ Black X White ☐ Asian ☐ Native Hawaiian/Pacific Islander ☐ American Indian or Alaska Native

☐ Color: ☐ Light Skinned ☐ Dark Skinned ☐ Other: _____

X National Origin: ☐ Hispanic ☐ Mexican ☐ Arab/Afghani/Middle Eastern ☐ East Indian X Other: American, Non-Indian_

☐ Marital Status: ☐ Married ☐ Single ☐ Divorced ☐ Widowed

X Sex: Female X Male

☐ Pregnant or condition related to pregnancy or childbirth

X Age: Under 40 years old X 40 years or older

Retaliation

☐ Religion (Please identify): _____

☐ Disability/Handicap: ☐ Physical ☐ Mental

☐ Genetic Information - Circle which type(s) of genetic information is involved:

1. Genetic testing
2. Family medical history
3. Genetic services (counseling, education or testing)

If you checked genetic information, how did the employer obtain the genetic information?

_____

_____

☐ Other Reason (basis) for Discrimination (describe): _____

_____

6. What happened to you that you believe was discriminatory? Include the date(s) of harm, the action(s), and the name(s) and title(s) of the person(s) who you believe discriminated against you. Please attach additional pages if needed. *(Example: 08/08/2011 – Discharged by Mr. John Smith, Supervisor)*

A. Date: _10/2014 through January 30, 2015

Action: _I was treated with hostility and forced to train my replacement who was Indian race, younger than me and under age 40, and Non American national. I was fired and replaced by a younger, Non-white, Indian, Non-American national origin.

Name and Title of Person(s) Responsible: _____

B. Date: _____

Action: _____

_____

Name and Title of Person(s) Responsible: _____

ATTACHMENT 0831

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004118

DATE ENTERED: 7/21/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/004118/16004118COD-072116-12575057.PDF

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS
15 JUL -1 PM 12:26

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
15 JUL -1 PM 12:26

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2015 01186	
Name (indicate Mr. or Ms.) Mr. Labrentae Claybrone	**E-Mail Address** info@panamacitybchattorney.com	**Date of Birth** 01/07/1991
Street Address c/o Thirston Law Office P.O. Box 19617	**Home Telephone Number (with area code)** 850-249-4998	
City, State, and Zip Code Panama City Beach, FL 32417	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
David Costa McDonald's Enterprise	15+	850-650-0880
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1507 US Highway 98	Destin, FL 32541	Okaloosa

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☑ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

on or around the date of 4-28-2015 I was discrimanated by my general manager Lagya she made comments about the way I walked I talked said I reminded her so much of a female and if I did not act so much like one she would not continue to call me one or refer to me as one. I also had a issue with my assistant manager ken whom made comments to other managers stating that he knew I was gay to

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT — **DATE**
Labrentae Claybrone — 6-30-2015

ATTACHMENT 0832

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004119

DATE ENTERED: 7/21/2016

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2016/004119/16004119COD-072116-12585558.PDF

PAGE(S): 2

State of Florida
County of Hillsborough

Donna Earley v. Teleflex Incorporated
Charge No. _____

AFFIDAVIT

EEOC I have been given assurances by an Agent of the U.S. Equal Employment Opportunity Commission that this Affidavit will be considered confidential by the United States Government and will not be disclosed as long as the case remains open unless it becomes necessary for the Government to produce the Affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in accordance with Agent policy.

FCHR I understand that this Affidavit will be considered confidential by the Florida Commission on Human Relations and the U.S. Equal Employment Opportunity Commission, if applicable, and will not be disclosed as long as the case remains open unless it becomes necessary for them to produce the Affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in accordance with Agency policies.

I, Donna Earley, being first duly sworn upon my oath affirm and hereby say:

I am currently 60 years of age, my gender is female and my racial identity is Caucasian.

I reside at 10118 Loretto Street, Spring Hill, FL 34608.

My telephone number is (352) 650-0186.

My statement concerns Teleflex Incorporated, which is located at 550 E. Swedesford Road, Wayne, PA 19087, however they also do business within this District.

My job classification was an executive sales representative.

My last immediate supervisor was John Bowman.

An exact diary of events leading to the problems are as follows:

1. I was initially employed by Teleflex in August of 2003. I had no disciplinary issues, I was complemented on my work performance and met or exceeded performance expectations through my termination in 2015.

2. In approximately August of 2014 a 32 year old male salesperson was hired by Defendant and took over approximately half of my sales territory. I had previously dealt with and questioned changes in my territory, however this change directly impacted my sales and commissions. My supervisor then began to ask me about possibly retiring and my plans about retirement. I stated I did not intend to retire and following that conversation I believe my supervisor and his manager continued to make changes to my territory in an effort to reduce my income and force me to quit. In October of 2015 I contacted Human Resources and complained to HR about the discriminatory conduct I was enduring. I was told that I would have to deal with my direct supervisor on these issues and did not receive any assistance from HR. Approximately 6 weeks after my HR complaint I was terminated on December 15, 2015, after 12 years of employment. I was 60 years of age at the time of my termination, and based on the continuous action from August 2014 through December 2015, my duties and territory were changed and given to the 32 year old male employee who was recently hired by Defendant.

3. I believe I was unlawfully discriminated against based on my age and sex, and retaliated for engaging in protected activities. I also believe there was retaliation due to a workers' compensation claim, however I understand this is not within the scope of the EEOC/FCHR investigation.

ATTACHMENT 0833

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004123

DATE ENTERED: 3/20/2017

RACE: black

LINK: doah.state.fl.us/ROS/2016/16004123.pdf

PAGE(S): 3

The final hearing was convened on January 17, 2017. At hearing, Joint Exhibits J-1 through J-4 were admitted.

Petitioner testified on her own behalf. Petitioner offered Exhibits P-1 through P-10, P-13 through P-17, P-20, and P-22 through P-27, which were admitted.

Respondent offered the testimony of Tiffany A. Lobdill, former store manager of Dillard's Store No. 234. Respondent offered Exhibits R-2 through R-10, R-14 through R-16, R-18, R-20, R-22, R-23, R-27, R-28, R-31, R-33, R-38, R-39, R-42, and R-43, which were admitted.

The proceeding was recorded by a court reporter and Respondent ordered a copy of the transcript. A one-volume Transcript of the final hearing was filed with the DOAH on February 10, 2017. The parties timely filed Proposed Recommended Orders, which have been carefully considered in the preparation of this Recommended Order.

All statutory citations are to Florida Statutes (2014), unless otherwise indicated.

FINDINGS OF FACT

1. At all times material to this matter, Ms. Vinson, an African-American female, was employed by Dillard's. Ms. Vinson was 56 years old at the time of her termination from Dillard's.

2. Dillard's is a retail department store operating in Gainesville, Florida. Ms. Vinson worked at Dillard's Store

ATTACHMENT 0834

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004124

DATE ENTERED: 7/21/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/004124/16004124COD-072116-14372537.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 16 JAN 22 AM 10:06

EMPLOYMENT CHARGE OF DISCRIMINATION	**FCHR No.** 201600089	
Name (Indicate Mr. or Ms.) Mr. Kurt Shannon	**E-Mail Address** shannon440@live.com	**Date of Birth** 3/1/1964
Street Address 3751 Beneraid Street	**Home Telephone Number** (813) 749-6411	
City, State, and Zip Code Land O Lakes, FL 34638	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Amalgamated Transit Union, Local 1593	15+	(813) 630-2244
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5118 North 56th Street, Suite 125	Tampa, FL 33610	Hillsborough

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
3/13/2015

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a black male, and believe I was discriminated against on the basis of race by the Amalgamated Transit Union, Local 1593. During the period between December 9, 2014 and March 13, 2015, I received inferior legal services from then Union President, James Saunders. Mr. Saunders exhibited a complete and utter disregard for the gravity of the arbitration in which I was involved. Evidence that would have exonerated me was deliberately withheld by Mr. Saunders, and he failed to respond within a reasonable amount of time to important matters regarding my case. Additionally, my former employer, Hillsborough Area Regional Transit (HART), failed to comply with various contractual terms, and Respondent failed to take any action on my behalf.

I am aware of similarly situated, non-black employees who received adequate legal representation from Respondent. Such individuals received minor infractions or lesser charges as a result of Respondent's full attention and engagement. I, on the other hand, was terminated. I believe Respondent deliberately failed to provide me with adequate legal representation due to my race. Respondent's discriminatory acts led to my wrongful termination.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT — **DATE**

X [signature] — X 1/20/2016

ATTACHMENT 0835

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004288

DATE ENTERED: 7/27/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/004288/16004288MEF-072816-12365836.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

FLORIDA COMMISSION ON HUMAN RELATIONS
15 JUN 19 AM 9:42

Date Stamp (FCHR Use Only)

EMPLOYMENT CHARGE OF DISCRIMINATION		FCHR No. 201500916
Name (Indicate Mr. or Ms.) Mr. Judah Williams	E-Mail Address info@panamacitybchattorney.com	Date of Birth 09/15/1966
Street Address C/O Thirston Law Office, LLC P.O. Box 19617	Home Telephone Number (with area code)	
City, State, and Zip Code Panama City Beach, FL 32417	Work (if possible to call you there) 850-249-4998	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Eastern Shipbuilding Group Inc.	100+	850-763-1900
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2200 Nelson Street	Panama City, FL 32401	Bay

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☑ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☑ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
February 4, 6, 20, 2015

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☑ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

SEE Attached

6-18-15

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT DATE

ATTACHMENT 0836

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004290

DATE ENTERED: 7/27/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/004290/16004290MEF-072816-13013501.PDF

PAGE(S): 1

new many 2016DD288

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
Date Stamp (FCHR) Use Only
15 NOV 18 PM 3:04

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	
Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Mr. Terry E. Miller	Jpthump73@gmail.com	12/20/1973
Mailing Address	**Home Telephone Number (area code)**	
9025 Miccosukee Road	(850)694-2745	
City, State, and Zip Code	**Work (if possible to call you there)**	
Tallahassee, FL 32309	(850) 576-7176	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, o other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Jimmie Crowder Excavating & Land Clearing	**15+**	(850) 576-7176
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
	Tallahassee, FL 32303	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
[x]RACE [ ] COLOR [ ]SEX [ ]RELIGION
[ ]DISABILITY/HANDICAP [ ] NATIONAL ORIGIN [ ]AGE
[ ] MARITAL STATUS [ ]RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year): November 17, 2015

THE PARTICULARS ARE:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable:

Plaintiff, a black male, began his employment with the Defendant approximately 9 months ago as a Driver. During the course of his employment, he was subjected to disparate treatment in that he was denied wages, unfairly disciplined, harassed and subjected to different terms and conditions because of his race. Plaintiff performed his job duties satisfactorily and has no disciplinary actions, yet he and other African Americans continue to be treated less favorably than their white co-workers. Plaintiff and other black employees are harassed and treated differently than the white employees. By way of example only, black workers are sent home and told there is not enough work which decreases the amount of their pay while white workers are permitted to continue to work. On November 17, 2015, Plaintiff reported that his truck was experiencing technical difficulty. Jimmie Crowder, the owner of the Defendant told Plaintiff to take the truck to the shop and go home. Other white workers are permitted to work on other assignments when their trucks experience technical problems. Plaintiff has been subjected and continues to be subjected to adverse employment action because of his race. Defendant has engaged in a pattern and practice of racial discrimination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I want this charge filed with both the EEOC and the State or local agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

11/18/15
DATE

Notary: (required for filing)
Sworn and subscribed before me

18th day of November, 2015

JERVONIE FORDE
Commission # FF 236779
Expires June 3, 2019
Bonded Thru Troy Fain Insurance 800-385-7019

REPRESENTATIVE OF RECORD: SHAY ALEXANDER, LLC, Shay Alexander, P.O. Box 12252, Tallahass[illegible]
(850)408-2323

ATTACHMENT 0837

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004347

DATE ENTERED: 7/28/2016

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2016/004347/16004347MEF-072816-14092709.PDF

PAGE(S): 1

Elisbet 2016 DDL017

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY: [ ] FEPA [x] EEOC

CHARGE NUMBER: 511-2015-01636

FLORIDA COMMISSION ON HUMAN RIGHTS and EEOC

State or local Agency, if any

NAME *(Indicate Mr., Ms., Mrs.)*	HOME TELEPHONE *(Include Area Code)*
Dr. Dajin Peng	813-842-6573

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
5009 Sunridge Palms Drive, #102, Tampa, FL 33617		1/6/1958

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE *(Include Area Code)*
University of South Florida	>500	

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
4202 E. Fowler Avenue, Tampa, FL 33620		Hillsborough

NAME	TELEPHONE NUMBER *(Include Area Code)*

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

[x] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] AGE
[x] RETALIATION [x] NATIONALIT [ ] DISABILITY [ ] OTHER *(Specify)*

DATE DISCRIMINATION TOOK PLACE *EARLIEST (ADEA/EPA)*
June 3, 2013 to present
(continuing violation)

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

I. Personal Harm:

My name is Dr. Dajin Peng, and I am Chinese and my national origin is China. I am a Professor at the University of South Florida (USF), currently serving a suspension (second suspension) that began in June 2013, and I have exhausted all my internal remedies with USF, reaching exhaustion on May 23, 2014 when my application for arbitration was denied. Among other things, I have been subject to harassment, false charges of committing sexual harassment and financial irregularities, in an effort to force me to spy for the United States against China, on the account I am from China and that I am Chinese. When I objected to these practices of USF, I was subject to discipline and even threatened with incarceration in conjunction of USF's relationship with the FBI.

II. Respondent's Reason for Personal Harm

That I violated USF rules and the terms of the first Settlement Agreement.

III. Discrimination Statement:

I believe I have been discriminated and retaliated against pursuant to Title VII of the Civil Rights Act of 1964, as amended, the Florida Civil Rights Act, and all other applicable laws governing discrimination, harassment and retaliation in the workplace on the account of race and national origin.

X
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

4/29/2015
Date

Dajin Peng
Charging Party *(Signature)*

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)

EEOC FORM 5 (Test 10/94)

FILED
EEOC
2015 APR 25 PM 12:56
TAMPA FIELD OFFICE

Received
MAY 04 2015
Tampa Field Office

ATTACHMENT 0838

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004411

DATE ENTERED: 8/3/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/004411/16004411COD-080316-11313731.PDF

PAGE(S): 1,2

EEOC Form 5 (5/01) Jacob 201600523

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented to: Agency(ies) Charge No(s):

___ FEPA
_X_ EEOC

FLORIDA COMMISSION ON HUMAN RELATIONS and EEOC
State or local Agency, if any

Name (*indicate Mr. Ms. Mrs.*)	Home Phone	Date of Birth
Ezekiel Daley	561-667-3761	1/4/50

Street Address	City, State and ZIP Code
315 Elaine Circle West	West Palm Beach, FL 33409

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
Zachary Industrial, Inc.	+15	754-210-3522

Street Address	City, State and ZIP Code
1500 NW 1st Street	Dannia Beach, FL 33004

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address	City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

_x_ RACE _x_ COLOR ___ SEX ___ RELIGION _x_ NATIONAL ORIGIN

___ RETALIATION _x_ AGE ___ DISABILITY ___ OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE
Earliest Latest
2/2/15

___ CONTINUING ACTION

15 DEC 30 PM 4:27

THE PARTICULARS ARE (*If additional paper is needed, attached extra sheet(s)*):

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY – *When necessary for State and Local Agency Requirements*

I declare under penalty of perjury that the above is true and correct.

12-14-15 Ezekiel Daley
Date *Charging Party Signature*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLANANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

Exhibit A

I began my employment with Zachary Industrial in 2008. During my time with Zachary Industrial, I above satisfactorily performed the essential job duties of my position. Notwithstanding my performance, I was subjected to discrimination based on my age, race (black), color (black), and national origin (Jamaican), as further described below.

The proffered reason that I was terminated for an alleged safety violation was a pretext. During the incident in question, I was simply doing what I was instructed to by the journeyman: Stand by the panel and assist the journeyman as a helper. For this, I was terminated. I feel that I was adversely treated as others in the past have done the same and no adverse action was taken against them. Further, the other helpers involved in this incident were not terminated.

Based on the foregoing actions of the Zachary Industrial described herein, I believe that my rights were violated under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, and the Florida Civil Rights Act of 1992. Due to my wrongful termination, I have suffered and continue to suffer severe financial and emotional damages.

ATTACHMENT 0839

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004412

DATE ENTERED: 8/3/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/004412/16004412COD-080316-11321232.PDF

PAGE(S): 1

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 15 JUN 30 AM 10: 12

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201501146	
Name (Indicate Mr. or Ms.) Ms. Marie L. Henry	**E-Mail Address** libertyjustice2012@gmail.com	**Date of Birth** 11/20/1959
Street Address Post Office Box 953521	**Home Telephone Number** (704) 737-1935	
City, State, and Zip Code Lake Mary, FL 32795	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name The Florida Bar	**Number of Employees** 15+	**Telephone Number** (850) 561-5600
Street Address (Branch/Office in Florida) 651 East Jefferson Street	**City, State and Zip Code** Tallahassee, FL 32399	**County** Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☒ DISABILITY
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
4/23/2015

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a black female, and currently fifty-five years old. I believe I was discriminated against on the basis of race, sex, age, perceived disability and retaliation by the Florida Bar. On April 11, 2011, I was hired as Staff Counsel for Gould & Lamb, LLC. Gould & Lamb was subsequent purchased Exam Works. I was terminated from this position on April 23, 2015 after Respondent suspended my license to practice law. Respondent's decision to suspend my license emanated from an ethics complaint I filed against a white male Assistant State Attorney, after he employed racial animus in his prosecution of my child who is also black. I filed the ethics complaint under guidance provided by Respondent's own Ethics hotline. The Respondent's retaliatory action also stemmed from a Motion for Disqualification I filed against the white male Circuit Judge who sat as judge and jury in my child's juvenile case. This Motion was filed during separate, unrelated legal proceedings, but was regarded by Respondent as an accusation of racial prejudice against the Judge relating back to my daughter's case. Additionally, Respondent cited my age and their perception that I suffered from a mental disability as grounds for suspending my license. Further, Respondent made it a condition of suspension and reinstatement that I be evaluated and cleared by Lawyer's Assistance, Inc. I do not suffer from a mental disability.

It is my firm belief; Respondent carried out a long campaign of discrimination and retaliation after I, a black woman, dared to question the ethics of a white male Assistant State Attorney and a white male Judge. Respondent's campaign culminated in the wrongful suspension of my license, which therefore caused my termination and current unemployment. In facilitating the suspension of my license, Respondent discriminated against me by deliberately perceiving my protests to be side-effects of a mental disability and my age.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

X Marie Henry

DATE

6/30/2015

ATTACHMENT 0840

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004415

DATE ENTERED: 8/3/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/004415/16004415COD-080316-11361336.PDF

PAGE(S): 1

Jacob 2015D1389

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY	CHARGE NUMBER
[ ] FEPA [X] EEOC	425-2015-00823

and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)	HOME TELEPHONE (Include Area Code)
Mr. Justin Michael King	1-850-485-6188

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
2237 Kingfisher Way	Pensacola, Florida 32534	10/14/1982

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES	TELEPHONE (Include Area Code)
Wayne-Dalton (Overhead Doors)	100+	1-850-475-6171 or 1-850-473-9330

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
3375 Addison Drive	Pensacola, Florida 32514	Escambia

NAME	TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] AGE
[X] RETALIATION [ ] NATIONAL ORIGIN [ ] DISABILITY [ ] OTHER *(Specify)*

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) *LATEST (ALL)*
9/26/2014 to 01/06/2015

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

1) I was hired by Wayne Dalton Overhead Doors on January 20, 2014 as a temporary workers, and on July 2, 2014 as a full-time employee. I was hired for the position of "Material Handler (inside)." I was terminated from my employment on January 6, 2015. At the time of my termination my position was "Material Handler B inside)."

2) I believe I was discriminated against, and ultimately terminated because of my race, African American, and in retaliation for repeatedly complaining about discrimination in violation of Title VII of the Civil Rights Act of 1964, as amended; and the Florida Civil Rights, Act, Chapter 760, Florida Statutes.

3) I believe I was discriminated against for the following reasons: On September 4, 2014, I written up and counseled for "Insubordination and "Attempted Intimidation." The counseling was issued by Jack Miller, whose race is Caucasian and whose position is Department Supervisor. Jack Miller spoke to me about my use of my cell phone while on the floor. Mr. Miller did not personally see me on the phone, he stated he was told by a "higher authority." Later, I received a written write-up for the infraction and it stated, "Insubordination/Attempt at Intimidation." The write-up/counseling was because I allegedly violated "standards of conduct." This was because Mr. Miller became hostile toward me and started yelling at me when I complained to him that I am the only one disciplined for this behavior because others are always on their cell phones and not disciplined. Jack became irate and began screaming at me, so I yelled back. I was forced to sign the write-up even though I did not agree with the allegations and because I was not insubordinate nor did I attempt to intimidate anyone.

(Continued on next page)

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Date 06-09-15 Charging Party (Signature) Justin M. King

NOTARY - (When necessary for State and Local Requirements)

Natalie Neal

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Justin M. King

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year) 9, June, 2015

NATALIE NEAL
Notary Public - State of Florida
My Comm. Expires Sep 3, 2018
Commission # FF 156876

EEOC FORM 5 (Test 10/94)

ATTACHMENT 0841

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004424

DATE ENTERED: 8/5/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/004424/16004424MEF-080516-10355635.PDF

PAGE(S): 1

mary 2016D0434

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

15 DEC 10 PM 3:33

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. [redacted] MS	
Name (Indicate Mr. or Ms.) Ms. Addie L McMillan	**E-Mail Address** addiemcmillan@gmail.com	**Date of Birth**
Street Address 710 West Jordan Street	**Home Telephone Number (with area code)**	
City, State, and Zip Code Pensacola, FL 32501	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Amalgamated Transit Union Local 1395	15+	850-595-3228
Street Address (Branch/Office in Florida) ni West Fairfield Drive	**City, State and Zip Code** Pensacola, FL 32501	**County** Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☒ RELIGION ☒ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
8-3-15

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am an African American female. I began my employment with Respondent on February 3, 1993. My most recent position title was Bus Operator.
On August 3, 2015, Dianne Hall (AG M Operations) presented me with a termination letter that was signed by Mike Crittenden (General manager). Mike Lowery (Union President) was also there. I requested that Mr. Lowery not be present, however, Ms. Hall and Mike Lowery insisted that he be in attendance and represent me. Mike Lowery do not like me and he did not represent me to the fullest. I was discharged on August 3, 2015, for talking on my cell phone. I was talking to Assistant General Manager on July 29, 2015. The call was regarding the need for assistance on the stressful route and my need for a break to stretch my legs. Also on July 29, 2015, someone called in a complaint regarding a driver on the same route on July 28, 2015. The individual described the bus driver as having dreads and was a smoker and was running late by about 35 minutes but stopped to take a smoke break. I do not have dreads and I am not a smoker. After it was discovered that a mistake had been made, I still was not offered my job back. Caucasians and members of the union committed infractions and they were terminated and the union represented them and they were given their jobs back. I was not represented in the same manner because of my race and my non- union status. I also experienced distress while I was on a run and I was not given assistance. I was experiencing problems with the medical problems I received on the job previously this year.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT — DATE

Addie McMillan — 12-10-15

ATTACHMENT 0842

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-004687

DATE ENTERED: 8/18/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/004687/16004687COD-081816-14160716.PDF

PAGE(S): 1

Jacob 20150178 3

CHARGE OF DISCRIMINATION

AGENCY	CHARGE NUMBER
[ ] EEOC	846-2015-02647

This form is affected by the Privacy Act of 1974; See Privacy act statement before completing this form. FCHR and _____ EEOC
State or Local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)		HOME TELEPHONE (Include Area Code):
Demetrice Dowdell		(904) 881-8908
STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
1959 Cherokee Cove Trail	Jacksonville, Florida 32221	11/16/1977

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below)

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (*Include Area Code*):
Shands Jacksonville Medical Center	15+	(904) 244--0411
STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
655 West 8th Street	Jacksonville, Florida 32209	Duval
NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (*Include Area Code*):
STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

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FLORIDA COMMISSION ON HUMAN RELATIONS
2015 MAY 22 PM 2:50

CAUSE OF DISCRIMINATION BASED ON (*Check appropriate box (es)*)

[x] RACE [x] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN

[x] RETALIATION [ ] AGE [ ] DISABILITY [ ] OTHER Pregnancy Act

DATE DISCRIMINATION TOOK PLACE

EARLIEST (ADEAJEPA)	LATEST (ALL)
12/8/2013	2/2/15

[ ] CONTINUING ACTION

THE PARTICULARS ARE (*If additional space is needed, attach extra sheet(s)*

Charging Party, Demetrice Dowdell, is a thirty-seven (37) year old dark-skinned African- American black female. She has worked for the Employer during two separate time periods of employment however the most recent and pertinent time period was January 20, 2012 through February 2nd, 2015. As a Registered Nurse, she held the position of Nursing Supervisor during her tenure. On or about December 8th, 2013, the Charging Party was promoted from the Case Management Department to the Nursing Operations Department. In her new department, her supervisor was the Director of Nursing Operations, Kris Maddalena, a white female.

Once placed in this department, she experienced disparity of treatment based on her race and color of her skin. Such disparity ranged from work schedule preferences to favoritism towards her Caucasian counterparts. Specifically, Kris Maddalena, made numerous negative references to how the Charging Party communicated and presented accusations of creating a hostile work environment and bullying. Said references and eventually write ups were based on Ms. Dowdell's race and skin color. During both time periods of employment, Ms. Dowdell did not have any previous write ups or reprimands prior to being promoted into the Nursing Operations Department.

Ms. Dowdell addressed to Human Resources and higher-ups about the discriminatory treatment she was receiving based on her race and skin color, which resulted in the retaliatory behavior of her being terminated.

There was a pattern and practice of targeting black African American staff in supervisory roles. There were only two (2) other Black, African American nursing supervisors; and they were also targeted, harassed and eventually terminated based on their skin color and race.

The Charging party has been discriminated against, failed to be promoted, harassed, terminated and retaliated against on the basis of her skin and color in violation of her rights under Title VII of the Civil Rights Act of 1964, amended.

[x] I want this charge filed with both the EEOC and the State or local agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under the penalty of perjury that the foregoing is true and correct.

Date: 5/8/15 Charging Party: Demetrice Dowdell

State of Florida
City of Jacksonville to wit:

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

/x/ Demetrice Dowdell 5/8/15
SIGNATURE OF COMPLAINANT DATE

Sworn to and subscribed to before the undersigned notary public in and for said jurisdiction this 8th day of May, 2015.

My commission expires: / /

Elmer P. Knight
Notary Public

ELMER P WIGHT
MY COMMISSION # EE629213
EXPIRES August 23, 2016
FloridaNotaryService.com

ATTACHMENT 0843

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-005002

DATE ENTERED: 8/30/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/005002/16005002COD-083016-13482748.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
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EMPLOYMENT CHARGE OF DISCRIMINATION		**FCHR No.** 201600601 **MS**
Name (Indicate Mr. or Ms.) Mr. Lawrence N Brown III		**E-Mail Address** workingclass4000@outlook.com **Date of Birth**
Street Address 6440 North West 110th Avenue		**Home Telephone Number (with area code)** 954-854-2459
City, State, and Zip Code Pompano Beach, FL 33076		**Work (if possible to call you there)**

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Kmart-Sears Holding Corp	15+	954-922-7686
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3800 Oakland Boulevard	Hollywood, FL 33020	Broward

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☒ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
12-25-15 - Ongoing

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am an African American Christian. I was hired to work with Respondent on April 22,2014 as a Merchandiser.
I was scheduled to work in Christmas Day (December 25, 2015). I informed Human Resources that I have difficulty working on Christmas Day because of my religious belief. Christmas Day is not a normal working day for Respondent. I was just placed on the schedule without warning. When Mr. Lee learned that I had been taken off the schedule because of my religious exemption, he became irate and threatened to remove me from the Toy Department. Mr. Lee placed me on the schedule to harass me because he found out that I am a Christian. It is widely believed that Mr. Lee maybe Jewish. A Jewish employee was placed in the Department where I work and he was given many of the Jewish holidays off without harassment. I was removed from my position in the Toy Department and told the position had been eliminated, which was not true. I was also given erroneous reviews so that a white person could take my position. My status was taken away from me and I am now working only two days per week.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT

DATE
2/22/2015

PAGE 02/05 PAKMAIL 9547577163 01/02/2011 03:11

ATTACHMENT 0844

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-005042

DATE ENTERED: 8/31/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/005042/16005042COD-083116-15200120.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
16 JAN 22 AM 11:51

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201600550	
Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Mr. Ryan A Pough	ryanpough30@gmail.com	10/17/1973
Street Address	**Home Telephone Number**	
11011 Harts Road #1103	(904) 713-5096	
City, State, and Zip Code	**Work (if possible to call you there)**	
Jacksonville, FL 32218		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Soler & Palau	15+	(800) 961-7370
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
6393 Powers Avenue	Jacksonville, FL 32217	Duval

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
9/18/2015

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a black male who has been discriminated on the basis of race and color. I began working for Respondent on 7/21/2014 as a Crater. Respondent treats me differently and assigns more work duties to me compared to other co-workers. Employees that are white are favored. I was terminated on 9/18/2015. I firmly believe I have been discriminated against because of my race and color.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT

DATE 1/22/16

X

X

ATTACHMENT 0845

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-005082

DATE ENTERED: 9/1/2016

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2016/005082/16005082HDC-090616-09091409.PDF

PAGE(S): 2

7. **Respondents:**

Fox Wood at Trinity Community Assoc., Inc.
C/o Anne Malley, Registered Agent
210 S. Pinellas Avenue, Suite 270
Tarpon Springs, FL 34689

Resource Property Management, Inc.
C/o Debra Reinhardt, Registered Agent
7300 Park Street
Seminole, FL 33777

Alberto Freda, PCAM/CEO
Resources Property Management, Inc.
7300 Park Street
Seminole, FL 33777

Linda Aubrey, LCAM
Resource Property Management, Inc.
7300 Park Street
Seminole, FL 33777

Kenneth Ogrin
10644 Gooseberry Court
Trinity, FL 34655

8. **The following is a brief and concise statement of the facts regarding the alleged violation:**

Complainant Tonya Oliver identifies as a white female with a Latino (Cuban) fiancé and a child who is disabled in her household; therefore, she belongs to a class of persons whom the Fair Housing Act (the Act) protects from unlawful discrimination because of race, color, national origin and disability. Complainant rents at 10637 Gooseberry Court, Trinity (Pasco County), FL. The property (leased from her mother) is subject to the rules and regulations of Respondent Fox Wood at Trinity Community Association, Inc. (Respondent HOA) administered by and through its Board of Directors and Respondent Resource Property Management, Inc. Respondent(s) Alberto Fredo, PCAM/CEO and Linda Aubrey, LCAM, Resource Property Management, Inc., both of whom are presumed white, were Complainant's contacts. Respondent Kenneth Ogrin, who is white, is Complainant's neighbor.

Complainant asserted that on or about September, 2012, she requested (by phone and followed up in writing) the installation of a handicap street sign as an accommodation/modification of her son's disability. The accommodation/modification is necessary to alert drivers to exercise extra precaution when her son is outside playing.

ATTACHMENT 0846

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-005776

DATE ENTERED: 10/5/2016

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2016/005776/16005776COD-100516-12214721.PDF

PAGE(S): 1

mary 2D16D0430

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4075 Esplanade Way, Room 110

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2015 DEC -8 PM 12:40

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 2015	
Name (Indicate Mr. or Ms.) Cheryl Hasty	**E-Mail Address** info@panamacitybchattorney.com	**Date of Birth** 08/14/1964
Street Address C/O Thirston Law Office P.O. Box 19617	**Home Telephone Number (with area code)**	
City, State, and Zip Code Panama City Beach, FL 32417	**Work (if possible to call you there)** 850-249-4998	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
CITY OF LYNN HAVEN	1000	850-265-2121
Street Address (Branch/Office in Florida) 825 Ohio Avenue	**City, State and Zip Code** Lynn Haven, FL 32444	**County** Bay

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
06/16/2015

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☒ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I, Cheryl Hasty (51 years of age), began working for the Respondant as an Animal Control Officer on 06/26/2004. During my employment with the Respondant I was treated entirely different form the other employees I worked with. I was written up for every little thing and things that I did not even know about. I never signed the write-ups because the allegations in them were mostly untrue, and my supervisor knew I would not sign them. No other employees were written up for the things I was written up for. My immediate supervisor, Ramona Bibbs, made sure I hardly ever got a lunch hour; I worked 9 hour shift every day and was only getting paid for 8 hours; and on Sundays, when the shelter was closed, I tried going home after 8 hours of work (since I was not getting lunch hour anyway), and was written up for that. Mrs. Bibbs was never happy with my work performance and she would find things to complaint about all the time. I was working at the shelter alone most of the time and did all the hard work with no help from other employees, or Mrs. Bibbs; however, I was constantly called in on my days off to help other employees and did not get paid overtime. I was also the only one who had to work on holidays, while other employees did not. I was not allowed to speak with my mother or daughter when they called me at work in case of emergency. Ramona Bibbs would tell my family to never call my work place again

ATTACHMENT 0847

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-005778

DATE ENTERED: 10/5/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/005778/16005778COD-100616-12340034.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

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2016 MAR -7 AM 10:58

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201600417	
Name (Indicate Mr. or Ms.) Mr. Jose A. Ramirez	**E-Mail Address** jr2556255@gmail.com	**Date of Birth** 5/2/1968
Street Address 1525 Ravana Drive	**Home Telephone Number** (407) 721-4282	
City, State, and Zip Code Orlando, FL 32822	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
GCA Service Group	15+	(407) 385-3467
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5454 Hoffner Road	Orlando, FL 32812	Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☐ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
10/13/2015

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a mixed race, black, Cuban male, and believe I was discriminated against on the basis of race, national origin and color by my former employer, GCA Services Group. I began my employment with my Respondent on June 26, 2012, and worked as a Route Drive until my wrongful termination on October 13, 2015. Over the course of my employment, Respondent, namely Manager Thomas Pugh, deliberately subjected me to adverse terms and conditions of employment compared to similarly situated employees outside my protected class. Beginning in May 2015, Respondent began drastically reducing my hours and wages, and Mr. Pugh repeatedly denied my requests for promotion. My termination was unjust, and executed solely because of my race, national origin and color. Respondent has established a pattern of discrimination against black people, and provided obvious preferential treatment toward Caucasians and white Hispanics.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

X

DATE

X 03/03/2016.

ATTACHMENT 0848

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-006139

DATE ENTERED: 10/19/2016

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2016/006139/16006139COD-102016-09533653.PDF

PAGE(S): 1

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 16 MAR 14 PM 3:58

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

16 MAR 14 PM 3:58

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No.	
Name (Indicate Mr. or Ms.) Candice Skates	**E-Mail Address**	**Date of Birth** 09/30/1973
Street Address 639 Goodwin Ave	**Home Telephone Number (with area code)** 386-316-3655	
City, State, and Zip Code New Smyrna Beach, FL 32169	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
UTILITIES COMMISSION CITY OF NEW SMYRNA BEACH	201 - 500	(386) 427-1361
Street Address (Branch/Office In Florida)	**City, State and Zip Code**	**County**
200 Canal Street	New Smyrna Beach, FL 32169	Volusia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☒ RELIGION ☐ DISABILITY
☒ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
05/21/2015

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☒ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

EEOC, January 27, 2016

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a 42 year old Asian individual of Thai national origin who practices no religious denomination. I was employed as a Human Resource Technician since April 16, 2008. I believe that I was discriminated against because of my race, national origin, age, and religion by HR Manager, Britney Pitcher. I was wrongfully terminated on May 21, 2015 after reporting an account error and replaced with a 25 year old white female. I believe that my termination was a pretext as Ms. Pitcher was animus towards me due to my race, national origin, age, and religion.

The reason given for my termination was that I was attempting to conceal the error.

I believe that I was discriminated against due my race, national origin, age, and religion in violation of Title VII of the Civil Rights Act of 1964, as amended and the Age Discrimination In Employment Act of 1967, as amended.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Candice Skates

DATE 03/10/2016

ATTACHMENT 0849

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-006140

DATE ENTERED: 10/19/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/006140/16006140COD-102016-09544654.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
15 OCT 19 AM 9:24

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201501920 MS	
Name (Indicate Mr. or Ms.) Mr. Alain Blaise	**E-Mail Address** reduceobesitynow @gmail.com	**Date of Birth** 01/10/81
Street Address 1050 Capri Isles Blvd	**Home Telephone Number (with area code)** 941-960-0341	
City, State, and Zip Code Venice, FL 34292	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
PGT Industries	15+	941-480-1600
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1070 Technology Drive	Venice, FL 34275	Sarasota

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
8-12-15

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☑ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I began my employment with Respondent on June 15, 2015. In our two-day orientation we were told that Respondent has an open door policy if we had any problems at all to let them know. As the weeks passed I realized that I was a target by one of the line managers (Eric). Eric would yell at me and talk very badly about me behind my back. Eric would also keep all of the White employees in our department and he would send all of the Black employees and non-white employees to other departments to work. Eric had another employee take a picture of me using my cell phone. I went to Human Resources and complained to Kayla and asked for her assistance. After I reported this things got worse for me. Eric started saying that I'm doing everything wrong that was not a problem before I complained. Another employee named Adam made a statement saying Black people are a waste of space, Eric laughed at what Adam said. I continued to complain to Human Resources about the harassment I was getting from Eric and Adam and nothing was done about it. Kayla told me I would have to wait six months before I could transfer to another location. I started crying and told her they were making my job very hard every day. On August 5, 2015, I made one mistake at work operating a machine and I got suspended on August 7, 2015. On August 12, 2015, I was told I no longer had a job at PGT. Before this happened I was in Human Resources trying to get out of this department. Eric was always watching me and asking me what I was doing and that I was not going anywhere. Eric told lies on me and caused me to lose my job.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT
Alain Blaise
DATE
10/18/15

ATTACHMENT 0850

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-006582

DATE ENTERED: 11/10/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/006582/16006582COD-111016-11475947.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 15 DEC 10 PM 3:33

EMPLOYMENT CHARGE OF DISCRIMINATION	**FCHR No.** 201501937 **MS**	
Name (Indicate Mr. or Ms.) Ms. Addie L McMillan	**E-Mail Address** addiemcmillan@gmail.com	**Date of Birth**
Street Address 710 West Jordan Street	**Home Telephone Number (with area code)**	
City, State, and Zip Code Pensacola, FL 32501	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Escambia County Area Transit	**Number of Employees** 15+	**Telephone Number** 850-595-3228
Street Address (Branch/Office in Florida) 1515 West Fairfield Drive	**City, State and Zip Code** Pensacola, FL 32501	**County** Escambia

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☒ SEX ☒ RELIGION ☒ DISABILITY ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	8-3-15

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am an African American female. I began my employment with Respondent on February 3, 1993. My most recent position title was Bus Operator.
On August 3, 2015, Dianne Hall (AG M Operations) presented me with a termination letter that was signed by Mike Crittenden (General manager). Mike Lowery (Union President) was also there. I requested that Mr. Lowery not be present, however, Ms. Hall and Mike Lowery insisted that he be in attendance and represent me. I was discharged on August 3, 2015, for talking on my cell phone. I was talking to Assistant General Manager on July 29, 2015. The call was regarding the need for assistance on the stressful route and my need for a break to stretch my legs. Also on July 29, 2015, someone called in a complaint regarding a driver on the same route on July 28, 2015. The individual described the bus driver as having dreads and was a smoker and was running late by about 35 minutes but stopped to take a smoke break. I do not have dreads and I am not a smoker. After it was discovered that a mistake had been made, I still was not offered my job back. Caucasians and members of the union committed infractions and they were terminated and the union represented them and they were given their jobs back. I was not represented in the same manner because of my race and my non- union status. I also experienced distress while I was on a run and I was not given assistance. I was experiencing problems with the medical problems I received on the job previously this year.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Addie McMillan **DATE** 12-10-15

ATTACHMENT 0851

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-006583

DATE ENTERED: 11/10/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/006583/16006583COD-111016-11485548.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2016 MAR 18 PM 2:02

EMPLOYMENT CHARGE OF DISCRIMINATION	**FCHR No.** 201600813 **MS**	
Name (Indicate Mr. or Ms.) Ms. Christine N Monkhouse	**E-Mail Address** justashlexis@aol.com	**Date of Birth**
Street Address 1512 Clapton Drive	**Home Telephone Number (with area code)**	
City, State, and Zip Code Deland, FL 32720	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
DaVita Healthcare Parther, Inc.	**15+**	386-738-1809
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1750 Filter Drive	Deland, FL 32724	Volusia

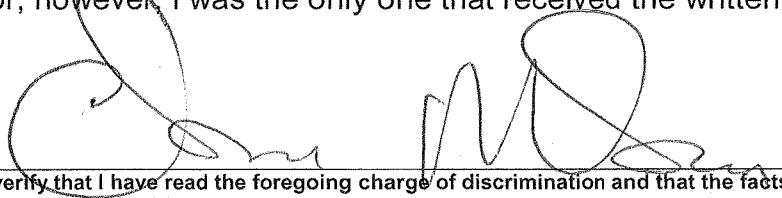
CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
2-1-16

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am an African American. I was discriminated against because of my race. I began my employment with Respondent on July 9, 2007. My most recent position title is Payer Rule Specialist.
On February 1, 2016, I received a final written warning for a mistake I made; however, I believe this was discriminatory because this was the first time I have ever made such a mistake. Another teammate, who is white and on the same team as myself, has made several mistakes and has never been given any written warnings. In addition, the merit of this warning which we are both responsible for, however, I was the only one that received the written warning.



3-15-2016

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT DATE

ATTACHMENT 0852

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-006584

DATE ENTERED: 11/10/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/006584/16006584COD-111016-11500650.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
16 MAR 14 PM 3:12

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201600056	
Name (Indicate Mr. or Ms.) Ms. Veronica Bell Ogbeifun	**E-Mail Address** ogbeifunadoption@gmail.com	**Date of Birth** 3/28/1972
Street Address 1012 Kentucky Street	**Home Telephone Number** (863) 236-4452	
City, State, and Zip Code Haines City, FL 33844	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
One Hope United	15+	(863) 385-1009
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
7195 South George Boulevard	Sebring, FL 33875	Highlands

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
2/26/2016

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a black female, and believe I was discriminated against on the basis of race, sex and retaliation by my employer, One Hope United. I began my employment with Respondent on July 6, 2009, and currently hold the position of Permanency Specialist. My current supervisor is Sr. Program Specialist Michelle Ramirez (Caucasian). For the past four years under Ms. Ramirez' leadership, I have come to believe she is deliberately sabotaging my character and reputation due to my race, and in retaliation to protesting illegal, discriminatory and unethical practices.

Ms. Ramirez has subjected me to adverse terms and conditions of employment compared to my Caucasian coworkers, including, but not necessarily limited to: wrongful disciplinary actions, hostile work environment and harassment. Caucasian employees have been allowed to transfer to service sites closer to their residences, while no such transfer has been offered to me. Additionally, black employees are required to hold higher education credentials compared to Caucasian employees. I have filed several complaints against Respondent and Ms. Ramirez. No corrective actions have been taken by Respondent, and my work environment continues to be hostile and discriminatory in retaliation to my complaints.

AMENDED PORTION OF CHARGE:

On February 26, 2016, I was terminated by Ms. Ramirez for alleged insubordination toward a coworker. Ms. Ramirez based her claim of insubordination on a frivolous issue that had risen between a coworker and me regarding kitchen cleanliness. It is my firm belief Respondent terminated me due to my race, and in retaliation to my complaints regarding discriminatory and unethical practices.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT — DATE

X Veronica Bell Ogbeifun X 3-14-16

ATTACHMENT 0853

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-006586

DATE ENTERED: 11/10/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/006586/16006586COD-111016-11524252.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2016 MAR 17 PM 3:10

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201600494	
Name (Indicate Mr. or Ms.) Ms. Patricia H. Williams	**E-Mail Address** williamshargrove@yahoo.com	**Date of Birth** 10/29/1966
Street Address 305 Dogfish Court	**Home Telephone Number** (844) 743-6224	
City, State, and Zip Code Kissimmee, FL 34759	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Angels for Kids on Call	**Number of Employees** 15+	**Telephone Number** (844) 743-6224
Street Address (Branch/Office in Florida) 7550 Futures Drive3, Suite 104-105	**City, State and Zip Code** Orlando, FL 32819	**County** Orange

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
12/8/2015

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☒ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a black female, and believe I was discriminated against on the basis of race and national origin by my former employer, Angels for Kids On-Call. I started work at Angels For Kids On-Call, Inc. on October 19, 2015 as the HR Manager. Carmen Guzman is the person I reported to primarily. Prior to my hire, Mrs. Guzman stated that Angels For Kids was a bi-lingual organization and all employees were required to speak English, but I would hear lots of Spanish in the office. She asked if that would be a problem for me. I told her no. I performed numerous HR duties like, making sure all employees' documents were up to date and on file, assist in interviews, online job postings, did paperwork for new hires, answer phones, and etc. In December, Mrs. Guzman called me in the conference room and stated that they had to let me go because it had become a problem that I did not speak Spanish. I asked her what she meant considering she knew I didn't speak Spanish before she hired me. She admitting being aware of this, and stated I was being dismissed because my rate of pay did not match my level of experience. I mentioned that she also knew my experience prior to hiring me. Regardless, Mrs. Guzman terminated my employment.

I felt that I was discriminated for not being able to speak Spanish. Mrs. Guzman said it was a problem that I did not speak Spanish, but there was a Caucasian doctor (Dr. Beverly) who didn't speak Spanish either. She would pull another associate, mostly Mrs. Iris, to come to her office to translate for her non-English speaking patients. Also there were other Caucasian and African Americans that would go to clients' homes and use their children to translate. It is my firm belief I was treated unfairly compared to these other similarly situated employees, with regard to my inability to speak Spanish.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT

Patricia Williams

DATE
3/17/16

FCHR Charge Form – Revised 1/9/15

17/Mar/2016 1:03:27 PM bank of america 407-994-4276 1/1

ATTACHMENT 0854

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-006631

DATE ENTERED: 11/14/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/006631/16006631COD-111416-13562356.PDF

PAGE(S): 1

EEOC Form 5 (11/09)

many 2016DD358

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:	Agency(ies) Charge No(s):
[ ] FEPA	
[X] EEOC	510-2016-00195

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Ms. Meti J. Ferguson	**(904) 415-2410**	**05-26-1980**

Street Address / City, State and ZIP Code

200 Crete Ct., Saint Augustine, FL 32084

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
CTI RESOURCE MANAGEMENT SERVICES	**201 - 500**	**(904) 722-6500**

Street Address / City, State and ZIP Code

4800 Spring Park Rd., Suite 200, Jacksonville, FL 32207

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address / City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] GENETIC INFORMATION
[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
10-16-2015	**10-16-2015**

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

I am a Black female.

I was falsely accused by a co-worker, Iris Maldonado-Borges, a White female, that I looked at her funny in the bathroom. Even though I denied the allegation, I was terminated. White co-workers are not treated in this manner. I have witness statements that Iris Maldonado-Borges is prejudiced against Blacks.

I believe I was discriminated against because of my race, Black, in violation of Title VII of the Civil Rights Act of 1964, as amended.

Received
NOV 17 2015
EEOC Miami District Office

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

11/2/15 — Meti Ferguson

Date — *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2016 DEC -1 AM 11:26

ATTACHMENT 0855

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-006982

DATE ENTERED: 11/29/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/006982/16006982PFR-112916-12350035.PDF

PAGE(S): 2,6

City: Northbrook State: Illinois Zip Code: 60062

Telephone Number: Unknown

E-mail address: Unknown

3. RESPONDENT'S REPRESENTATIVE:

Name: Gina M. Livolsi, Esquire

Address: 1200 Shermer Road Suite 310

City: Northbrook State: Illinois Zip Code: 60062

Telephone Number: Unknown

E-mail address: Unknown

4. WHEN AND HOW DID PETITIONER RECEIVE NOTICE OF THE COMMISSION'S DETERMINTATION:

Petitioner received notice of the Commission's Determination on November 10, 2016 via U.S. Mail.

5. THE FOLLOWING IS A CONCISE STATEMENT OF THE ULTIMATE FACTS ALLEGED, INCLUDING THE SPECIFIC FACTS PETITIONER CONTENDS WARRANT REVERSAL OR MODIFICATION OF THE COMMISSION'S DETERMINATION:

Here is a concise statement of the ultimate facts that I have alleged, including specific facts that warrant a reversal of the commission's determination.

I, JENNIFER M. FOSTER-GARVEY on December 27, 2015, the day in question, entered the respondent's premises, Bam-B Enterprises d/b/a McDonald's, with my husband to order breakfast, (copy of receipt and proof of purchased has been sent to the Florida Commission on Human Relations) as the Florida Commission on Human Relations acknowledges in their letter dated November 4, 2016, (1ST paragraph, 3rd sentence) and in which respondent admits she was accompanied by her husband.

Respondent Operation Manager admits approaching complainant, even though she was only sitting, idling, not fighting, or using drugs, which prompted Respondent's adopting a strict no loitering policy; notwithstanding the only "No Loitering" sign is on the entrance door, which also states "Only Food Or Beverages Purchased In This

FACT 9: ***Based on the totally of the circumstances and evidence it shows that JENNIFER M. FOSTER-GARVEY was denied the equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations at Bam-B Enterprises d/b/a McDonalds based on discrimination on the grounds of her COLOR (Black) and handicap (her mental illness).***

PETITIONER SEEKS THE FOLLOWING RELIEF:

Wherefore, Complainant demands declaratory relief, and an injunction against Defendant prohibiting it from discriminating against black individuals, restraining Respondent **(Bam-B. Ent. d/b/a McDonalds)** from instituting any policies or practices that discriminate or segregate people on the basis of race as well as and any other relief deemed appropriate by the Florida Commission on Human Relations.

*Note that 12 additional pages have been attached.

WHEREFORE, Petitioner respectfully requests that the Florida Commission on Human Relations enter an ORDER prohibiting the discriminatory practice and granting affirmative relief, damages, attorney's fees and other relief as may be just and equitable in this cause.

_____ _____

Petitioner's Signature Date

ATTACHMENT 0856

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-007032

DATE ENTERED: 12/1/2016

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2016/007032/16007032PFR-120116-12262726.PDF

PAGE(S): 2

3. **RESPONDENT'S REPRESENTATIVE (if any and if known):**

Name: Dixie Daimwood

Address: Carr Allison, 305 S. Gadsden St

City: Tallahasse State: FL Zip Code: 32301

Telephone Number: (850) 222-2107 Fax Number: (850) 222-8475

E-mail address: ddaimwood@carrallison.com

4. **WHEN AND HOW DID PETITIONER RECEIVE NOTICE OF THE COMMISSION'S DETERMINATION:**

about November 17, 2016 by her attorney.

5. **THE FOLLOWING IS A CONCISE STATEMENT OF THE ULTIMATE FACTS ALLEGED, INCLUDING THE SPECIFIC FACTS PETITIONER CONTENDS WARRANT REVERSAL OR MODIFICATION OF THE COMMISSION'S DETERMINATION:**

The Complainant, Martha G. Hickman, Caucasian Female, 55 years old, was employed by the Respondent as a hostess and later as a server from October 26, 2014 until her termination September 7, 2015. The Complainant specific complaint is that based on her age, she received disparate treatment from the other younger servers. The complainant, has allegedly given away drinks, an allegation she denies, to customers causing the Respondent to lose money. Additional, the complaint terminated/reprimanded for sitting with a patronage.
Age: Not charging for drinks
The complaint alleges that Ashley Griffin, Caucasian Female, server, 23 years old, would constantly not charge for drinks and it was known to Mike Rivas, Store Manager, Panama City Beach Store. Heather Wynn, Caucasian Female, server, 23 years old would brag about not charging drinks in front of Rivas. Merisa White, Caucasian Female, server, 28 years old, had the manager's code to take drinks off tickets although she was not authorized to do so. Ariel Davis Caucasian Female, server, 23 years old, White would take drinks off of Davis's ticket after patronage had already paid, Again Mike Rivas had knowledge of this. Ty Story, Caucasian Male, server, 26 years old, would openly tell patronage that he would take the drinks off their tickets. This act was meant with amusement with Mike Rivas.
Terri Moore, Caucasian female, server, early 20s, admitted to Mike Rivas that she did not recall what patronage order and did not charge the patronage for them.

ATTACHMENT 0857

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-007382

DATE ENTERED: 3/9/2017

RACE: black

LINK: doah.state.fl.us/ROS/2016/16007382.pdf

PAGE(S): 3

the date of March 2, 2017, to submit their proposed recommended orders ("PROs"). Mr. Lucas filed his PRO on February 28, 2017; Popeye's filed its PRO on March 2, 2017.[2/]

FINDINGS OF FACT

1. Mr. Lucas is an African-American male who contends he was discriminated against by his employer, Popeye's, while working at one of its restaurants in Pensacola, Florida. He states the basis of the discrimination to be his gender, male. At the time of the final hearing, Mr. Lucas was residing in Oveido, Florida. As noted above, Mr. Lucas did not make a live appearance at the final hearing held in this matter.

2. Popeye's is a corporation which, at the time of the final hearing, owned approximately 130 restaurants in the southeastern United States, four of them being in northwest Florida. Store No. 28 is located at 3411 North Pace Boulevard, Pensacola, Florida.

3. Mr. Lucas was hired in 2011 as a cashier/drive-through operator for Popeye's Store No. 28. He worked there until the termination of his employment on September 1, 2015. During most of his employment, Lucas was considered a good employee. He was deemed a fast learner and was especially adept at cleaning his work area. Management talked to Mr. Lucas about entering the manager training process, but he at first refused, citing the need to care for his ailing mother. Around July 2015, Mr. Lucas

ATTACHMENT 0858

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 16-007588

DATE ENTERED: 12/23/2016

RACE: black

LINK: doah.state.fl.us/DocDoc/2016/007588/16007588ECD-122716-10385338.PDF

PAGE(S): 1

Elisabeth Pedraza

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

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RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
15 OCT 27 AM 10: 18

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201600032	
Name (Indicate Mr. or Ms.) Ms. Sonya D Ruttlen	**E-Mail Address** sonyathomas6940@yahoo.com	**Date of Birth** 12/31/1965
Street Address 109 Pace Lane	**Home Telephone Number** (334) 718-8558	
City, State, and Zip Code Dothan, AL 36305	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Washington Rehabilitation and Nursing Center	15+	(850) 638-4654
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
879 Usery Rd	Chipley, FL 32428	Washington

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)

☐ RACE ☐ COLOR ☐ SEX ☒ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
7/30/15

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☒ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a Black African American female. I was discriminated against on the basis of religion (Christianity) by my employer, Washington Rehabilitation and Nursing Center. I've worked at Respondent since 2003; my current position is Certified Nursing Assistant. In April 2015, I applied for a Chaplin position that became available. I did not get the position, even though I met all the qualifications. I didn't even get an opportunity to interview. Britt Brown (administrator) told me that the reason I didn't get the opportunity to interview was because he forgot that I had signed up for the position; instead, Jeremy Clifton was hired on 7/30/2015, for the Chaplin position. Mr. Clifton and Mr. Brown are close friends and they attend the same church. In reality, I believe that Mr. Brown dislikes that I anoint myself with oils before coming to work and that is why I wasn't considered for the Chaplin position.

During a staff meeting Mr. Brown stated "if a person feels they have to anoint themselves before coming in this building, then maybe they don't need to be here."

Sonya Ruttlen — Oct 23, 2015

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT — DATE

X — X

ATTACHMENT 0859

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-000018

DATE ENTERED: 1/4/2017

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2017/000018/17000018COD-010417-14221722.PDF

PAGE(S): 2

When I asked one of the on-floor supervisors if I could go speak to Jeanette Wieland, he refused and told me that Jeanette Wieland was not available to speak to me. On May 14, 2015, Jeanette Wieland should have met with me at the beginning of my shift to discuss the concerns in my e-mail, but instead she waited until the end of my shift to discuss the concerns in my e-mail. During the course of my conversation with Jeanette Wieland on May 14, 2015, it became very apparent that she was being dishonest and deceptive with me. She tried to downplay the significance of what Sharee had done to me the previous week and conveyed the message to me that she was not going to investigate it all. I tried to explain to her that if she did not address my concerns (regarding Sharee) that my problems were going to get worse. I also tried to explain to her how disruptive Terrence had been for my entire shift, but she did not want to address these concerns either. I later realized that Terrence had been provided a copy of my e-mail (I had sent to Jeanette Wieland) and had been disruptive to try to scare me away from the job.

In summary, I believe I was retaliated against for sending Jeanette Wieland the e-mail (complaining about harassment and discrimination) on May 13, 2015. I also believe that Sharee (employee in the Retention Department of AAA) harassed me and discriminated against me in May of 2015 because of my race and national origin. My race is Asian and my national origin is Pakistani. There was nobody else in my training class that was harassed by Sharee the way I was.

Sincerely,

Hassan Habibi

FLORIDA COMMISSION ON HUMAN RELATIONS
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16 MAY 12 AM 9:16

ATTACHMENT 0860

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-000129

DATE ENTERED: 1/11/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/000129/17000129COD-011117-08560156.PDF

PAGE(S): 1

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Date Stamp (FCHR Use Only)
16 JUN 24 AM 10: 11

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201601359	
Name (Indicate Mr. or Ms.) Ms. Bridget L Montgomery	**E-Mail Address** ladybrit67@gmail.com	**Date of Birth** 9/4/1967
Street Address 524 East Paul Russell Road	**Home Telephone Number** (850) 933-9642	
City, State, and Zip Code Tallahassee, FL 32301	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Tallahassee Memorial Hospital (TMH) Rehab Center	15+	(850) 431-1199
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1609 Medical Drive	Tallahassee, FL 32308	Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☒ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☒ AGE ☒ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
5/4/2016

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a single black female over the age of 40. I was discriminated against on the basis of race, color, sex, age and marital status. I began working for Respondent on 3/6/1989, as a Rehab Technician. I was treated differently and unjustly terminated on 5/4/2016. According to Respondent I was terminated for violating TMH Policy 45-308, Customer Service Expectations and Standards; after exchanging phone numbers with a male patient at the Rehab Center. I was treated differently than other employees by my Supervisor, Sheree Porter. Mrs. Porter's husband was an inpatient at TMH Rehab Center in 2015. Tracy Dobson, Occupational Therapist, was involved with an in-house male patient (Vincent Capree.) Ms. Dobson wasn't terminated even though our situations were similar. I worked for Respondent for 27 years, I was not aware that this was a policy. If I knew, I wouldn't put my job in jeopardy. Before this incident I had never been suspended for any reason. I firmly believe that I was discriminated against on the basis of race, color, sex, age and marital status.

Bridget L Montgomery 6-24-16

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT DATE

X

ATTACHMENT 0861

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-000261

DATE ENTERED: 1/17/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/000261/17000261PFR-011717-11570057.PDF

PAGE(S): 2

City: Nashville State:TN Zip Code:37218

Telephone Number: ( )_____ Fax Number: ( )_____

E-mail Address:_____

4. **WHEN AND HOW DID PETITIONER RECEIVE NOTICE OF THE COMMISSION'S DETERMINATION:**

   Via mail on December 14, 2016

5. **THE FOLLOWING US A CONCISE STATEMENT OF THE ULTIMATE FACTS ALLEGED, INCLUDING THE SPECIFIC FACTS PETITIONER CONTENDS WARRANT REVERSAL OR MODIFICATION OF THE COMMISSION'S DETERMINATION:**

   Ms. Barrett-Bryant began working for Respondent on or about January 18, 2013 and performed her job as a nurse well. Unfortunately, throughout her employment, she was subject to harassment and disparate treatment by clients and employees because of her color and race (African American). Clients referred to her as a "nigger," bitch and "Black nurse," and even threatened her. Employees also spoke to me in racially derogatory tones. She complained but nothing was done to address her concerns. Additionally, once the new director of nursing, Darsie Strome, was hired in September 2015, Ms. Barrett-Bryant was subjected to sexual harassment and retaliation. Ms. Barrett-Bryant was constantly hit on and once she told Ms. Strome that she was not attracted to women, she told that one night with her "would do me right." Ms. Barrett-Bryant complained and was immediately subjected to retaliation, such as her schedule being changed so that she could not work and subjecting her to unjust discipline. Eventually, Respondent terminated Ms. Barrett-Bryant's employment for pretextual reasons. Other non-complaining, non-African

ATTACHMENT 0862

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-000653

DATE ENTERED: 1/30/2017

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2017/000653/17000653ECD-013017-14430543.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
16 JUL 15 PM 1:19

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201601550	
Name (Indicate Mr. or Ms.) Ms. Mary Marcum-Dark	**E-Mail Address** maryfrancesmarcum@gmail.com	**Date of Birth** 02/24/1976
Street Address 847 Coldwater Creek Circle	**Home Telephone Number (with area code)** (850) 585-9080	
City, State, and Zip Code Niceville, FL 32578	**Work (if possible to call you there)** (850) 279-4630	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
First Florida Bank	15 +	(850)269-1200
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
9800 Palm Blvd	Destin, FL 32541	Okaloosa

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☒ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
12/15/2015

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☒ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

On 12/16/2015, I resigned from First Florida Bank due to Senior Management refusal to work with me to make our mortgage operation complaint with the CFPB and TRID leaving me without the ability to close home loans for clients. During the course of my tenure at First Florida Bank several events lead me to feel as if I was discriminated against due to my sex, and marital status, being a white female married to and African- American with bi-racial children, leading the company to retaliate against me due to my constructive discharge. While being an employee, I requested a title promotion; I was expected to take on several different job titles without any extra compensation. In multiple meeting with Frank Burge, CEO my request for additional help was ignored, while being told that "First Florida Bank is not a democracy, it's a dictatorship".

Upon questioning HR, Jennifer Brown as to why there are no females in senior management, I never got any response or heard of any news of my request for promotion, instead another male was hired for the position with unqualified experience. After resigning from First Florida Bank, I received a law suit from Frank Burge being accused of "stealing the department trade secrets upon many other things." I was not given the opportunity to complete an exit interview, and was told to "Get the F*ck out", after submitting my letter of resignation". Another employee white male with the same race wife and children, Jason Herbert, SVP did not receive any retaliation attacks after resigning from the company. After leaving the company several individuals have made horrible comments about my family and me. Mr. Frank Burge made comments to the community stating "No nigger loving bit*h would take his business.

The retaliation methods of Mr. Burge have left me in bad standings in the industry, leaving a bank can be damaging to any further success as an employee, and I feel as if I am being punished by him because I opted not to work for a non-complaint dictatorship. Lastly, one of the perks of having a title at the bank was that they were to cover health insurance; however I did not receive those benefits as an employee. I was forced to pay to cover my own health insurance and related expense. In all, I do feel I am being retailed against due to Frank Burge dislike for my interracial marriage. Instead of Mr. Burge allowing me to continue my life at an employer of democracy, he has chosen to create hardship, maliciously filing a lawsuit as an attempt to finish my career

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT [signature] 7/15/16 DATE

ATTACHMENT 0863

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-000690

DATE ENTERED: 5/24/2017

RACE: black

LINK: doah.state.fl.us/ROS/2017/17000690.pdf

PAGE(S): 3

At the final hearing held April 14, 2017, Petitioner testified on her own behalf, but did not offer any exhibits into evidence. Respondent presented the testimony of Centerstone's director of Human Resources, Colleen O'Connor, as well as Centerstone's former manager of Inpatient Addiction Center, Jessica Crosby, who served as Petitioner's direct supervisor during the relevant time frame. Respondent offered 13 exhibits that were received into evidence as Exhibits R-1 through R-4, R-7 through R-11, R-13, R-14, R-16 and R-17.

The proceedings were recorded and a transcript was ordered. The one-volume Transcript was filed on May 1, 2017. Respondent timely filed its Proposed Recommended Order, which was considered in the preparation of this Recommended Order.

FINDINGS OF FACT

1. Respondent, Centerstone of Florida, Inc., is a not-for-profit corporation offering behavioral health and addictions treatment services. Petitioner, Latonia Enzor, is a black female who was employed by Centerstone from November 3, 2014, to January 11, 2016, as a behavioral health technician in Centerstone's addiction treatment center in Bradenton, Florida.

2. As a behavioral health technician, Respondent served as a paraprofessional member of the therapeutic team for clients admitted to Centerstone's inpatient addiction treatment center. Petitioner's duties included providing client support and

ATTACHMENT 0864

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-001484

DATE ENTERED: 3/10/2017

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2017/001484/17001484M-031017-11091609.PDF

PAGE(S): 2

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room110, Tallahassee, Florida 32399

PUBLIC ACCOMMODATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS RECEIVED 2016 AUG 19 PM 12:52

A. PERSONAL INFORMATION		**FCHR No. 201601524 MS**	
Name Mr. Rongrote Chunchalean		**E-Mail Address**	**Date of Birth**
Mailing Address 26231 South West 127 Avenue		**Home Telephone Number (area code)**	
City, State, and Zip Code Homestead, FL 33032		**Work (if possible to call you there)**	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name McDonald's	**(Restaurant, Club, Lodging)**	**Telephone Number** 305-247-6484	
Street Address (Florida location) 30335 Old Dixie Highway	**City, State and Zip Code** Homestead, FL 33030	**County** Miami-Dade	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☒ NATIONAL ORIGIN		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** 6-1-16	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I am of Asian descent. I was discriminated against because of my race/national origin. On June 1, 2016, I went to this establishment around lunch time. I made my order with the cashier, Beatriz, and then waited for my food. While waiting I decided to make another order for two apple pies, with the same cashier she stated it will take nine minutes and also stated that she wasn't going to give me a refund after stating again that my order will take nine minutes. I agreed to wait for the two apple pies. That's when the cashier made racial remarks towards me, 'ching chong ching.' Fellow workers in the back kitchen began to laugh, having found what the cashier said humorous when distinctively it was very rude, unprofessional, and racist. The manager, Carlos, approached the issue and pulled me aside to obtain my side of the story, before handling his employee. After I explained what happened through my point of view, the manager then took the cashier to his office to speak with her privately. About five minutes later, the manager came out and approached me stating that he spoke to the cashier. He then brought me my two apple pies and said that he was 'sorry,' I felt that the manager wasn't sincere with his apology.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT ***DATE***

8-9-16

COMPLAINT OF DISCRIMINATION

ATTACHMENT 0865

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-001539

DATE ENTERED: 3/13/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/001539/17001539ECD-031417-08482948.PDF

PAGE(S): 1

Date Stamp (FCHR Use Only)
2016 AUG 24 AM 11:52

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201601704	
Name (Indicate Mr. or Ms.) Mr. Ryan M Allen	**E-Mail Address** rmaxa@comcast.net	**Date of Birth** 08/31/1991
Street Address 221 North Checkerberry Way	**Home Telephone Number (with area code)** (904) 484-4680	
City, State, and Zip Code Jacksonville, FL 32239	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Kia of Orange Park	15 +	(904) 771-6078
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
6373 Blanding Blvd	Jacksonville, FL 32244	Duval

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
07/01/2016

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☒ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I have been discriminated against based on my race (black) and disability. One day I work I received a maintenance ticket for an oil change and multipoint inspection on a customer vehicle. As I pulled the car in the bay I notice an unusual sound coming from the driver's side wheel. Following the routine of service, I wrote down the customer car care needs and forwarded the information to the Service Advisor. I completed the oil change and touched the tire to notate the tread depth. I noticed that the customer had three different types of tires on the vehicle, so I assumed there could be no way he purchased his tires at Kia. I pulled the car out of the bay and I heard the unusual noise coming from the tire again. I immediately notified The Service Advisor Pamela Crews, and Service Advisor Manager Bill Reynolds. I was not aware if either of the two notified the customer of the noise. The customer drove off a short distance in his car and the tire fell off. Without any injures, the customer told the Service Manager that he did not want to pursue any discipline to myself or the company. I was told by Management that I would be responsible for the damages done to the customer vehicle. On July 1, 2016 I arrived to work to pick up my paycheck and was terminated without warning. The Service Manager told me someone had to take the fall, because the customer could have sued the company. Compared to other lube technicians I was subjected to adverse terms and conditions due to my race. A technician name Nick, being of a different race had five or more instances where he left drain plugs and oil caps loose before he was terminated. Not only was I terminated from something I didn't do, and a tire I did not touch.

Ryan Allen 8-24-2016

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT **DATE**

ATTACHMENT 0866

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-001813

DATE ENTERED: 3/21/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/001813/17001813PFR-041017-14044204.PDF

PAGE(S): 3

3. **RESPONDENT'S REPRESENTATIVE (if any and if known):**

Name: N/A

Address: _____

City: _____ State: _____ Zip Code: _____

Telephone Number: (____) _____ Fax Number: (____) _____

E-mail address: _____

4. **WHEN AND HOW DID PETITIONER RECEIVE NOTICE OF THE COMMISSION'S DETERMINATION:**

February 16, 2017 via United States Postal Service

5. **THE FOLLOWING IS A CONCISE STATEMENT OF THE ULTIMATE FACTS ALLEGED, INCLUDING THE SPECIFIC FACTS PETITIONER CONTENDS WARRANT REVERSAL OR MODIFICATION OF THE COMMISSION'S DETERMINATION:**

Ms. Michelle Wilson has stated in her correspondence that I did not demonstrate Respondent (USAA) was aware of my disability. This is incorrect. I submitted to FCHR a copy of the Voluntary Self-Identification of Disability form that USAA also had on file at the time I was discharged. Ms. Wilson also stated that I did not provide the necessary medical documentation to establish I was disabled when I asked Respondent for a reasonable accommodation. This is also incorrect. I submitted several medical documents to FCHR including the medical certification form FCHR requested. It was signed by my physician, establishing I was indeed disabled when I asked Respondent for a reasonable accommodation. Ms. Wilson stated I did not give any legitimate comparators that were treated more favorably. This again, is incorrect. I gave information on comparators in my past correspondence to FCHR. All of my performance evaluations were satisfactory and met expectations prior to Joe Ganci being assigned as my manager. I was the only Black employee in my unit and also the only employee in the unit that was on intermittent FMLA at the time I was placed on corrective action by Joe Ganci. Shortly before I was fired another Black employee was transferred into the unit, apparently in attempt to prevent any race discrimination complaints. The Final Notice issued by Joe Ganci was not signed and was not properly discussed, further evidence corrective action procedures were not properly followed.

ATTACHMENT 0867

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-001996

DATE ENTERED: 7/31/2017

RACE: black

LINK: doah.state.fl.us/ROS/2017/17001996.pdf

PAGE(S): 2

PRELIMINARY STATEMENT

On September 27, 2016, Petitioner filed a Charge of Discrimination with the Florida Commission on Human Relations (FCHR) alleging that he "had been discriminated against because of [his] race." After the FCHR determined no reasonable cause existed to believe an unlawful employment practice had occurred, Petitioner filed his Petition for Relief. The matter was then referred by the FCHR to DOAH to resolve the dispute.

At the hearing, Petitioner testified on his own behalf. Petitioner's Exhibits 1 through 5 were accepted in evidence. Respondent presented the testimony of four witnesses. Respondent's Exhibits 1 through 16 were accepted in evidence.

A one-volume Transcript of the hearing has been prepared. Petitioner filed a proposed recommended order (PRO), which has been considered in the preparation of this Recommended Order. Respondent did not submit a PRO.

FINDINGS OF FACT

A. Background

1. Petitioner is a 32-year-old male of African-American heritage. Respondent is a full-service, non-profit hospital in Winter Haven, Florida, and is a part of the BayCare Health System (Baycare).

2. Petitioner began working at the hospital in 2007. In June 2010, he transferred to a mental health technician position

ATTACHMENT 0868

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-002367

DATE ENTERED: 10/16/2017

RACE: black

LINK: doah.state.fl.us/ROS/2017/17002367.pdf

PAGE(S): 4

simulated parts to be used in military aircraft maintenance training.

2. Petitioner is an African-American female who was employed by LSI's Pensacola facility for 19 months, from February 17, 2015, to September 9, 2016.

3. During her employment with LSI, Petitioner held three different positions: tools and parts attendant, shipping and receiving clerk, and procurement planner.

4. Initially, from February 17, 2015, until approximately April 2015, Petitioner worked as a tools and parts attendant at the rate of $14.00 per hour.

5. Beginning in approximately April 2015, Petitioner moved from her job as tools and parts attendant to a position in shipping and receiving. At the final hearing, Petitioner testified that her move to the shipping and receiving position was actually a demotion because it had a lower classification number than her previous tools and parts attendant position. Petitioner, however, liked the shipping and receiving position at the time and considered it to be a positive move based on her skills. Petitioner received a raise to $14.75 per hour with the move.

6. In approximately May 2015, Petitioner received a 90-day appraisal report rating of 6.38 out of 10 from her then-LSI supervisor, Bernard Hill. Mr. Hill is African-American. While

ATTACHMENT 0869

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-002568

DATE ENTERED: 9/1/2017

RACE: black

LINK: doah.state.fl.us/ROS/2017/17002568.pdf

PAGE(S): 4

Highway 30A (hence its name) and is generally parked near the beach in Seaside, a tourist area. The Meltdown serves between 500 and 700 sandwiches per day. The restaurant is one of five owned by Mr. Shirley and managed by Mr. Haile.

2. In February 2016, The Meltdown switched its payroll functions from Oasis to ECB. The change resulted also in a new method of signing in, on-line, by which employees were able to be paid.

3. D'Shante L. LeBeaux is an African-American woman. At final hearing, she claimed to have a disability, but did not raise that as a basis for the discrimination claim against The Meltdown. She began working for The Meltdown in June 2016. She voluntarily left her employment when her means of transportation, Latanya Scott, resigned around August 19, 2016. While working for The Meltdown, Ms. LeBeaux was never written up or disciplined for missing work or performing poorly.

4. Ms. LeBeaux did not cite any instance of discriminatory actions or words by her employer. She claimed that the manner in which her schedule was handled, i.e., that she did not always work the same hours as Latanya Scott, constituted discrimination. The testimony was not persuasive.

5. Latanya Scott is an African-American woman. She is married to Erin Scott, an African-American woman. Latanya Scott was hired on June 24, 2016. On August 10, 2016, she provided a

ATTACHMENT 0870

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-002601

DATE ENTERED: 5/5/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/002601/17002601ECD-050517-11534053.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

FLORIDA COMM... HUMAN REL...

16 OCT 18 PM 4:03

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201601959	
Name (Indicate Mr. or Ms.) Ms. Gloria J Harrison	**E-Mail Address** gloriaharrison52@yahoo.com	**Date of Birth** 10/28/1958
Street Address 89 Meadow Creek Drive	**Telephone Number** (904) 631-3843	
City, State, and Zip Code Jefferson, GA 30549	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
21st Century Oncology	15+	(239) 931-7333
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2270 Colonial Blvd.	Fort Myers, FL 33907	Lee

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
4/20/2016

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a black female. I have been discriminated against on the basis of race and retaliation. I began employment with Respondent in May 2015, as a Medical Biller until my termination on 4/20/2016. I was out of work due to a personal injury and I was scheduled to return to work on 4/25/2016. On 4/20/2016, I received a call from Diane cook (Human Resources Director) regarding my return to work. Ms. Cook left me a voice message stating that she received all of the messages I had left for her; indicating that I was ready to return to work. Ms. Cook stated on the voice message that she was looking forward to my return to work on 4/25/2016. On 4/25/2016, on my way to work, Ms. Cook called me and said that she had no record of me calling her about my job. She also stated that she never left a voice message on my phone on 4/20/2016, that I was confused, a liar and delusional. A white co-worker (Anona) was out of work due to a personal injury for a longer period of time than I was. This co-worker did not lose her job. I firmly believe that Respondent discriminated and retaliated against me.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT **DATE**

x Gloria J Harrison x 10-5-2016

ATTACHMENT 0871

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-002899

DATE ENTERED: 5/16/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/002899/17002899PFR-051617-10400340.PDF

PAGE(S): 3

Telephone Number: (352) 629-8359 Fax Number: Unknown

Counsel for the City of Ocala

3. RESPONDENT'S REPRESENTATIVE (if any and if known)

Name: Patrick Gilligan, Esq.

Address: Gilligan, Gooding & Franjola, P.A.
1531 SE 36th Avenue

City: Ocala State: FL Zip Code: 34471

Telephone Number: (352) 867-7707 Fax Number: (352) 867-0237

E-mail: pgilligan@ocalalaw.com

4. WHEN AND HOW DID PETITIONER RECEIVE NOTICE OF THE COMMISSION'S DETERMINATION:

Petitioner received notice by certified mail c/o his attorney, Joseph E. Blitch, Esq., on April 13, 2017.

5. THE FOLLOWING IS A CONCISE STATEMENT OF THE ULTIMATE FACTS ALLEGED, INCLUDING THE SPECIFIC FACTS PETITIONER CONTENDS WARRANT REVERSAL OR MODIFICATION OF THE COMMISSION'S DETERMINATION:

I am Black. I have been employed by Respondent's police department for 27 years. After a dispute over application of Florida's veterans' preference statute, I was promoted from patrol officer to sergeant in 2007. At that time, Greg Graham (Caucasian), who attempted to deny Veterans' Preference, was Respondent's Interim Police Chief. Graham then left the employment of Respondent to become Chief of Police in Cedar Rapids, Michigan in June 2008 and returned as Respondent's Chief of Police in January 2012.

In December 2014, I complained orally to Chief Graham and in writing to Respondent's Human Resources Department about what I reasonably perceived to be race discrimination. Among other things, I complained that I believed that I had been passed over for promotion to lieutenant in favor of a less qualified, Caucasian candidate (John Bienko). I was the only Black candidate on the promotional list.

I received no substantive response from Respondent's Human Resources Department, from Chief Graham, or from anyone else associated with Respondent. However, I was warned by Lt. Billy Woods (Caucasian) that my complaints would likely result in my being the subject of internal investigations and possible disciplinary action.

ATTACHMENT 0872

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-003083

DATE ENTERED: 9/1/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/003083/17003083COD-052417-11145414.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
16 AUG 30 PM 3:50

EMPLOYMENT CHARGE OF DISCRIMINATION	**FCHR No.** 201601658 **MS**	
Name (Indicate Mr. or Ms.) Ms. Erin M Scott	**E-Mail Address** scotterin98@gmail.com	**Date of Birth** 01/27/1982
Street Address Post Office Box: 962	**Home Telephone Number (with area code)** 334-828-4473	
City, State, and Zip Code Defuniak Springs, FL 32433	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
The Meltdown on 30A		850-982-9002
Street Address (Branch/Office in Florida) 2235 E County Highway 30 A	**City, State and Zip Code** Santa Rosa Beach, FL 32459	**County** Walton

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
6-22-16

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a Black woman who is openly gay. I am not allowed to work at the same restaurant as my wife (Latanya). The manager and his girlfriend work together. Also, her brother works there as well. I was allowed to work there when the other manager was there and I do not understand why it is a problem now.

Erin Scott 8/30/16

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT DATE

Att: Mary Smith

ATTACHMENT 0873

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-003084

DATE ENTERED: 9/1/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/003084/17003084COD-052417-11163516.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
HUMAN RELATIONS
16 AUG 30 PM 3:50

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201601657	
Name (Indicate Mr. or Ms.) Ms. Latanya M. Scott	**E-Mail Address** mickey246ktk@yahoo.com	**Date of Birth** 6/19/1978
Street Address Post Office Box: 962	**Telephone Number** (504) 452-3277	
City, State, and Zip Code Defuniak Springs, FL 32433	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
The Meltdown on 30A	15+	(850) 982-9002
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2235 E. County Hwy. 30A	Santa Rosa Beach, FL 32459	Walton

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☒ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
8/19/2016

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am an openly gay Black female. I have been discriminated against on the basis of race, sex and color. I have worked for Respondent for 3 years as a Cashier and Cook. My Supervisor, Larry Hiale, stated that my wife couldn't work with me in the same restaurant because we are family. Mr. Hiale discriminated against me and singled me out. Other family members work at the same restaurant without it being a problem. I resigned on 8/19/2016. I firmly believe that Respondent has discriminated against me on the basis of race, sex and color.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT

x Latanya Scott

DATE

x 8/30/16

Att. Elisbet Pedraca

ATTACHMENT 0874

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-003261

DATE ENTERED: 6/5/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/003261/17003261COD-083117-14394039.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2016 DEC 21 PM 1:09

A. PERSONAL INFORMATION	**FCHR No. 201700299**	
Name Mr. Ian H. Williams	**E-Mail Address** IanW303@gmail.com	**Date of Birth** 1/16/1988
Mailing Address 2315 Jackson Bluff Road, Apt. 317	**Home Telephone Number (area code)** (720) 965-1845	
City, State, and Zip Code Tallahassee, FL 32304	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name First Commerce Credit Union	**Number of Employees** 15+	**Telephone Number**
Street Address (Branch/Office in Florida) 2330 Mahan Drive	**City, State and Zip Code** Tallahassee, FL 32308	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	**12/12/2016**

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a black male. I have been discriminated against on the basis of race and sex. On 12/3/2016, I applied for a Teller position at Respondent's 2330 Mahan Drive location in Tallahassee FL. I knew that this position did not require any prior experience and job training would be provided. On 12/12/2016, I received an email from Sarah Sorne (Human Resources). The email stated, "thank you for taking time to interview for our Teller position at First Commerce Credit Union. It was a pleasure meeting you. Although your credentials are impressive, we have chosen to pursue other candidates that better align with the needs of our company." I never had an interview and Ms. Sorne never met me, even though the email stated she did. I firmly believe that Respondent denied me the opportunity of an interview and employment because I am a black male.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE** 12/21/16

X [signature] X

ATTACHMENT 0875

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-003272

DATE ENTERED: 6/7/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/003272/17003272ECD-060717-11382638.PDF

PAGE(S): 1

FLORIDA COMM HUMAN RELATIONS

Date Stamp (FCHR Use Only)
18 NOV -4 AM 9:13

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201602044 MS
Name (Indicate Mr. or Ms.) Mr. Dwayne E Clark Sr.	**E-Mail Address** f15422@bellsouth.net [redacted]
Street Address 11334 Bridges Road	**Home Telephone Number (with area code)** 904 768 3899
City, State, and Zip Code Jacksonville, FL 32218	**Work (if possible to call you there)** 904 708 3711

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
University of Florida-Jacksonville Healthcare	15+	904-255-0411
Street Address (Branch/Office in Florida) 655 West Eighth Street	**City, State and Zip Code** Jacksonville, FL 32209	**County** Duval

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
9-14-16

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☒ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am an African American over the age of 40. I was discriminated against because of my age and race.
I applied for the position of Employee Relations Specialist and I was denied it. The Director, William Davis knows me as I used to hold this position in 2007-2008, (he was my peer at that time). I left that position at that time because of an unreasonable rule that required a 60-day notice before leaving. I was offered a position with another Company. The receiving employer would not hold the position open for that extensive time. On September 12, 2016, I reapplied for the Employee Relations Specialist position on line. I was denied an interview. Dr. William Davis is aware of the highly satisfactory performance ratings I received, as I taught him many HR functions. He knows that I am over the age of 70 and I believe he denied me the job opportunity because he feels I am too old. In addition, to the best of my knowledge, Respondent does not have any Blacks at the Professional level within the Human Resource Department and they would like to keep it that way. When I worked there I waived the 60-day limit for two white employees. Also the company waived it for a white male who replaced a Black female. The Black female actually wanted to complain to Human Resources.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT Dwayne E Clark Sr. DATE 11/2/2016

ATTACHMENT 0876

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-003862

DATE ENTERED: 10/17/2017

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2017/17003862.pdf

PAGE(S): 3

Management Consultant II; and Tina Cain, Department Northwest Region Operations Manager for Circuit 1. Respondent's Exhibits R1 through R34 were admitted in evidence.

A two-volume Transcript of the proceedings was filed on September 28, 2017. The parties timely filed Proposed Recommended Orders which have been considered by the undersigned in preparing this Recommended Order.

FINDINGS OF FACT

Background

1. Petitioner, Ana-Marie Encui, is Caucasian, a native of Bucharest, Romania, and speaks with a Romanian accent.

2. Petitioner's son and daughter both reside with her. At all times relevant hereto, Petitioner's son was 13 years old and her daughter, 11.

3. Petitioner was first employed by Respondent, Department of Children and Families ("Department" or "Respondent") as a Child Protective Investigator ("CPI") in the Office of Family Safety in Brevard County, Region 5, on October 26, 2012.

4. Petitioner and her children relocated to Pace, Florida, in Santa Rosa County in 2014. Petitioner was again employed by the Department as a CPI in neighboring Escambia County, Region 1, from May 9, 2014, until her resignation effective February 16, 2017.

ATTACHMENT 0877

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-004839

DATE ENTERED: 8/24/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/004839/17004839COD-082417-13040104.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2017 FEB 22 AM 8:53

A. PERSONAL INFORMATION	FCHR No. 201700454	
Name Ms. Donna M. Cyrus	**E-Mail Address** guyanesebread@aol.com	**Date of Birth**
Mailing Address 4411 Prairie Court	**Home Telephone Number (area code)** (407) 936-5073	
City, State, and Zip Code Orlando, FL 32808	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Express Scripts	**Number of Employees**	**Telephone Number** (407) 856-5765
Street Address (Branch/Office in Florida) 6272 Lee Vista Blvd	**City, State and Zip Code** Orlando, FL 32822	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	(month, day, year) 01/01/2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been employed with the Respondent since January 2013. I filed an internal complaint with Express Scripts in regards to racial discrimination in 2013. I have suffered a great deal of retaliation since lodging my complaint. Around the time of me injuring myself I have been subjected to different terms and conditions from my co-workers. Express Scripts has used my injury to capitalize on disciplinary actions against me. Often times I'm rushed and harassed. I was denied medical care by [redacted] E. Ludwig, Sarah Reitcher as a method of retaliation. I have received several write-ups since my injury occurred. My employer continues to discriminate against me due to my race (black), and retaliation.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

Donna M. Cyrus DATE 2-21-17

ATTACHMENT 0878

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-004950

DATE ENTERED: 9/1/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/004950/17004950COD-090117-14275627.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2017 MAR -6 PM 4:42

A. PERSONAL INFORMATION	**FCHR No. 201700494 MS**
Name Mr. Ka'Juel J. Washington	**E-Mail Address** kajuelwashington@gmail.com [redacted]
Mailing Address 1521 Crooms Avenue	**Home Telephone Number (area code)**
City, State, and Zip Code Orlando, FL 32805	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Florida A&M University College of Law	15+	407-254-3268
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
201 Beggs Avenue	Orlando, FL 32801	Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☒ COLOR ☒ SEX ☒ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 6-17-16

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a forty-one (41) year old African-American male. From November 2006 until June 2016, I was an Instructor with the Florida A&M University College of Law ("FAMU COL") in the Legal Clinics Department. I was responsible for teaching the Homelessness & Legal Advocacy Clinic. For this time period, I was the only African-American male in the entire department. It is my understanding that due to my dismissal, there are now no African-American males in the department.

In May 2016, I was discriminated against by the FAMU COL, the Dean of the FAMU COL Angela Felecia Epps and the Director of the Legal Clinics Department, Ann Marie Cavazos. Dean Epps is an African-American female and Director Cavazos is a female of Caribbean descent. I was discriminated against by a female dominated department because I am a dark-skinned, African-American, heterosexual Christian male. Ms. Cavazos attempted to cancel a summer class that I taught and to remove my name from the summer schedule all together. I inquired about the Homeless Clinic cancellation and was told by Ms. Cavazos and Dean Epps that due to budget cuts, they had decided to only offer two clinics instead of three. This was a lie. After I left for the summer, I found out that they had chosen to award the contract to Cynthia Ramkellawan, a female of Indian descent and a personal friend of Ms. Cavazos. Cynthia Ramkellawan is an adjunct instructor that teaches the Guardian Ad Litem clinic. At the time she had only been out of law school for two years and did not practice in the area of Dependency law. Also in May of 2015, I completed a Florida A&M University report of Outside Employment form. This form is the official approval request form for any faculty member who wishes to engage in employment not affiliated with FAMU. My form specifically requested permission to begin work in The Washington Trial Group, PLLC. My outside employment form was submitted and approved by then Dean Leroy Pernell and then Provost Marcella David. Although I had permission to begin my work, I did not conduct any business until April or May of 2016. Throughout the College there are numerous employees and faculty members who are engaged in outside employment. Many of these faculty members are females. I was also admonished for not volunteering at an event that conflicted with my Christian faith event. I was terminated from my job for these reasons.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Kajuel J. Washington	3-6-17

ATTACHMENT 0879

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-005005

DATE ENTERED: 5/23/2018

RACE: black

LINK: doah.state.fl.us/ROS/2017/17005005.pdf

PAGE(S): 4

Exhibits 1, 2, 3, 7, 11, and 19, which were admitted without objection. Petitioner offered Exhibit 20, which was admitted over objection. Respondent did not offer any witnesses other than those offered jointly. Respondent offered Exhibits 3 through 10 and 13, which were admitted.

The proceeding was recorded by a court reporter and the parties ordered a transcript of the final hearing. The two-volume Transcript was filed on March 5, 2018. Respondent timely filed its Proposed Recommended Order (PRO). Petitioner did not timely file her PRO. However, there were no objections to the Petitioner's late-filed PRO and; thus, it has been accepted. The PROs have both been carefully considered in preparation of this Recommended Order.

FINDINGS OF FACT

The following Findings of Fact are based on exhibits admitted into evidence, testimony offered by witnesses, and admitted facts set forth in the Prehearing Stipulation.

Background

1. Ms. Logan is an African-American female and a member of a protected class. At all times material to this matter, she was employed as an esthetician at Brow Art 23. Ms. Logan was an employee of Brow Art 23 as that term is defined by the FCRA.

2. Brow Art 23 is a skin care salon that specializes in eyebrow threading. The Brow Art 23 corporate offices are

ATTACHMENT 0880

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-005083

DATE ENTERED: 9/18/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/005083/17005083ECD-091817-09282928.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2017 FEB 17 PM 12:18

A. PERSONAL INFORMATION		FCHR No. 201700575 MS
Name Mr. Aaron Pittman	**E-Mail Address** aaron.pittman@apdcares.org	**Date of Birth**
Mailing Address 2129 Tanner Road	**Home Telephone Number (area code)** 850-482-8640	
City, State, and Zip Code Marianna, FL 32448	**Work (if possible to call you there)** 850-482-9360	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Sunland Center	15+	850-482-9210
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3700 Williams Drive	Marianna, FL 32446	Jackson

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☒ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 9-12-16

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was discriminated against because of my race. I have worked with this entity since August 7, 1987. I worked in maintenance. The individuals I work with are white and they sit around doing nothing while they are being paid. I have been given the duties of two jobs in one. When the added duties were given to me, I was told it would be temporary until the money came available to fill the vacant position; however, that did not happen, the duties were written into my job description. I complained about these discriminatory acts and things got worse. These individuals wrote "Trump" on the board in the office and on the company van. I was blocked in the office area with little to no room to get in and out. I complained about this racist behavior to the Manager (Mr. Ward) and Mr. Ward said the guys did not mean anything by it. Also, every position that would have been a promotion for me was not given to me; instead, it was given to individuals who are white. There are no Black supervisors in the Maintenance Department.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Aaron Pittman DATE 2-17-17

ATTACHMENT 0881

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-005294

DATE ENTERED: 9/22/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/005294/17005294COD-092217-14124212.PDF

PAGE(S): 1

Elie.

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2017 APR -6 PM 2:32

A. PERSONAL INFORMATION	**FCHR No.** 201700791	
Name Mr. Che K. Johnson	**E-Mail Address** chejohnson501@gmail.com	**Date of Birth** 6/28/1975
Mailing Address 2428 Fairbanks Dr.	**Home Telephone Number (area code)** 727-272-4463	
City, State, and Zip Code Clearwater, FL 33764	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Roll A Guard	15+	727-434-4444
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
12722 62nd Street, Ste: 206	Largo, FL 33773	Pinellas

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
1/20/2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a black male. I have been discriminated against on the basis of race. I began employment with Respondent in October 2016, as a Labor Installer until I was unjustly terminated on 1/20/2017. On several occasions, my Supervisor, Andy Ayries (white male) treated me differently and used derogatory remarks when referring to me. During an installation Mr. Ayries referred to me as his "little dog" in front of clients. Mr. Ayries' racially insensitive jokes were a form of harassment. On 1/20/2017, He refused to give me a lunch break. I took a lunch break around 2:30 p.m. While on lunch, Mr. Ayries texted me that I was fired. I firmly believe that Respondent discriminated against me due to my race.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x Che K Johnson	x 04/04/17

ATTACHMENT 0882

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-005389

DATE ENTERED: 9/27/2017

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2017/005389/17005389MEF-092717-09235023.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Elisbet

CHARGE OF DISCRIMINATION

FCHR No. 201700748

Name (Indicate Mr., Ms., or Mrs.)	Social Security Number	Date of Birth
Amber Reams	[redacted]	09/05/1990

Street Address	Home Telephone Number (area code)
5426 Jackson Bluff Road	(850) 879-3767
City, State, and Zip Code	**Work (if possible to call you there)**
Tallahassee, Florida 32310	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	No. of Employees	Telephone No. (area code)
Tuff Shed, Inc.	15+	(850) 350-0096

Street Address	City, State, and Zip Code	County
5832 West Tennessee Street, Lot 6	Tallahassee, Florida 32304	LEON

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))

[ ] RACE [ ] COLOR [X] SEX [ ] RELIGION [X] DISABILITY
[ ] NATIONAL ORIGIN [ ] AGE [ ] MARITAL STATUS [X] RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE
(month, day, year) January 24 2017

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

SEE ATTACHED STATEMENT

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2017 MAR -3 PM 1:04

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT DATE

03/03/17

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME this 3rd day of March 2017, by Amber Reams, who presented a Florida Driver License as identification.

IRIS VANBLUNT
Commission # FF 197286
Expires February 8, 2019
Bonded Thru Troy Fain Insurance 800-385-7019

ATTORNEY OF RECORD: Gary Lee Printy, Esq.,Attorney at Law, 1804 Miccosukee Commons Dr., Ste. 200, Tallahassee, FL 32308-5471; Tel (850) 877-7299

ATTACHMENT 0883

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-005517

DATE ENTERED: 10/6/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/005517/17005517COD-100617-11094809.PDF

PAGE(S): 2

PARTICULARS FOR ATTACHMENT TO FLORIDA COMMISSION ON HUMAN RELATIONS
CHARGE OF DISCRIMINATION OF CHRISTOPHER WILLIS

I am a 30-year-old, African-American male. I have been employed as a Corrections Officer since December of 2014, in a private prison facility. My first employment was with Gadsden Correctional Institution. In June of 2016, I left Gadsden for a lateral transfer to Graceville Correctional Institution operated by The GEO Group, Inc.

In my 27-months employment as a Corrections Officer, I have never been subjected to any discipline. On January 31, 2017, an incident occurred involving an inmate being placed in handcuffs. I was directed to place an inmate in handcuffs by Sgt. Dawn Daniels, who is a white female. The necessary key to place an individual in handcuffs was in the possession of Sgt. Daniels. She gave me the key so I could place the inmate in handcuffs and then I returned it to her. Sgt. Daniels then left the area and did not return for at least 45 minutes. At that time, I advised Sgt. Daniels the inmate had to go to the bathroom. She returned the key to me so I could remove the handcuffs from the inmate. That was the incident. The inmate had been in handcuffs for approximately 45 minutes. This incident was captured on video which clearly showed other white officers, including Sgt. Daniels, walk by the inmate while he was handcuffed. Later that day I was called into the Investigative Office where an Investigator, named Anderson, white male, showed me the video of the inmate in the hall walking back and forth with the cuffs on. After hearing my explanation, Anderson ordered me to write that the entire incident was my fault. I refused because this would have negated Sgt. Daniels' role in the incident. I believe Investigator Anderson ordered me to admit I was at fault to protect the white officer from her personal culpability. I went back to work and continued working until February 21, 2017, when I was placed on unpaid administrative suspension. I have repeatedly contacted the facility to ascertain whether I have been terminated from employment. No one at the facility will return my calls or give me any information about my status.

I believe I have been terminated and the reason for this adverse action is my race. This facility has repeatedly disciplined black, African-American Corrections Officers more severely than white Corrections Officers. In my case, I have been placed on unpaid suspension for a month while Sgt. Daniels has not missed a day of work because of this incident even though she was in charge and in possession of the key that was necessary to remove the handcuffs from the inmate. Another white Corrections Officer was in the area with full knowledge of the inmate being handcuffed and he has not been placed on any suspension.

2017 MAR 16 PM 4:40
RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

ATTACHMENT 0884

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-005577

DATE ENTERED: 10/11/2017

RACE: black

LINK: doah.state.fl.us/DocDoc/2017/005577/17005577COD-101117-16164316.PDF

PAGE(S): 1

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2017 MAR 17 AM 9:56

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	**FCHR No.** 201700774	
Name Ms. Josie L. Lemon Allen	**E-Mail Address** ingrid@francoeur-law.com	**Date of Birth** 7/18/1982
Mailing Address 822 Polk Street	**Telephone Number (area code)** (773) 225-8076	
City, State, and Zip Code Orlando, FL 32805	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Walt Disney World & Dolphin Resort's	**Number of Employees** 15+	**Telephone Number**
Street Address (Branch/Office in Florida) 1500 Epcot Resorts Blvd	**City, State and Zip Code** Orlando, FL 32830	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

1) 3/22/2016 – <u>Retaliation after complaints about race and sex discrimination - resulting in emotional distress and monetary damages</u>: After repeated complaints about several improper and unwelcome acts of discrimination based on race and sex performed by Director Anthony Porcellini (white male), Director Kristian Laplante (white male) and others, Josie Lemon Allen (black female) received negative performance evaluation from Assistant Director Luciano Sperduto (white male).

2) 07/2016 until today – <u>Discrimination based on sex/pregnancy/race - resulting in emotional distress and monetary damages</u>: repeated refusal by white male supervisors, including Kristian Laplante (white male) and Luciano Sperduto (white male) to accommodate Josie Lemon Allen (black female) to be able to take breaks for expressing breast-milk for her newborn baby.

3) 04/2014 until today – <u>Ongoing harassment - resulting in emotional distress and monetary damages:</u> severe and pervasive conduct toward Josie Lemon Allen (black female) based on race and sex by white male supervisors, including Anthony Porcellini (white male), Kristian Laplante (white male), Luciano Sperduto (white male), as well as by coworkers, including Carlos Nazario (white male) and Craig Goldstein(white male).

Please refer to the complaint questionnaire submitted and dated March 8, 2017 regarding specific incidents in support of complaint.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

DATE

3/17/17

ATTACHMENT 0885

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-005786

DATE ENTERED: 10/18/2017

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2017/005786/17005786NOD-101817-16440644.PDF

PAGE(S): 1,3

State of Florida
Florida Commission on Human Relations

An Equal Opportunity Employer • Affirmative Action Employer

Rick Scott
Governor

4075 Esplanade Way • Room 110 • Tallahassee, Florida 32399-7020
(850) 488-7082 / FAX: (850) 487-1007
http://fchr.state.fl.us
United in One Goal: Equal Opportunity and Mutual Respect

Rebecca Steele
Chair
Michelle Wilson
Executive Director

FCHR No. 201601921

Mr. Robert A Megee
11740 North West 37 Street
Fort Lauderdale, FL 33323

COMPLAINANT

McArthur Dairy
c/o Mr. Jared G. Vitemb, Attorney
Dean Foods
2711 North Haskell Avenue
Suite 3400
Dallas, TX 75204

RESPONDENT

NOTICE OF DETERMINATION: NO REASONABLE CAUSE

The Florida Commission on Human Relations has determined that there is no reasonable cause to believe that an unlawful practice occurred. A copy of the determination is attached.

Complainant may request an administrative hearing with the Division of Administrative Hearings by filing a Petition for Relief within 35 days of the date the determination was signed by the Executive Director. A blank Petition for Relief form is enclosed with Complainant's notice. It may be beneficial for Complainant to seek assistance from legal counsel prior to filing the petition.

This determination of no reasonable cause will become final if Complainant does not file a Petition for Relief within 35 days, and the Commission will dismiss the complaint.

The parties named in the determination may inspect the records and documents, in the custody of the Commission, which pertain to the determination. Please contact the Commission's Customer Service Office if you wish to request copies.

I HEREBY CERTIFY that a copy of the foregoing Notice of Determination was mailed to the above-named addressees this 15th day of Sept., 2017, by U.S. Mail.

By: Tammy Barton AM
Clerk of the Commission

COMMISSIONERS

Derick Daniel *Tallahassee*
Latanya Peterson *Fleming Island*
Dr. Donna Elam *Orlando*
Jay Pichard *Tallahassee*
Rebecca Steele, *Chair* *Jacksonville*
Dianne Goldenberg *Lake Worth*
Gilbert Singer *Tampa*
Sandra Turner *Winter Springs*
Tony Jenkins, *Vice Chair* *Orlando*
Billy Whitefox Stall *Panama City*

2. Please provide the name of a person we can contact if we are unable to reach you:

Name: Relationship: _Kristy Megee : Wife_____

Address: _11740 NW 37 Street_____ City: Sunrise_____ State: FL___ Zip Code: 33323____

Home Phone: (____) _____ Other Phone: (954) 552-1185_____

3. I believe that I was discriminated against by the following organization(s): (Check those that apply)

X Employer ☐ Union ☐ Employment Agency ☐ Other (please specify) _____

Organization Contact Information (If the organization is an employer, provide the address where you actually worked. If you work from home, check here ☐ and provide the address of the office to which you reported.) If more than one employer is involved, attach additional sheets.

Organization Name: __McArthur Dairy_____

Address: _6851 NE 2nd Avenue_____ County: _Dade_____

City: _Miami_____ State: FL_ Zip: _33138_____ Phone: (305) _795-7700_____

Type of Business: _Food Industry_____ Job Location if different from Organization's Address: _____

_____

Human Resources Director/ Owner Name: ___Carlos Chavez_____ Phone: (305) 795-7700_____

4. Organization Representative Contact Information (If known):

Representative Name: __Juan Diaz_____

Address: _6851 NE 2nd Avenue_____ County: __Dade_____

City:_Miami_____ State: _FL__ Zip: 33138_____ Phone: (305) 795-7705 _____

Phone Numbers: Home: (_____) _____ Work: (_____) _____

Mobile telephone: (_____) _____ Email address: _____

5. Does the organization employ 15 or more employees (include all locations/branches/offices)?

X Yes

☐ No

☐ Not sure

6. Your Employment Data (complete as many items as you are able.)

Date Hired: __Nov 1985_____ Job Title At Hire: _Warehouse Worker_____

Job Title at Time of Alleged Discrimination: __Production Manager____ Date Quit/Discharged: _9/17/15_____

ATTACHMENT 0886

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 17-006468

DATE ENTERED: 11/29/2017

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2017/006468/17006468ECD-112917-09564456.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
HUMAN RELA... 16 OCT 13 PM 3:50

EMPLOYMENT CHARGE OF DISCRIMINATION	FCHR No. 201601982 MS	
Name (Indicate Mr. or Ms.) Ms. Karsen Spradlin	**E-Mail Address**	**Date of Birth**
Street Address 4940 Logan Loop	**Home Telephone Number (with area code)**	
City, State, and Zip Code Malone, FL 32445	**Work (if possible to call you there)**	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	Number of Employees	Telephone Number
Vocational Rehabilitation-Department of Educ	15+	850-482-9600
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
	,	Jackson

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
May 18, 2016 - Ongoing

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

During my employment with Vocational Rehabilitation in Marianna, Florida, as an Entry Level Counselor, beginning in 2011 and ending on May 18, 2016, I was repeatedly harassed by my supervisor Tawana Gilbert, African American, female because of my race (Caucasian). Ms. Gilbert's constant disciplinary actions, berating and condemning statements, and disparaging treatment of me created a hostile work environment.

In 2012, I applied for two openings in our Marianna VR office for Senior Counselor position(s). Both positions were filled by African Americans, one of which was an external candidate, male, with no VR experience or credentials. I was passed over for promotion for Senior Counselor twice in 2012, with Ms. Gilbert on the interview committees. In May 2016, I applied for another Senior Counselor position in the Marianna VR office. I was passed over for promotion again for an African American female with no VR experience and no credentials. Ms. Gilbert was on the interview committee. Ms. Gilbert and the Area Supervisor Allison Gill came into my office on May 18, 2016 to inform me that they had selected another candidate for the Senior Counselor position. I asked that an investigation into a hostile work environment be initiated, and Ms. Gilbert commenced with berating and verbally bashing me. Following this encounter, I was then required to sit next to Ms. Gilbert in a lengthy meeting while she glared at me. Based on the foregoing, I allege that I was discriminated against based on my race, when in 2012 I was not selected for either of the two senior counselor positions, and again passed over in 2016 for another Senior Counselor position despite my superior qualifications, experience, and job performance/knowledge in comparison to the hired candidates who are all African American. Furthermore, I allege that I was required to work in a hostile work environment in Marianna, Florida's VR office due to the constant harassment I endured at the hands of Ms. Gilbert, and the discriminatory hiring practices of Florida's Department of Education, Vocational Rehabilitation from 2011 – May 18, 2016.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT Karsen Spradlin **DATE** 10/13/2016

ATTACHMENT 0887

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-000297

DATE ENTERED: 10/25/2018

RACE: *non-black*

LINK: doah.state.fl.us/ROS/2018/18000297.pdf

PAGE(S): 4

The one-volume Transcript of the hearing was filed at DOAH on July 23, 2018. On August 7, 2018, Respondent filed a motion to extend the time for submitting proposed recommended orders, which was granted by Order dated August 14, 2018. In accordance with the Order granting extension, Petitioner timely filed his proposed recommended order on August 21, 2018, and Respondent timely filed its proposed recommended order on August 22, 2018.

FINDINGS OF FACT

1. Walmart is an employer as that term is defined in section 760.02(7). Walmart is a national retailer.

2. Petitioner is a Cuban (Hispanic) male. He was 62 years old when he was hired by Walmart in November 2005 and was 72 years old at the time of his dismissal.

3. Petitioner was initially hired to work at a store in Jacksonville, but transferred to Tampa. In June 2010, Petitioner requested a transfer back to Jacksonville and was assigned to Store 4444 on Shops Lane, just off Philips Highway and I-95 in Jacksonville.

4. The store manager at Store 4444 was Scott Mallatt. Mr. Mallatt approved Petitioner's transfer request and testified that he "very much" got along with Petitioner. Petitioner confirmed that he never had a problem with Mr. Mallatt.

5. Petitioner testified that when he first started at Store 4444, he had no problems. After about four months,

ATTACHMENT 0888

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-000367

DATE ENTERED: 1/19/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/000367/18000367COD-011918-14192419.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2017 APR 11 AM 10:59

A. PERSONAL INFORMATION	**FCHR No. 201700803 MS**	
Name Mr. Lester L. Washington	**E-Mail Address** LLwashing@gmail.com	**Date of Birth** 4-17-1959
Mailing Address 1878 East 9 Mile Rd.	**Home Telephone Number (area code)**	
City, State, and Zip Code Pensacola, FL 32514	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Education ECSD School District	**Number of Employees** **15+**	**Telephone Number** 850-432-6121
Street Address (Branch/Office in Florida) 75 N Pace Boulevard	**City, State and Zip Code** Pensacola, FL 32505	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Aug. 2016-Feb 3, 2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a Black male over the age of 40. I was discriminated against for these reasons. I was hired by the Principal as a Highly Qualified ESE Chair Special Education with 6 degrees, Dual Masters, and an International PhD, Out of Area. I worked overtime and was not compensated for it and I was not given the promised time to get my certification in ESE. As ESE Chair, I noted that ESE Students were given illegal grades in classes they were not in for 6-9 weeks and I reported it internally according to policy. My secretary told me a lady, white female (WF), was coming to work smelling like ETOH or drunk and abusing her. I reported this person (WF) to the Principal (Hispanic Female, HF) for ESE, state, and federal violations, not doing her job, and the HF principal immediately falsely accused me and blamed me for work she didn't do prior to my being hired. The Principal also lied to the ESE Department, Director of HR, Superintendent, et al to illegally terminate me because this individual was the Principal's WF friend. The school district targeted me and I resigned 10-25-16 in lieu of being terminated and was hired as a Substitute Teacher. On January 5th and 6th, 2017, I worked as a Substitute at 2 schools (1) where there were few African American males except the janitor and maybe 1 teacher. According to administrators, Union, and/or Tenured Teachers, Black Males Teachers are consistently blocked and/or falsely accused if they substitute at this school (WF's in charge). (2) At School #2, I was later retaliated against, threatened with false child abuse claims by HR, et al and terminated though highly trained by ECSD. That same day, a white male [WM], Mr. Poloff, slammed a Black child to the floor, pinned him, and forced him out of my class but he (WM) was not threatened, blocked, or terminated. On January 30, 2017, I had an appeal hearing but was not allowed to present any opposing facts, exhibits, or evidence re termination. A final decision was made on February 3, 2017 to deny the appeal, terminate me, deny due process, deny reconsideration, and block me from any and all applications, interviews, substituting, and jobs. Before and after my termination, the Superintendent affirmed in the PNJ there is a critical need for highly qualified Black Males in ECSD but engages in a pattern of discrimination vs. me/us. I believe I have been discriminated, terminated, and retaliated against due to age (56), race, gender, color, past protected acts, my high qualifications as a Black Male Administrator and Counselor##

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Sincerely,

/S/ Lester L. Washington (esignature)

04/10/2017

ATTACHMENT 0889

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-000373

DATE ENTERED: 1/19/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/000373/18000373_375_01192018_13204249_e.pdf

PAGE(S): 0

Elias Makere, ASA
3709 San Pablo Rd S, 701
Jacksonville, FL. 32224

Phone 904.294.0026
Fax
Email Inquiry.allstate@gmail.com

Allstate

PETITION SUPPLEMENT

Employment Discrimination (Race, Sex)

Here is the supplement to the Petition for Relief form. This document will begin with a description of the items in dispute. From there, the remaining pages exist to familiarize you with the case (legal elements, timeline, events, people, secured evidence, and requested evidence).

Petitioner:	Elias Makere, Former Allstate Employee
Dates:	April 2014 – October 2016
Race:	Black
Sex:	Male
Existence of Retaliation?	Yes

ATTACHMENT 0890

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-002697

DATE ENTERED: 5/23/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/002697/18002697ECD-052418-09473347.PDF

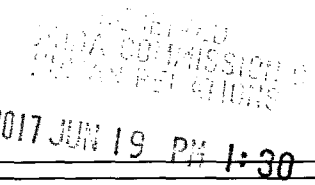
PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)



A. PERSONAL INFORMATION		**FCHR No. 201701274 MS**
Name Mr. Robert E Pace Sr.	**E-Mail Address**	**Date of Birth** 08-12-195[illegible]
Mailing Address 1100 North Davis Avenue		**Home Telephone Number (area code)** 813-~~850-6924~~ 813 650-6924
City, State, and Zip Code Lakeland, FL 33805		**Work (if possible to call you there)** 863-667-1136

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Saddle Creek Corp.	**Number of Employees** 15+	**Telephone Number**
Street Address (Branch/Office in Florida) 3010 Sadle Creek Road	**City, State and Zip Code** Lakeland, FL 33801	**County** Polk

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	1-24-17

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was discriminated against because of my race. I began working for Respondent on January 22, 1996. My most recent position title was Forklift Driver. I sustained an injury and my doctor placed me on light duty. On January 24, 2017, Jason Jackson (Manager) would not allow me to return to work while I was on light duty. However, a white employee (Jacob Bigsby) was injured and he was allowed to return to work on light duty. Also Jessica Swinyner (white female) was injured at home and she was allowed to return to work with restrictions.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Robert E. Pace Sr. DATE 06/16/2017

ATTACHMENT 0891

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-002763

DATE ENTERED: 5/30/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/002763/18002763COD-053018-12592559.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2017 JUN -7 AM 8:56

A. PERSONAL INFORMATION	**FCHR No. 201701189**	
Name Mr. Billy R. Lee	**E-Mail Address** blee18@brighthouse.com	**Date of Birth** 07/13/1957
Mailing Address 105 Sheppard Street	**Home Telephone Number (area code)**	
City, State, and Zip Code Cantonment, FL 32533	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name University of West Florida	**Number of Employees** 15 +	**Telephone Number** (850) 474-2210
Street Address (Branch/Office in Florida) 11000 University Parkway	**City, State and Zip Code** Pensacola, FL 32514	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 05/16/2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a Black Male who began working for the Respondent in January 2012, as an Environmental Service Technician. On May 16, 2017, an incident that occurred that included Melinda Bowers and me. During the incident, I was grabbed inappropriately by Ms. Bowers (white female) several times as I attempted to walk away from what had become a disagreement and hostile environment. I wanted to go back to her office for a meeting, only this time, with others to join me as witnesses. I attempted to set up a meeting with her Scheduler Les, but was unable to do so. Following the incident I filed a battery charge against Ms. Bowers with the UWF campus police. The next morning when I reported to work, I was met by Brenda Rivers. She told me to come to her office; and I wasn't allowed to get my keys. I asked Corine and Monica to go with me as witnesses. While in Ms. River's office, she gave me the letter from Steve Cunningham Vice President. The letter informed me that I was being placed on leave with pay pending investigation. I am prohibited from being on campus without written permission from Mr. Cunningham, including all areas related to the Facilities and Operations Department. This was a total shock to me because I was the victim. Ms. Bowers is allowed to be at work on campus every day. The difference is that Ms. Bowers, Mr. Cunningham, and Ms. Carlson are all white. I really don't stand a chance to be treated fairly in this situation with the present culture at UWF and especially in the services department. There exists a system of systemic racism at UWF directed against the employees in the services department. There is a lot of nepotism and favoritism by management directed towards privileged people in the department while others are treated unfairly. I realize my job is on the line. Every other time a black male has found himself in this position they have lost their job.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Billy R. Lee 6/6/17

ATTACHMENT 0892

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-003639

DATE ENTERED: 12/28/2018

RACE: black

LINK: doah.state.fl.us/ROS/2018/18003639.pdf

PAGE(S): 3

to the undersigned for all further proceedings, and the administrative hearing was held as scheduled on September 5, 2018, at Respondent's City Hall Council Chamber in Ocala, Florida.

At the hearing, Petitioner testified on her own behalf, called no other witnesses, and offered seven exhibits, which were received into evidence as Exhibits P-4 through P-10. The City called three witnesses and offered 19 exhibits, which were received into evidence as Exhibits R-1 through R-19, including the City's Exhibit R-5, which contains 11 sub-exhibits identified by consecutive Roman numerals.

The proceedings were recorded and a transcript was ordered. The parties were given 30 days from the filing of the transcript to submit their proposed recommended orders. The one-volume Transcript of the hearing was filed on September 19, 2018. Thereafter, the parties timely filed their respective proposed recommended orders, which have been considered in the preparation of this Recommended Order.

FINDINGS OF FACT

1. On May 2, 2016, Petitioner, who is an African-American female, was hired by the City as an Administrative Specialist II in its Electric Utility Department. On October 10, 2016, Petitioner moved to a lateral Administrative Specialist II position with the City's Public Works Department to perform

ATTACHMENT 0893

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-004089

DATE ENTERED: 8/2/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/004089/18004089ECD-080218-16550355.PDF

PAGE(S): 1

Elizabet

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 2017 JUL 17 AM 10: 19

A. PERSONAL INFORMATION	**FCHR No. 201701398**	
Name Ms. Barbara G. Robinson	**E-Mail Address** bjm726@gmail.com	**Date of Birth** 2/24/1964
Mailing Address P.O. Box 332	**Telephone Number** 407-274-8714	
City, State, and Zip Code Ocoee, FL 34761	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Attractions Lodging Inc. aka - ALL Guest Services	**15+**	407-274-8714
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
4311 Vine Land Road., Suite - F	Orlando, FL 32811	Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a black Jamaican female over the age of forty. I have been discriminated against on the basis of race, national origin, retaliation, and age. I was hired by Respondent on 10/2/2012, as a Concierge/Guest Services. I believe that Respondent treats me differently and I often get ignored, excluded, and rejected. As well as left out when deciding issues such as increase pay and/or promotions because of my ethnicity and age. Respondent on many occasions has promoted younger employees with less experience. In addition, intimidation to negative behavior has put me on the offensive. I believe that Respondent would like me to react negatively in order for them to have a reason to retaliate against me. Respondent has also colluded against me with my former employer to spread negative comments about me. Respondent's retaliation is in cahoots with my former employer, Starwood Vacations Inc., whom I filed a workplace and sexual harassment discrimination complaint against. I firmly believe that Respondent has discriminated against me on the basis of race, national origin, retaliation and age.

NB: I believe there are discriminatory wages that are being paid out to selective employees, and this is a major concern to be in this summary discriminatory statement.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE** July 10th 2017

X [signature] X

ATTACHMENT 0894

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-004090

DATE ENTERED: 8/2/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/004090/18004090ECD-080218-17120712.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 2017 DEC -8 PM 4:16

A. PERSONAL INFORMATION	**FCHR No.** 201803315 MS	
Name Denise P. James	**E-Mail Address**	**Date of Birth**
Mailing Address 10101 W. Indigo Street	**Home Telephone Number (area code)** (786) 870-3416	
City, State, and Zip Code Miami, FL 33157	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Milos	**Number of Employees**	**Telephone Number** 305-604-6800
Street Address (Branch/Office in Florida) 730 First Street	**City, State and Zip Code** Miami Beach, Florida 33139	**County** Miami-Dade

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	(month, day, year) 9-21-17

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was discriminated against because of my race. I worked for Respondent for over two years. I never missed a day of work and I was never late. During the storm, I had to leave my home and I was unable to get back until I was given the all clear. Chef Armand terminated me. Chief Armand fires Blacks every time he got the opportunity to do so. I lost everything in the storm and now I have also lost my job and means to support my family.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Denise James	12/8/17

ATTACHMENT 0895

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-004091

DATE ENTERED: 8/2/2018

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2018/004091/18004091ECD-080218-17131813.PDF

PAGE(S):

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

AMENDED

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2017 OCT 23 PM 12:35

A. PERSONAL INFORMATION	FCHR No. 201702336	MS
Name Nou M. Wall	**E-Mail Address** michellegurl24@hotmail.com	**Date of Birth**
Mailing Address 6519 Farris Drive	**Home Telephone Number (area code)** -	
City, State, and Zip Code Lakeland, FL 33811	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Gordon Food Service	**Number of Employees** 15+	**Telephone Number** (813) 703-6500
Street Address (Branch/Office in Florida) 1410 Gordon Food Service Drive	**City, State and Zip Code** Plant City, Florida 33563	**County** -

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION	August 09, 2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a female, of Asian descent. I was discriminated against because of my race and gender. I began my employment with Respondent on January 6, 2013, in Sanitation. I have endured harassment on a continuous basis. Examples of these incidents are listed in this summary. On 11/15/2016, my supervisor informed me of an incident in which I violated company policy. He stated he was informed that I clocked out at 6:00 am and clocked back in at 6:15am but then went outside to smoke. He stated this could result in a verbal warning and a three - day suspension. I told him this was not true and requested he pull the time clock by my badge number, as well as security cameras. When this was done, it showed I did follow proper company procedures. I felt as if he was accusing me of violating policy just based on other people's comments instead of researching it himself. On 3/23/2017, I spoke to my supervisor about the increased work load and the difficulty of meeting all expectations within the week. On 3/27/2017, I requested to talk with my supervisor regarding being assigned extra bins to clean on top of normal assigned tasks, and my concern about being able to properly do my job and meet all expectations. On 5/07/2017, a fellow employee stated I did not complete my work tasks and my supervisor failed me for it, however I was on vacation at that time. On 8/09/2017, I received a corrective action plan stating there was an issue with me harassing other coworkers and that they had received numerous complaints. My supervisor stated I followed a fellow employee to the bathroom and told her to her face that I was going to kill her. I requested a meeting with HR and team supervisors to discuss the corrective action I received. HR was not aware that the plant manager and supervisor did not include HR when informing me of the concerns.

AMENDMENT:

I was discriminated against because of my age. They add more work load to my job compared to the rest of my coworkers in the same Department, they are expecting me to fail and not fulfill my duties.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
N. M. Wall	10-23-17

ATTACHMENT 0896

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-004632

DATE ENTERED: 9/4/2018

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2018/004632/18004632COD-090418-14450845.PDF

PAGE(S): 1

L Davis

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2017 NOV -3 AM 11:13

A. PERSONAL INFORMATION		**FCHR No. 201803189**
Name John M. Mercurio	**E-Mail Address**	**Date of Birth**
Mailing Address 1025 1/2 June Terrace	**Home Telephone Number (area code)**	
City, State, and Zip Code Daytona Beach, FL 32119	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Allied Universal Security Services	**Number of Employees** **15**	**Telephone Number** (407) 513-9961
Street Address (Branch/Office in Florida) 11 S. Bumby Avenue	**City, State and Zip Code** Orlando, Florida 32803	**County**

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	**(month, day, year)** 08/24/2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a White Male. I previously held the title of Duty Officer, with Allied Universal Security Services. My duties as a Senior Officer, included making sure all employees on shift followed company policies and procedures. When Ashely Williams (Black Female) was assigned to my shift, I noticed that she was breaking the company policy's. I documented several times, where she left her post to go shopping, and would not record data imperative to the company operations. I went to report my concerns to my immediate supervisor, Travis Eggerton. He failed to react to my reports of misconduct from Ashley, subjecting me to a hostile work environment. After things worsened with Ashley's behavior, I decided to follow my chain of command, and spoke with Jesse Gray Field Training Manager (Black Male). During our conversation, I became intimated after he turned the tables on me and stated, "Maybe I needed to be re-trained." I became discourage and could not understand why no one followed-up, or even investigated my complaints. On August 24,2017, I was contacted by Operation Manager, Candace Raines (Black Female), and told to turn in my uniform. I was told that I was being terminated due to violation of Company Policy. To date, Ashley is still employed with the agency. There was no action or investigation against her after my multiple reports of her breaking company policy's and procedures. Based on the foregoing actions of the described herein, I believe that Allied Universal Security Services violated my rights under the Title VII of the Federal Civil Rights Act.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT  **DATE** 10/28/17

ATTACHMENT 0897

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-004737

DATE ENTERED: 9/11/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/004737/18004737COD-091218-13155115.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 2017 OCT -3 AM 7:33

A. PERSONAL INFORMATION	**FCHR No. 201702493 MS**	
Name Tamela A. Landrum	**E-Mail Address** alishalandrum@gmail.com	**Date of Birth**
Mailing Address 5705 West Shore Drive	**Home Telephone Number (area code)** (850) 982-6851	
City, State, and Zip Code Pensacola, FL 32526	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Glenn Dorsey Inc. d/b/a MyHomeSpot.com	**Number of Employees** 15+	**Telephone Number** (850) 453-5555
Street Address (Branch/Office in Florida) 4505 Woodbine Road	**City, State and Zip Code** Pace, Florida 32571	**County** Santa Rosa

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	August 22, 2017

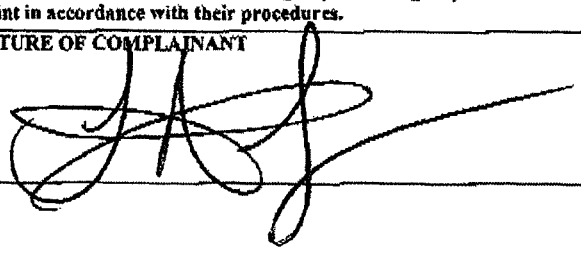
D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been discriminated against because of my race and sex because exclusion, proposed or reduced duties to Caucasian people who could not perform their duties and no one else within the company was reduced to termination/involuntary retirement but me because I am black. Mr. Dorsey has complained against me. He used harassment and intimidation as factors of communication. The notices are contradictory in time and change. Within a matter of 3 business days, we went from denial of my request to reconsider Dec 1, 2017, as the termination date, to termination of my position with more than 30 days' notice of notice, within 14 days to scheduling a meeting for me to attend and discuss the meetings and afterhours work I was being asked to do by Mr. Dorsey. I feel because I am a black woman, management had a limit to what they were willing to offer me and would rather terminate me than pay for services to which were after hours and created financial discomfort without remedy upon my request. Management compared my duties to new hires who are not licensed and should not be conducting the business of home owners' association, per FAC. The notice of termination created further issues with prohibited employment policies and practices, as management stated in the notice, they did not have a job or position at my rate of pay, despite the fact they admittedly changed the position without evidence of ever noting the expectations with no job description or formal promotion process being implemented. It was hard to determine if I was promoted or reprimanded based on the response after my request for an increase. When asking for evidence or clarification, I was accused of being defensive, although my customer surveys and emails always exemplified satisfaction among the staff and clients. The notice of termination was ultimately a notice of involuntary retirement, as I was available to work the published business hours and would be at work had this notice not been sent to me. Management did not offer me a severance package, audit of my lost or inaccurate PTO for payment, nor payment of overtime hours I had lost and not been paid which was extreme action I believe due to race and sex

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
	10/2/17

ATTACHMENT 0898

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-005074

DATE ENTERED: 9/21/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/005074/18005074COD-092418-10395639.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
2018 JAN 16 PM 1:59

A. PERSONAL INFORMATION	**FCHR No. 201803867**	
Name Terry Cope	**E-Mail Address** [redacted]	**Date of Birth** -
Mailing Address [redacted]	**Home Telephone Number (area code)** [redacted]	
City, State, and Zip Code [redacted]	**Work (if possible to call you there)** +1 (305) 718-6050	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida Highway Patrol/Troop E Headquarters	**Number of Employees** 15 +	**Telephone Number** +1 (305) 718-6111
Street Address (Branch/Office in Florida) 1011 NW 111 Avenue	**City, State and Zip Code** Miami, Florida 33172	**County** Dade

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) November 01, 2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I began working for the Respondent on January 8, 1990 as a Law Enforcement Officer. I made several reports of violations within the department to upper Management and my Major Commander Christopher Dellapietra. In retaliation for my reports, there were sanctions enforced against me, that does not allow me to report to my job as other peers. My direct Supervisor told me on several occasions that Major Dellapietra is "fixated" on me. He has ordered my Supervisor to rate my performance evaluations at the lowest possible disregarding my true performance. I am held to a double/higher standard than my peers. The Division Policy Manual states I am supposed to report to and assigned office due to me being an Administrator, however Major Dellapietra has created rules for only me, which prevents me from performing my job duties in the same environment as my peers. Currently, I was assigned as an Evidence Custodian. I reported improper handling and storage of criminal cases and evidence to Upper Command. As an adverse action, I was locked out of entering the evidence room to perform work related duties. The allegations of my reporting were confirmed by Division Auditors. I was told that I would be protected, however, I was not, due to the geographic distance from Management to Headquarters. I recently had allegations bought against me again by misrepresenting the facts of my actions. There is no fact finding of those allegations. I expressed my concerns of retaliation by Major Dellapietra on multiple occasions, but no remedial action was taken, creating a hostile work environment. Based on the foregoing actions described herein, I believe that I have been discriminated against because of my race (Black) in violation of Title VII of the Civil Rights Act of 1964 (Title VII).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Terry A. Cope	1/9/2018

ATTACHMENT 0899

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-005103

DATE ENTERED: 9/24/2018

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2018/005103/18005103COD-092518-10523852.PDF

PAGE(S): 1

State of Florida
Florida Commission on Human Relations

An Equal Opportunity Employer • Affirmative Action Employer

Rick Scott
Governor

4075 Esplanade Way • Room 110 • Tallahassee, Florida 32399-7020
(850) 488-7082 / FAX: (850) 487-1007
http://fchr.state.fl.us
United in One Goal: Equal Opportunity and Mutual Respect

Rebecca Steele
Chair
Michelle Wilson
Executive Director

January 8, 2018

Mark Ballantyne
7871 NE 120th Street
Bronson, FL 32621

Re: FCHR No. 201803704

Dear Mr. Ballantyne:

Enclosed is a draft of your complaint of discrimination which I prepared based upon the information that you provided. Please:

1. **Review the complaint.**
2. **If you need to make any corrections, please call me at (850) 48907-6811.**
3. **If there are no corrections, sign and date the complaint in the designated spaces.**
4. **Return the signed and dated complaint to this office.**

An Employment or Public Accommodation complaint must be filed within 365 days from the date of alleged violation in order for the complaint to be considered timely filed with this Commission (Chapter 760, F.S.). An Employment complaint must be filed within 300 days in order for this Commission to also dual-file with the Equal Employment Opportunity Commission (EEOC).

I urge you to complete these steps as soon as possible. If for any reason you decide you no longer wish to pursue this matter, we would appreciate prompt notification of your intent.

Please do not hesitate to contact me if you have any questions regarding this matter.

Sincerely,

Elisbet P. Montenegro
Regulatory Specialist

Enclosure: Charge of Discrimination

2018 JAN 16 PM 12:14
HUMAN RELATIONS

COMMISSIONERS

Derick Daniel *Tallahassee*	**Dr. Donna Elam** *Port Richey*	**Mario Garza** *Tampa*	**Diane Goldenberg** *Lake Worth*	**Tony Jenkins,** *Vice Chair* *Lake Mary*
Latanya Peterson *Fleming Island*	**Jay Pichard** *Tallahassee*	**Gilbert Singer** *Tampa*	**Rebecca Steele,** *Chair* *Jacksonville*	**Sandra Turner** *Oviedo*

ATTACHMENT 0900

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-005104

DATE ENTERED: 9/24/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/005104/18005104HDC-092518-10534453.PDF

PAGE(S): 2

Angel (Landlord) Navarro
2424 NW 97 Street
Miami, FL 33147

Miami-Dade County
c/o Mayor Carlos A. Gimenez/ Stephen P. Clark Center
111 N.W. 1st Street, 29th Floor
Miami, FL 33128

BONNY TEJADA (Owners) DAVID EMILIO IBARS and
2424 NW 97 ST
MIAMI, FL 33147

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainant Karen Moore identifies as a person of African American/Black race. As such, Complainant belongs to a class of person whom the Fair Housing Act ("the Act") protects from unlawful discrimination by virtue of race. Complainant rented an apartment located at 2424 NW 97th Street, Miami, FL 33147; The owners of the subject property are David Emilio Ibars and Bonny Tejada and it is managed by Miami-Dade County, Public Housing and Community Development. Respondent Angel Navarro is the landlord of the subject property.

Complainant alleged that in December 2016, animal corpses were left at the subject property as a manner of intimidation by Respondent Navarro. Respondent Navarro is Hispanic. Complainant alleged to have called the local police department and filed a report but no apparent actions were taken against on one. Complainant asserts that this was a form of harassment because of her previous filings against Respondent Navarro with the Miami-Dade County, Public Housing and Community Development. Complainant alleged another example of previous fillings against Respondent Navarro was allowing of one of his tenants store hazardous materials creating an unsafe environment for her children and herself. Complainant alleged that on February 29, 2017, Respondent Navarro came by and proceeded to pressure wash the subject property and adjacent properties using the Complainant's water which made her incur in a high-water bill. Complainant alleged to have requested Respondent Navarro to pay for her water bill to which he alleged never using it to clean subject property. Complainant alleged that Respondents refused to resolve her complaints so that she could remain in the subject property subsequently having to move somewhere else. Complainant alleged moving to a new property has negatively impacted her family finances and now is under duress. Complainant alleged Respondents were all Hispanic and feels her complaints were not resolved because of her race. As such, Complainant believes that Respondents subjected her to discriminatory terms and

ATTACHMENT 0901

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-005214

DATE ENTERED: 10/1/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/005214/18005214COD-100118-13031603.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2018 FEB 13 PM 3:22

A. PERSONAL INFORMATION		**FCHR No. 201804542**
Name Latrice Nicole Davis	**E-Mail Address** latricedcwisco69@yahoo.com	**Date of Birth** June 05, 1980
Mailing Address 316 Heather Hill Blvd	**Telephone Number (area code)** (206) 678-6016	
City, State, and Zip Code Davenport, FL 33837	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Guidewell Emergency Doctors (Crucial Care)	**Number of Employees** 15+	**Telephone Number** (904) 729-4220
Street Address (Branch/Office in Florida) 9580 W. Colonial Drive	**City, State and Zip Code** Ocoee, FL 34761	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION	December 04, 2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a black female under the age of forty. I have been discriminated against based on race, age, sex and in retaliation. I noticed that Respondent, specifically Facility Leader, Tiffany Westbrook, started retaliating against me after I spoke to her Manager about how the facility was running. After this incident, Ms. Westbrook would sometimes come in to work and not speak to me at all. She also threatened me with termination. In addition, she often would say, that others complained about me in meetings and to Headquarters. However, I never received any disciplinary actions or had complaints from anyone. On 12/4/2017, I was terminated by Ms. Westbrook over the phone for supposedly having a bad attitude.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x Latrice Davis	x 2/13/18

ATTACHMENT 0902

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-005292

DATE ENTERED: 10/3/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/005292/18005292PFR-100418-14280628.PDF

PAGE(S): 7

Debbie Smith
2800 North Ninth Avenue Apt. 14B
Pensacola, FL 32503

July 30, 2018

Re: Statement of Rebuttal Escambia Community Clinics

Qualified for Position

My credential far exceeds paper documentation of my degrees. My life situations, personal and work experiences demonstrate my qualifications. I graduated from UWF receiving my bachelor's in healthcare administration from the University of West Florida in Spring 2016. I graduated from Pensacola State College in Fall 2009.

I return to college after being a stay-at-home mom and continue my education to help the medically underserved and low-income people in my community. It has been my lifelong quest to provide comprehensive health care services focusing on my community. I am living currently in low-income and utilizes ECC medical benefits on a sliding scale fee at the time of my employment. I am a qualified educated black African American, dark complexion, professional woman of God with a disability sincerely desiring employment to give back to others. I am recognized as a protected class based on race, color, religion, and disability. The discrimination and unlawful employment practice resulting from mistreated favoring someone else. I have invested too much time and money to obtain my goal and I never act unseemly. I have been a patient at the clinic for over 10 years and I have never been disruptive, rude to staff or other patients. There have never been any complaints from my physician, staff, and other patients. My formal years of education, 60 years of lifelong experience, and remembering what Jesus has done for me. It qualifies me to be a prime candidate to work with poverty-stricken individuals. I understand how to respect, be sociable, dependable, compassion, patience, devoted to listen and help people with love. As a professional, I know you get more bees with honey.

Hired twice at ECC

I have applied twice at Escambia Community Clinic which is a 501(c)(3) non-profit community health center and was hired twice as a Patient Access Representative (PAR). The first time I applied in

ATTACHMENT 0903

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-005295

DATE ENTERED: 10/3/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/005295/18005295COD-100418-14333533.PDF

PAGE(S): 7

If Job Applicant, Date Applied for Job: October 2016_ Job Title Applied For: Correction Programs Administrator, however, I was also passed over for Director of Intelligence, for which I was fully qualified, having over 36 years of experience in intelligence, including the United States Army and the Department of Corrections. The individual who was appointed to Director of Intelligence has no intelligence experience.

7. What is the reason (basis) for your claim of employment discrimination?

FOR EXAMPLE, if you feel that you were treated worse than someone else because of race, you should check the box next to Race. If you feel you were treated worse for several reasons, such as your sex, religion and national origin, check all that apply. If you complained about discrimination, participated in someone else's complaint or filed a charge of discrimination and a negative action was threatened or taken, you should check the box next to Retaliation.

X Race: X Black ☐White ☐ Asian ☐ Native Hawaiian/Pacific Islander ☐ American Indian or Alaska Native

☐ Color: ☐ Light Skinned ☐ Dark Skinned ☐ Other: _____

☐ National Origin: ☐ Hispanic ☐ Mexican ☐ Arab/Afghani/Middle Eastern ☐ East Indian ☐ Other: _____

☐ Marital Status: ☐ Married ☐ Single ☐ Divorced ☐ Widowed

☐ Sex: ☐ Female ☐Male

☐ Pregnant or condition related to pregnancy or childbirth

X Age: ☐ Under 40 years old X 40 years or older

☐ Retaliation

X Religion (Please Identify): _____

☐ Disability/Handicap: ☐ Physical ☐ Mental

☐ Genetic Information - Circle which type(s) of genetic information is involved:

1. Genetic testing
2. Family medical history
3. Genetic services (counseling, education or testing)

☐ Other Reason (basis) for Discrimination (describe): _____

8. What happened to you that you believe was discriminatory? Include the date(s) of harm, the action(s), and the name(s) and title(s) of the person(s) who you believe discriminated against you. Please attach additional pages if needed. *(Example: 08/08/2011 – Discharged by Mr. John Smith, Supervisor)*

I applied for a published position within the Florida Department for Corrections for Corrections Programs Administrator. I was the most qualified person that applied based upon prior experience and expertise. The person who was hired for the position is a 36 year old Caucasian male with no intelligence or gang unit experience, which is what the position required. Further, I was the most qualified for the Director of Intelligence position which was not advertised, but which I would have applied for had it been advertised. The person who was selected is a white male who does not have materially comparable experience. Around this same time, I was asked to participate in a "team building exercise" but my religious beliefs precluded me from participating. I chose my religion over participating in this exercise and was discriminated against for it. This constituted an additional basis for why I was denied the promotion.

Answer question 9 only if you are claiming discrimination based on disability. If not, skip to question 10.

9. Do you have a disability, which is a physical or mental impairment that substantially limits a major life activity, such as caring for yourself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, or working? Please check all that apply:

☐ Yes, I have a disability.

☐ I do not have a disability now but I did have one.

ATTACHMENT 0904

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-006580

DATE ENTERED: 12/17/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/006580/18006580COD-121718-16262826.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 2018 JAN 11 AM 8:30

A. PERSONAL INFORMATION		**FCHR No. 201804360**	
Name Ms. Sherifa E Mckenzie		**E-Mail Address** fatmckenzie@yahoo.com	**Date of Birth** -
Mailing Address 322 Thomasdale Ave.		**Home Telephone Number (area code)** -	
City, State, and Zip Code Haines City, FL 33844		**Work (if possible to call you there)** -	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name IMPROV Orlando	**(Restaurant, Club, Lodging)** Club	**Telephone Number** +1 (407) 480-5223	
Street Address (Florida location) 9101 International Drive Suite 2310	**City, State and Zip Code** Orlando, Florida 32819	**County** Orange	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☐ RACE ☒ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN	**DATE MOST RECENT DISCRIMINATION TOOK PLACE** (month, day, year) December 06, 2017		

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

On December 6, 2017, I attended the Improv of Orlando. I currently have a Temporary Disability. I would often visit the Improv about 1-2 times out the month. It is customary practice for them to seat you with people not in your party. That night my sister and I were seated with another person. The waiter took 20 minutes to come to our table so I decide I was not going to eat, however my sister placed an order. When she got her food, it was not to her satisfaction and she spoke to the Manager. The Manager comp the bill. I began experiencing pain from my Disability, and felt that it we should leave. We left before the show was over. On our way out, one of the Improv employees shouted "hey, your bill", we replied "we don't have a tab". Approximately 45 seconds later I saw the employee running after us. I told the Employee several times we did not have a tab. We then proceeded to our vehicle. The Improv Employee laid his body across the vehicle and began harassing us. He ran down to the parking attendant and told him not to let us leave. I decided to call the cops because I was being harassed. A Security Guard, Waiter, and On-Site Manager came down stairs a few minutes later. The Improv Employee and unknown Comedian started calling us "broke thot pockets" and talked about my attire. The Manager and Waiter realized that the bill was indeed not ours. They then stated that I needed to pay for my soft drink which was around $3.00. The drink was supposed to be comp as well. I waited until the cops arrived and explained the situation. The Manager On-Duty told the police it was a mistake, and that my sister and I was exited the show at the same time as the person who didn't pay their bill. The police stated that this issue was a civil dispute, and told the Manager that Employees should not follow guest out of the establishment. I called the General Manager the next day to make her aware of the situation. I also brought to her attention that if the Caucasian female was exiting the same time as me and my sister, why were we stopped and she wasn't. She stated that she had no knowledge of the incident and will get back to me by Friday at 12 p.m. I called again on Friday, and once on Saturday, both times I left a message and did not get a response. Based on the foregoing actions described herein, I believe I was discriminated against due to my Race (Black) and Color.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
	1/10/2018

ATTACHMENT 0905

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 18-006781

DATE ENTERED: 12/27/2018

RACE: black

LINK: doah.state.fl.us/DocDoc/2018/006781/18006781COD-122718-14583758.PDF

PAGE(S): 2

EEOC Form 5 (5/01) FCHR 2018010517

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form

Charge Presented to: Agency(ies) Charge No(s):

___ FEPA
X EEOC

FLORIDA COMMISSION ON HUMAN RELATIONS
2018 MAY 31 AM 11:39

FLORIDA COMMISSION ON HUMAN RELATIONS and EEOC
State or local Agency, if any

Name (*Indicate Mr. Ms. Mrs.*)	Home Phone	Date of Birth
Shawn Johnson	646-225-0337	11/5/1970

Street Address	City, State and ZIP Code
2394 Great Harbor Drive	Kissimmee, FL. 34746

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
Rosebourne Investments	+15	863424-2101

Street Address	City, State and ZIP Code
619 Celebration Ave	Celebration, FL 34747

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address	City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

X RACE __ COLOR __ SEX __ RELIGION __ NATIONAL ORIGIN

X RETALIATION X AGE __ DISABILITY __ OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE
Earliest Latest

2/14/2018
___ CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attached extra sheet(s)*):

See Ex. A

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY – *When necessary for State and Local Agency Requirements*

I declare under penalty of perjury that the above is true and correct.

5/23/18 SC
Date *Charging Party Signature*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLANANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0906

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-000226

DATE ENTERED: 1/14/2019

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2019/000226/19000226COD-011419-11330033.PDF

PAGE(S): 1

FAX COVER SHEET

TO	
COMPANY	
FAXNUMBER	18504871007
FROM	Spencer Shytles
DATE	2018-04-20 20:13:34 GMT
RE	Attn: Florida Commission on Human Relations

COVER MESSAGE 20180 8226 LY

Please see attached Information for Melissa Hagan. If you have any questions please do not hesitate to give Gary Smith a call at 850-637-2501.

Lisa Ridgley
Legal Assistant

Gary E. Smith
Spencer Scott
501 Fort Pickens Road
Pensacola Beach, FL 32561
850-637-2501 - Cell
gsmith@spencerscottlaw.com

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2018 APR 20 PM 4:25

ATTACHMENT 0907

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-000294

DATE ENTERED: 1/17/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/000294/19000294COD-011819-08574457.PDF

PAGE(S): 4

6. **RESPONDENT HAS VIOLATED THE FOLLOWING FLORIDA STATUTE (Check One):**
   - ☑ **Florida Civil Rights Act of 1992, as Amended, or**
   - ☐ **Florida Fair Housing Act, as Amended**

THE FOLLOWING IS AN EXPLANATION OF HOW THE ALLEGED FACTS RELATE TO THE SPECIFIC FLORIDA STATUTE:

At the time of my Termination I was 56, (Black) & Terminated for doing my job & I was Replaced with a 26 y/o male Caucasan the very next day. And all my Plagues were Trashed by my Supervisor. Adam Jackson

See paperwork Previously Submitted to: Alicia Maxwell

7. **PETITIONER SEEKS THE FOLLOWING RELIEF:** Back Pay for Damages Profit sharing For the ~~Year~~ I worked but was denied my check because I was terminated 2 days prior to end of year. And my Plagues were thrown away
Punitive damages: under Title VII Civil Rights Act 1964
Pain & Suffering | I almost lost everything including my Home, Because I was In the middle of Modification

*Note that ✓ (provide #) additional pages have been attached.
(See paperwork previously submitted)

WHEREFORE, Petitioner respectfully requests that the Florida Commission on Human Relations enter an Order prohibiting the discriminatory practice and granting affirmative relief, damages, attorneys' fees and other relief as may be just and equitable in this cause.

Petitioner's Signature 1-14-2018 **Date**

ATTACHMENT 0908

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-000309

DATE ENTERED: 1/22/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/000309/19000309COD-012219-11451845.PDF

PAGE(S): 1

Question 6

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Explanation of how the alleged facts relate to Florida Statute —

A. PERSONAL INFORMATION		FCHR No. 201806356	
Name Mr. Michael Green		**E-Mail Address** -	**Date of Birth** -
Mailing Address 9852 Old Patina Way		**Home Telephone Number (area code)** +1 (321) 987-4555	
City, State, and Zip Code Orlando, FL 32832		**Work (if possible to call you there)** -	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Bone Fish Grill	**(Restaurant, Club, Lodging)** Restaurant	**Telephone Number** +1 (407) 816-6355	
Street Address (Florida location) 5463 Orlando Village Circle	**City, State and Zip Code** Orlando, Fl 32812	**County** Orange	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☐ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)**	January 13 ~~16~~, 2018

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760;

760.08Discrimination in places of public accommodation.—All persons are entitled to the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodation without discrimination or segregation on the ground of race, color, national origin, sex, pregnancy, handicap, familial status, or religion.
History.—s. 5, ch. 2003-396; s. 5, ch. 2015-68.

for the following reason(s):

On January ~~16~~ 13 mg, 2018, I went to Bone Fish Grill to have dinner with my wife. She is a White Female, and I am a Black Male. While waiting to be addressed by a Waitress, we noticed that the tables around us were being waited on. A Gentleman which was identified as our Waiter, approached the table to remove the wine book, but didn't speak. After being seated for about 20 minutes, we decided to leave the establishment. Before leaving, I asked to speak to a manager to relay our experience. I explained to him that the Waiter refused to serve us because of our interracial marriage. The manager denied the allegations, and gave excuse as a pretext of discrimination. I firmly believe I was discriminated against due to my race (Black). + Familial Status

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Michael Green	1-14-2019

ATTACHMENT 0909

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-001064

DATE ENTERED: 2/27/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/001064/19001064HDC-022719-15560856.PDF

PAGE(S): 2

Crown Point MM, LLC (property management)
c/o Stephen G Lowitz (registered agent)
3521 N 53rd Ave
Hollywood, FL 33021

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainants Tramyne Wright and Rhonda Wright identify as a people of African American Descent/Black race. Therefore, Complainants belong to a class of persons whom the Fair Housing Act ("the Act") protects from unlawful discrimination by virtue of race. Complainants currently reside at the subject property located at 1135 Orange Arbour Trl., # 320, Ocoee, FL 34761; which is under the rules and regulations of Respondent and owner Arbours at Crown Point, LLC. and managed by Respondent Crown Point MM, LLC. Stephanie Anderson is a leasing consult and works for Respondent Arbours at Crown Point, LLC.

Complainant Traymyne Wright alleged he applied and was approved to lease the subject property in April 2018. Complainant Rhonda Wright alleged that after several months, she decided to move into the subject property with Complainant Traymyne Wright. Complainants alleged they had got married after Complainant Traymyne Wright was approved to lease the subject property. Complainants alleged they informed and submitted paper work with Respondents about Complainant Rhonda Wright decision to move into the subject property. On July 11, 2018, Complainant Rhonda Wright submitted her paper work at the Respondents office to add her name to her husband's lease. Complainants alleged that Respondent Anderson notified them orally that she could not add Complainant Rhonda Wright's name to her husband's lease because of her background check results. Complainant Rhonda Wright alleged Respondent Anderson informed her that she needed to move out the subject property. Complainants alleged Respondents did not send any notices or provide a written explanation to them as of this decision to have Complainant Rhonda Wright move out. As such, Complainants believe that Respondents subjected them to discriminatory terms and conditions based on their race.

9. The most recent date on which the alleged discrimination occurred:

July 11, 2018, and is continuing.

10. Types of Federal Funding Identified:

ATTACHMENT 0910

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-001562

DATE ENTERED: 8/21/2019

RACE: black

LINK: doah.state.fl.us/ROS/2019/19001562.pdf

PAGE(S): 5

FINDINGS OF FACT

1. The Agency is an employer as that term is defined in section 760.02(7).

2. Petitioner, an African American female born on July 23, 1968, was hired by the Agency as a Program Administrator in the Bureau of Recipient and Provider Assistance ("RPA" or "Bureau") on September 13, 2013. She worked in that job position until her employment was terminated on May 18, 2017.

3. Petitioner's position was classified as Select Exempt Service ("SES"). SES employees serve at the pleasure of the agency head and are subject to suspension, dismissal, reduction in pay, demotion, transfer, or other personnel action at the discretion of the agency head. Such personnel actions are exempt from the provisions of chapter 120, Florida Statutes. § 110.604, Fla. Stat.

4. At the time she was hired, Petitioner supervised two employees. Luis Diaz was a fellow Program Administrator who sat at a desk next to hers. Both Petitioner and Mr. Diaz were supervised by Damon Rich.

5. Petitioner had, prior to her employment with the Agency, worked with Mr. Rich and Mr. Diaz at Affiliated Computer Services ("ACS"), a private sector company. Mr. Rich testified that he supervised Petitioner for a time at ACS and that he

ATTACHMENT 0911

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-001636

DATE ENTERED: 3/27/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/001636/19001636COD-032719-16103310.PDF

PAGE(S): 1

Elisabet

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 2018 APR -2 AM 11:32

A. PERSONAL INFORMATION	**FCHR No.** 201805908	
Name Robert E Pace	**E-Mail Address**	**Date of Birth** 08-12-1954
Mailing Address 1100 N. Davis Ave.	**Telephone Number (area code)** (863) 606-5693	
City, State, and Zip Code Lakeland, FL 33805	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Saddle Creek Corporation	15+	(863) 665-0966
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3010 Saddle Creek Road	Lakeland, FL 33801	Polk

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) July 11, 2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been discriminated and retaliated against. Respondent terminated me on 7/11/2017, in retaliation for filing two previous discrimination complaints. I began employment with Respondent on 3/16/1993, from a temporary worker to a full-time employee. During my 24-years tenure, no one else in the same building I worked, has ever been fired. Since I filed the complaints, the work environment changed. I was treated differently and assigned job duties that no one else wanted to do. I firmly believe that Respondent retaliated against me and wrongfully terminated my employment.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x Robert E. Pace	x 03-28-2018

ATTACHMENT 0912

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-001866

DATE ENTERED: 4/10/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/001866/19001866COD-041019-16593659.PDF

PAGE(S): 1

FCHR 2019162222 MS

CHARGE OF DISCRIMINATION

This form **EEOC Form 5 (Rev. 06/92)** is affected by the privacy act of 1974; See Privacy Act Statement before completing this form.

AGENCY	Charge Number
[X] FEPA [X] EEOC	511-2019 00074

Name *(Indicate Mr., Ms. or Mrs.)*	Telephone
Tiffany Gray	850-264-5120

Street Address	City, State and Zip Code	Date of Birth
P. O. Box 7503	Tallahassee, FL 32314	01-26-1974

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(if more than one list below).*

Name	Number of Employees, Members	Telephone *(include area code)*
Florida Department of Corrections	15 +	850-717-3228

Street Address	City, State and Zip Code	County
501 South Calhoun St.	Tallahassee, FL 32399	Leon

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*
[X] RACE [ ] COLOR [ ] SEX/SEXUAL HARASSMENT/GENDER
[ ] RELIGION [ ] NATIONAL ORIGIN [ ] RETALIATION [ ] AGE
[ ] DISABILITY [ ] OTHER*(specify)*

Date Discrimination Took Place
EARLIEST *LATEST*
Date of execution of this charge and ongoing
[X] CONTINUING ACTION

THE PARTICULARS ARE *(if additional space is needed, attach extra sheet(s))*:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, as applicable:

Plaintiff, an African American female, began her employment with Defendant in December 2016 and is currently employed as a Personnel Service Specialist. Plaintiff has been and continues to be subjected to disparate treatment, different terms and conditions of employment, and held to a different standard because of her race. The mistreatment comes at the hands of specifically but not limited to HR Director Brett Shively, a white male, who is no longer employed with Defendant and Employee Relations Manager Tammy Edwards a white female. Plaintiff claim racial discrimination within the Department of Corrections as they consistently promote less qualified white applicants over black employee's who are more qualified for as set forth specifically but not limited to Exhibit A attached hereto and made a part hereof for promotions Plaintiff was denied in favor of less qualified white applicants.

Plaintiff demands the full relief to which he/she is entitled under the laws applicable to this action including without limitation attorneys fees, costs and damages.

I want this charge filed with both the EEOC and the State or Local agency, in any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct. I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information, and belief.

10/3/18 Tiffany Gray

Date — **SIGNATURE OF COMPLAINANT** Charging Party *(signature)*

NOTARY: (When necessary for State and Local requirements)

E J Lacombe

ELIZABETH LACOMBE
Commission # GG 127412
Expires November 20, 2021
Bonded Thru Troy Fain Insurance 800-385-7019

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE(Day, month, and year) 10-3-18

ATTORNEY OF RECORD: MARIE A. MATTOX, P.A., Marie A. Mattox, 310 East Bradford Road, Tallahassee, FL 32303 (850) 383-4800

Received
OCT 04 2018
Tampa Field Office

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2018 OCT 15 PM 2:55

ATTACHMENT 0913

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-001877

DATE ENTERED: 4/11/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/001877/19001877COD-041119-13331733.PDF

PAGE(S): 7

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

PRE-CHARGE INQUIRY

JB

For Official Use Only – Inquiry Number: ~~845~~ 510-2018-02909 M

Thank you for contacting the U.S. Equal Employment Opportunity Commission ("EEOC"). The information you give us on this Pre-Charge Inquiry (Form 290A) will help us assist you and determine if your concerns are covered by the employment discrimination laws we enforce. Answer **all** questions completely and briefly. Please write clearly.

After completing this Pre-Charge Inquiry, **return it immediately** to the EEOC office identified in the cover letter to this Pre-Charge Inquiry, or to the receptionist if you are completing this Pre-Charge Inquiry in an EEOC office.

Please note: This Pre-Charge Inquiry is not a Charge of Discrimination.

The Pre-Charge Inquiry is **not intended** for use by applicants for federal jobs or employees of the US government. See http://www.eeoc.gov/federal/fed_employees/complaint_overview.cfm for discrimination complaints in federal jobs.

Personal Information

First Name: VERNE MI: N Last Name: SKEETE JR.

Home Phone: (850) 849-1058 Cell: (850) 693-7238 Email: VernSkeete@GMAIL.com

Address: 6657 Kirkland Rd Apt.: _____

City: BASCOM County: JACKSON State: FL Zip Code: 32423

What is the best way to reach you? CELLPHONE

What are the best days and times to reach you? _____

Do you need language assistance? Yes ☐ No ☑

If so, what do you need? _____

Date of Birth: 04 / 07 / 1952 Sex: Male ☑ Female ☐

General information about you that will allow us to serve all individuals better:

i. Are you Hispanic or Latino? Yes ☐ No ☑

ii. What is your race? Choose all that apply: American Indian or Alaskan Native ☐ Asian ☐ Black or African American ☑ Native Hawaiian or Other Pacific Islander ☐ White ☐

iii. What is your National Origin or ancestry? _____

RECEIVED
MAR 22 2018
U.S. EEOC
Mobile Local Office

Who do you think discriminated against you?

Employer ☑ Union ☐ Employment Agency ☐ Other Organization ☐

Organization Name: STURGEON AQUAFARMS

Address: 687 NE 79TH ST Suite: _____

City: MIAMI County: DADE State: FL Zip Code: 33138

Name of Human Resources Director or Owner: MARK ZASLAVSKY / STEVEN CAMPOS

Email: HR@MARKYS.COM / MZASLAVSKY@MARKYS.COM Phone: (305) 758-9298 ext. 213 (786) 684-8141

THIS PRE-CHARGE INQUIRY IS NOT A CHARGE OF DISCRIMINATION

ATTACHMENT 0914

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-002019

DATE ENTERED: 4/17/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/002019/19002019COD-041719-10090709.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2018 APR 12 AM 9:24

A. PERSONAL INFORMATION	**FCHR No. 201807155**	
Name James Moise	**E-Mail Address** jamesmoise.miami@gmail.com	**Date of Birth**
Mailing Address 1765 N.E. 137 Ter.	**Telephone Number (area code)** (305) 927-2542	
City, State, and Zip Code North Miami, FL 33181	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Aimco	**Number of Employees** 15+	**Telephone Number** (954) 233-3420
Street Address (Branch/Office in Florida) Aimco Denver Corporate Headquarters 4582 South Ulster Street, Suite 1100	**City, State and Zip Code** Denver, CO 80237	**County**

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☒ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) March 12, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act. and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a married Black male. I have been discriminated against based on race, marital status, sex, and in retaliation. I was employed as a Service Manager 3 at Aimco's apartment buildings located on Plantation Gardens in North Miami. My employment record was impeccable and qualifications for the job superior. I rose rapidly through Respondent's organization and won several awards for my work. About four months ago, while at Plantation, I was subject to racial slurs by Caucasian and Latino co-workers (Todd Kelson (Supervisor), Alex Bustamante, Jerry Jarquin, and Adriana Uraiarte). I was often referred to as "Big Black", "Big Black Shrek," and/or "Black Mr. Clean." I was also accused of "scaring the residents." When Black applicants were turned down, I was subjected to ridicule with remarks like, "why can't your people qualify?" "Why do your people all have criminal records and bad credit." The tipping point came when these remarks were made in front of my 12-year-old daughter.
I reported this behavior to my supervisors and was immediately fired on 3/12/2018.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x James Moise	x 4/12/18

ATTACHMENT 0915

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-002090

DATE ENTERED: 4/18/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/002090/19002090COD-041819-08320032.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2018 MAY 23 AM 10: 36

A. PERSONAL INFORMATION	**FCHR No.** 201808632 MS	
Name Yolette A Beckford-Daley	**E-Mail Address** yolettedb@aol.com	**Date of Birth** 11/7/78
Mailing Address 7863 N.W. 11 St.	**Home Telephone Number (area code)**	
City, State, and Zip Code Plantation, FL 33322	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Aging & Disability Resource Center of Broward County	**Number of Employees** 15+	**Telephone Number** +1 (954) 745-9567
Street Address (Branch/Office in Florida) 5300 Hiatus Road	**City, State and Zip Code** Sunrise, Florida 33351	**County** Broward

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	May 11, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was discriminated against because of my race. I began my employment with Respondent in January 2015. I originally applied for a Triage position however, I was offered and accepted another position. A year later a Triage position became available again and I applied for it. I emailed the Executive Director letting her know that I applied for the position. I was given the position; however, I was not placed in the office where the other Triage employees worked. I again spoke with the Executive Director regarding the disparate treatment and I was moved abruptly to the other area. I also noticed that I was not given the same preference as my co-worker such a party and a cake when it was birthday time. My coworker was also allowed to work on several projects and I was not allowed to do; I requested to work the 8:30 to 4:30 shift after that shift was vacated and I was told I had to wait until another person was hired to take my shift. My director called me in her office and asked me for my social security number. I declined because I was not sure why she needed it. She stated that she needed it to conduct a Level Two background screening, which I already had one done. I was told that was not the proper procedure and there was another person who had to get the screening and they were given paperwork to have the screening done. On April 23, 2018, I was told the Triage department was closing. The reason given was they could not justify my job duties. The job and the duties had been done for seven years. I was offered a lesser position. I tendered my resignation on May 11, 2018.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Yolette Beckford	5/22/18

ATTACHMENT 0916

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-002160

DATE ENTERED: 4/23/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/002160/19002160COD-042319-13310031.PDF

PAGE(S): 2

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2018 JUN 19 PM 3:20

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
2018 11919

A. PERSONAL INFORMATION		**FCHR No.**
Name Charles Rivers	**E-Mail Address** Castoares7@aol.com	**Date of Birth** 8/25/71
Mailing Address 575 Drysdale Dr.	**Telephone Number (area code)** 904-480-9562	
City, State, and Zip Code Orange Park, Florida 32065	**Work (if possible to call you there)** 850-637-2501 – My Attorney, Gary E. Smith	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida Infrastructure Inc.	**Number of Employees**	**Telephone Number**
Street Address (Branch/Office in Florida) 542190 U.S. Highway 1	**City, State and Zip Code** Callahan, FL 32011	**County**

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 5/29/18

D. DISCRIMINATION STATEMENT:
I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a 46 year old African American. I was terminated from Florida Infastructure (Larry Brantley,40, Caucasian). My employment contract shows I was to earn $78K per year. Reason for termination: No reason given.

The paving crew that Mr. Brantley had consisted of 4 young (19-28 yrs) Caucasians with no experience. I feel that Mr. Brantley hired me for my expertise and Mr. Brantley's crew which consisted of 5 African Americans, ages 30-46. After the project was completed (120 days) I was terminated, but Mr. Brantley kept my crew. The manager that Mr. Brantley wanted as replacement for me is Caucasian and very young, age 28. I have 20 years experience and the 28 year old has 6 months experience. I feel that this termination is racially and age biased.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x Charles Rivers	x 6/19/2018

FCHR Charge Form – Revised January 9, 2015

ATTACHMENT 0917

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-002223

DATE ENTERED: 4/26/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/002223/19002223COD-042919-09533853.PDF

PAGE(S): 2

AMENDED CHARGE OF DISCRIMINATION - EMPLOYMENT

EEOC CASE #	FEPA CASE #	DATE DISCRIMINATION TOOK PLACE
510-2017-03353		EARLIEST 02/13/2017 LATEST ☒ CONTINUING ACTION
DATE FILED		PRIVACY ACT APPLIES ☒ SUNSHINE LAW APPLIES
☒ I desire that my complaint also be filed with: EEOC and FCHR		

COMPLAINANT		RESPONDENT	
NAME:	Zonya A. Flemings	NAME:	Miami Dade County - DTPW
ADDRESS:	P.O. Box 420371	ADDRESS:	111 N.W. 1st Street, Floor 21
CITY, STATE & ZIP:	Miami, Florida 33242	CITY, STATE & ZIP:	Miami, Florida 33128
COUNTY:	Miami Dade	COUNTY:	Miami Dade
PHONE:	(814) 434-3164	PHONE:	(305) 375-4171
DOB:	06/28/69	# OF EMPLOYEES:	500+

ADDITIONAL RESPONDENT(S): U.S. Security Associates, Inc.
c/o CT Corporation Systems, 1200 S. Pine Island Road, Plantation, FL 33324

DISCRIMINATION BASED ON

☒ RACE ☐ COLOR ☐ NATIONAL ORIGIN ☒ SEX ☐ AGE ☐ RELIGION ☐ DISABILITY ☒ RETALIATION ☐ OTHER:

DESCRIBE THE DISCRIMINATORY ACT OR PRACTICE

I. Personal Harm: I have been employed by Respondent U.S. Security Associates, Inc. since October 2014 and served as Professional Protective Officer ("PPO") for approximately one year. From September 2015 to February 2017 I served as a Captain/Supervisor and from February 2017 to present I have served as a PPO. I am presently assigned to work for Respondent Miami Dade-County - DTPW. Pablo Castillo serves as DTPW Security Manager for Miami-Dade County and oversees the day-to-day operations of the Metrorail contractor employees. In response to disciplinary actions I took directed towards Latino subordinates, Mr. Castillo has taken actions towards me that have been disciplinary and punitive in nature. Examples include presenting resolved deficiencies as a current on-going problem in an attempt to have me disciplined and accusing me of being responsible for missing parking permits. I complained to my immediate administration, the regional administration and then through an ethics reporting hotline that Mr. Castillo was discriminating against me as a black female and, instead, favoring Latino employees. As part of my complaint I requested a position monitoring a parking garage on the south end of the Metro Rail which was granted. On February 20, 2017 Mr. Castillo ordered that my post assignment be exchanged to that of the support officer of the garage knowing that the golf cart used in that position was not operational. Mr. Castillo did this knowing that I would have to walk the garage for the entire shift for the week it took to repair/replace the cart. On February 28, 2017 Mr. Castillo changed my assigned vehicle to one that was known to be heavily infested with roaches resulting in my again having to walk the beat until I could exterminate and clean the vehicle. On March 7, 2017 I was removed from that position at the direction of Mr. Castillo and assigned to a vehicle traveling the Metro Rail to address homeless individual and vagrants that frequent the Metro Rail pathway. This has placed me in an inherently unsafe situation as this assignment is without back up or assistance in the event of a confrontation or altercation.

II. Respondent's Reason for Personal Harm: Respondents provided no reason for my removal from the position in the garage and placement in the traveling position addressing the homeless and vagrants.

III. Discrimination Statement: I believe I have been discriminated against on the basis of my race and gender, and subsequently retaliated against following my complaints of discrimination, all in violation of Title VII of the Civil Rights Act of 1964, as amended, and the Florida Civil Rights Act of 1992, as amended.

I will advise the agency if I change my address or phone number and cooperate fully with them in the processing of my charge in accordance with their procedures. I swear or affirm that I have read the above charge and it is true to the best of my knowledge, information, and belief.

Complainant's Signature — Date: 23 Sept 17

PLEASE PRINT
Notary Name Jasmine Reddick
Notary # GG 116259
Subscribed and sworn to before me this date Sept, 23, 2017

Notary (signature)

AFFIX SEAL OR STAMP

JASMINE REDDICK
NOTARY PUBLIC
STATE OF FLORIDA
Comm# GG116259
Expires 6/19/2021

17/19

ATTACHMENT 0918

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-002531

DATE ENTERED: 5/15/2019

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2019/002531/19002531COD-051519-17022202.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2018 AUG -6 PM 12: 38

A. PERSONAL INFORMATION		FCHR No. 201913127	
Name Michele J. Edwards		**E-Mail Address** michelemybell1962@yahoo.com	**Date of Birth**
Mailing Address 3131 Galiot Rd.		**Telephone Number (area code)** (630) 808-8501	
City, State, and Zip Code Venice, FL 34293		**Work (if possible to call you there)**	
B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)			
Name Publix Supermarket	**Number of Employees** 151	**Telephone Number** (941) 485-1037	
Street Address (Branch/Office in Florida) 365 Jacoronda Blvd.	**City, State and Zip Code** Venice, FL 34292	**County** Sarasota	
C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es) ☒ RACE ☒ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION		DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) Ongoing	

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a dark skinned, East Indian and Asian, female. I have been discriminated against based on race, color, national origin, sex, and retaliation. On 4/25/2018, I was offered a full-time position in the Deli Department by Store Manager, Wayne Bardgill. This offer for full-time with benefits was later rescinded. Most recently, as of 6/20/2018, Debbie Bartels was given the position. I am an exemplary employee. I have never been written up, late, or disciplined in any way; to the contrary, I often receive complimentary comments from both customers and Respondent. I feel that I have been discriminated and harassed by other employees. Respondent was aware of it, and simply looked the other way. I have also been discriminated and retaliated against by Management for going to Human Resources. Therefore, the opportunity for promotion was given to another employee who started working after me. In addition, Management has also created a hostile work environment by telling personnel and associates my personal matters.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
x Michele J Edwards	x August, 6, 2018.

ATTACHMENT 0919

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-003195

DATE ENTERED: 6/11/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/003195/19003195COD-061119-16053005.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2018 OCT -1 AM 9:28

A. PERSONAL INFORMATION	**FCHR No. 201914524**	
Name Francesca Thomas	**E-Mail Address** iistrini2@yahoo.com	**Date of Birth** October 03, 1957
Mailing Address 1361 Verona St.	**Telephone Number (area code)** (386) 898-4580	
City, State, and Zip Code Daytona Beach, FL 32114	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
SMA Behavioral Behavioral	15+	(386) 236-1763
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1220 Willis Ave.	Daytona Beach, FL 32114	Volusia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a (60-year old) disabled Black female. I have been discriminated against based on race, sex, age, and disability. Due to my medical condition (anxiety/panic attacks) I have a very difficult time when working in small spaces, such as the assigned cubicles. I have provided Respondent with my disability information as well as ADA forms. To date, Respondent has failed to provide reasonable accommodations due to my disability and am currently still working in a cubicle space. At the time of the incident I was approached from behind a white male employee from another department and in hearing my cries that I have panic attacks this male proceed to state "if I get scared his office is on the other side of the wall". Two weeks later as I was walking down a flight of steps this same white male states to me "it would be easier, I could slide down the bannister of the steps". Finally, I feel that Respondent has made harassing and discriminatory statements when referring to me; such as angry. To me when Respondent refers to me as "angry, loud and demanding" it is an indication that I am an "angry Black woman." I believe that I am treated differently due to my race, sex, age, and disability.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x Francesca Thomas	x 9/28/18

ATTACHMENT 0920

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-003587

DATE ENTERED: 7/2/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/003587/19003587COD-070219-15292029.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2018 JUN 15 AM 8:52

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		**FCHR No. 201809675**	
Name Ms. Loretta Bradley		**E-Mail Address** wwjdIII@comcast.net	**Date of Birth**
Mailing Address 320 Lime Ave. N.W.		**Telephone Number (area code)** (386) 249-2931	
City, State, and Zip Code Live Oak, FL 32064		**Work (if possible to call you there)**	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Country Strong Gym	**(Restaurant, Club, Lodging)**	**Telephone Number** (386) 362-6954	
Street Address (Florida location) 405 11th ST SW, Suite 101	**City, State and Zip Code** Live Oak, FL 32064	**County** Suwannee	
C. CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) ☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN	**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** May 16, 2018		

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I believe I have been discriminated against and refused services based on my race (Black). I was a member of this gym for two years. When new owners purchased the gym, it was required that all previous members sign a new contract. I had questions about the contract and asked to speak to the owner. After talking to the Manager, I signed the new contract. I was later contacted by Respondent and told that I couldn't be a member because they weren't a provider within my health insurance company. That when the insurance issue was straightened out I could re-apply for membership. On 5/13/2018, I contacted my insurance company and I was advised that Respondent was now a provider. Finally, on 5/16/2018, I was told over the phone, that Management decided I couldn't have a membership. I believe that I was denied membership due to my race and for previously questioning their contracts.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x Loretta Bradley	x 06-13-2018

12/24/2017 07:02 3863646987 LORETTABRADLEY PAGE 01/01

ATTACHMENT 0921

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-003599

DATE ENTERED: 7/3/2019

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2019/003599/19003599ECD-070319-17144714.PDF

PAGE(S): 1

Aug. 23. 2018 1:26PM No. 2051 P. 2

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2018 AUG 27 AM 10: 26

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

FCHR 20191528Y

A. PERSONAL INFORMATION	FCHR No.	
Name Thomas DeMonica	**E-Mail Address** tdemonica@aol.com	**Date of Birth** 11/30/1958
Mailing Address 4830 NW 43rd Street	**Telephone Number (area code)** 352-287-1267	
City, State, and Zip Code Gainsville, Florida 32606	**Work (if possible to call you there)** 850-637-2501 – my attorney, Gary E. Smith	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name HCA Regional Medical Center	**Number of Employees** 100+	**Telephone Number**
Street Address (Branch/Office in Florida) 1400 Fivay Road	**City, State and Zip Code** Hudson, Florida 34667	**County**

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE
☐ COLOR X SEX ☒ RELIGION ☐ DISABILITY/HANDICAP X NATIONAL ORIGIN AGE MARITAL STATUS RETALIATION	June 21, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a 59-year-old Caucasian. I worked for HCA Regional Medical Center Bayonet Point, Florida for 16 years as an ER Tech. I made between $35-$40,000 per year. I was a former NYC Firefighter and blew a knee out and could no longer work there. My wife and I moved to Florida. I was terminated on June 21, 2018. The reason was given: inappropriate touching. I was called and told to come into work at 9:00 in street clothes. I was told that I had been accused of inappropriate touching (someone's rear end). The Director said that it was on camera. I asked to see the camera - they refused. I asked to have the person's name - they denied to give it. I feel that I was pushed out because of my age. A short while ago a new director - in his early 40's had taken over. The new director also brought in 2 Paramedics and 2 nurses. The Paramedics are African American, males in the 40's. The nurses are in the 30's. In my 16 years employment there I have never been late, never been written up, and always got along with all the employees. I would never touch anyone except my wife! I feel very disturbed by the fact that someone would slander my name. The new director wants to employ only paramedics and nurses – I am the only ER tech.

Extensive efforts to obtain evidence of any "inappropriate touching" have been stonewalled by HCA's HR department and counsel.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

ATTACHMENT 0922

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-003600

DATE ENTERED: 7/3/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/003600/19003600ECD-070519-08291929.PDF

PAGE(S): 1

2019 15598 EEM

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2018 SEP 13 AM 8:19

A. PERSONAL INFORMATION	**FCHR No.**	
Name: Janet A. Trevorah	**E-Mail Address** lacretia34221@gmail.com	**Date of Birth** 9/23/1970
Mailing Address 2225 Penfield Terrace	**Home Telephone Number (area code)** 941-875-4465	
City, State, and Zip Code North Port, FL 34288	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name: FI-CASA MORA, LLC d/b/a Casa Mora Rehabilitation and Extended Care	**Number of Employees** 201 - 500	**Telephone Number** 941-761-1000
Street Address (Branch/Office in Florida) 1902 59th St. West	**City, State and Zip Code** Bradenton, FL 34209	**County** Manatee

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION	September 22, 2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, for the following reason(s), including, but not limited to, being terminated because of my race, age, and sex. I am a black female over forty years of age at the time of the termination. I was wrongfully terminated after I gave birth to my son while under the company's leave of absence policy. I requested a leave of absence on August 3, 2017 and was granted a 12 week leave of absence under the Personal Medical Leave of Absence ("PMLA") commencing August 27, 2017 with a return date of November 19, 2017. I gave birth to my son early on August 9, 2017. Subsequently hereafter, I provided my employer with my intent to return to regular work with no restrictions beginning September 25, 2017 prior to the expiration of my leave of absence. I continued to call my supervisor numerous times and no one would return my call. I was finally able to speak with the DON and the Administrator, along with the regional HR on the phone. During this call, I was informed that my position was filled and was offered a position to work on the floor during the night shift at a lower pay rate. I asked what the pay rate would be and would it be a comparable position with comparable pay as I was previously making $80,000 as the Staff Development Coordinator. I was informed by the Administrator she would look into it and get back to me. She never got back to me and I called her and since I never heard back from her, on October 16, 2017, I called the corporate office and I was informed by them that I was terminated effective September 22, 2017. Based upon information and belief, a younger (not sure of his age) white male took my position. In addition to the above, my employer also violated their PLMA policy under the Facility Employee Handbook.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Janet Trevorah	9/12/2018

ATTACHMENT 0923

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-003672

DATE ENTERED: 7/11/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/003672/19003672M-071119-10253525.PDF

PAGE(S): 2

Date: May 31, 2018

Certified # 7012 2210 0001 4051 9366

Florida Commission on Human Relations

4075 Esplanade Way #110,

Tallahassee, FL 32399

2018/0560 MS

Re: Discrimination Complaint

To Whom It May Concern:

My name is Salana Tyson (B/F), I believe that I am a victim of discrimination, violation of my civil rights act, Title VII by because of race, color, disparity treatment, denied employment opportunity training & promotion and retaliated against which resulted in being terminated from my employer with Alachua County Tax Collector on 6/22/17.

On 6/22/17, I was terminated by my employment and the reason given was refusing to look into the Executive Director, Donna Johnson (W/F) in the eye. I have been employed with my company for one month short of 24 years at the time of my termination. My position was replaced by W/F, Christie Tyson who is the grandmother of the Executive Director, Donna Johnson's Grandchild. I believe that disparity treatment was done to me for my termination when other co-workers who stole money and falsified time that were not terminated. Three weeks prior to my termination, I questioned my current Director, Lori Carmichael to ask the Executive Director, "What do I need to do to be considered for a promotion". Lori Carmichael returned some days later and her reply to me was that, I need to look her in the eye (meaning Donna) and when the other Directors are there, stop and speak and ask them how they are doing (All white Directors). Lori Carmichael mentioned to me that one of the Directors, Roxanna (W/F) mentioned that this writer didn't speak to her last time she was in the office. Three weeks after that conversation, this writer was terminated. This writer asked for management training which was consistently with my counter-partners (W/F) and was denied which was tied in to salary increase as a result I was consistent moved from departments and different offices.

I have been a faithful employee with a good work history. My evaluations were all good, meet expectations (Attached).

Salana A. Tyson

Salana Alise Tyson

Sworn to and subscribed before me this 31st of MAY, A.D. 2018 by Salana Alise Tyson, who is personally known to me or has produced identification DL# T250-781-69-742-0

Signature of Attesting

Officer Under section 117.10, F.S. _____

OR

Notary Public

State of Florida at Large for Alachua County

DEBORAH J. HARDEN
MY COMMISSION # GG 038318
EXPIRES: October 19, 2020
Bonded Thru Budget Notary Services

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2018 JUN -1 PM 12:34

ATTACHMENT 0924

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-003893

DATE ENTERED: 7/19/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/003893/19003893COD-071919-15562156.PDF

PAGE(S): 1,2

Date Stamp (FCHR Use Only)
2018 MAY 11 PM 12:48

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

A. PERSONAL INFORMATION
FCHR No.
201807698

Name
E-Mail Address
Date of Birth
Trena M Reddick
renall2005@yahoo.com
-
Mailing Address
Home Telephone Number (area code)
2118 Broadway View Ave.
-
City, State, and Zip Code
Work (if possible to call you there)
Brandon, FL 33510

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)
Name

Number of Employees
Telephone Number

University of South Florida

15 +
+1 (813) 974-2011

Street Address (Branch/Office in Florida)

City, State and Zip Code
County

4202 E. Fowler Avenue

Tampa, Florida 33620
Hillsborough

C.CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☑ RACE ☑ COLOR ☑ SEX ☐ RELIGION ☑ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☑ RETALIATION
DATE MOST RECENT DISCRIMINATION TOOK PLACE

(month, day, year)

May 11, 2017

D. DISCRIMINATION STATEMENT:

During my employment with the University of South Florida Police Department (USFPD), I believe that I was the victim of workplace harassment which included: sexual harassment, gender discrimination, and racial discrimination. Some of these behaviors were committed through electronic communication. These behaviors created a hostile work environment, which resulted in personal health problems, and led to my dismissal from the USFPD.

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

On 6/10/2017, I contacted the Vice President of Business & Finance John Long, and Vice-President of Administrative Services Calvin Williams, via e-mail to express my concerns about the gross mismanagement and abuse of authority from the leadership at the USFPD. The focus of the complaint was against Chief Chris Daniel who has a pattern and practice of berating people. Consequently, I feel as if expressing these concerns have affected my ability to secure employment at USF and other state agencies.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Irena Reddick 5/10/2018

EMPLOYMENT COMPLAINT OF DISCRIMINATION

ATTACHMENT 0925

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-003974

DATE ENTERED: 7/25/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/003974/19003974COD-072519-09181018.PDF

PAGE(S): 2

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

Disparate Treatment- Race, Retaliation

Complainant has been subjected to disparate treatment, based on her race (African American) and retaliation. This treatment is discriminatory in nature and has negatively affected the terms and conditions of her employment

Complainant, an African-American female, is employed as a Legal Assistant for Cole, Scott, & Kissane, P.A. (CSK). At all times, the Complainant was under the second-line supervision of B.V. (White). Over the course of her employment, the Complainant, has been subject to a hostile work environment.

More specifically, Complainant has been subject to higher standards than similarly situated colleagues of a different race, her work hidden from her and destroyed, and racial epithets used in her presence in the office. Complainant is the only black Legal Assistant in her department and under the supervision of B.V.

Over the course of Complainant's employment, B.V., consistently created a hostile work environment for the Complainant by: suddenly closely scrutinizing her work, falsely accusing her of mistakes, and micromanaging her on basic tasks. For example, during a May 10, 2018, meeting between the Complainant, her Supervisor, Supervising Attorney and colleagues the primary focus of the meeting covered a "mistake" committed by the Complainant of not sending a follow up email. The Complainant stated she committed such a mistake only because Complainant usually sends a follow-up email but forgot that time, however Supervising Attorney (B.V.) stated a follow up email is unnecessary, can be discoverable yet contended Complainant made a mistake when in fact Complainant did not. Included with the "follow up email" matter, Complainant had a calendar entry hidden by B.V.'s Legal Assistant, T.A. (White) and T.A. was not to have permission nor delete the Complainant 's calendar entry. T.A. was not reprimanded. When Complainant attempted to complain, she was ignored by management.

In contrast to other employees, Complainant was reprimanded drastically different from those similarly situated of a different race. For instance, a Hispanic Legal Assistant was not reprimanded for not confirming the aforementioned calendar entry. However, Complainant was counseled on multiple occasions for her perceived errors.

In response to the aforementioned acts and instances, the Complainant complained to management, only to be ignored by management. After management's futile response, the hostile treatment intensified, through the constant scrutiny of the Complainant's work product to the humiliation of being singled out on a daily basis.

Further, racial epithets were used by a Hispanic employee in the presence of the Complainant. The epithets perpetuated an office culture that became unpalatable for her. As the only African American legal assistant under the supervision of B.V., the Complainant felt isolated and alone.

On or about June 7, 2018, due to the hostile work environment, the Complainant requested a medical leave of absence because of CSK's refusal to remedy the acts committed by their employees.

Therefore, Complainant charges Respondent with unlawful discriminatory acts in violation of Title VII of the Civil Rights Act of 1964 and the Florida Civil Rights Act of 1992 (FCRA).

I declare under penalty of perjury that the above is true and correct.

10/4/18 Natasha McCleary

Date *Charging Party Signature*

NOTARY- *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Natasha McCleary

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE *(month, day, year)*

October 4, 2018

ARIANNE KATO
Notary Public – State of Florida
Commission # GG 067344
My Comm. Expires Jan 30, 2021

ATTACHMENT 0926

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-004197

DATE ENTERED: 8/9/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/004197/19004197COD-080919-11572257.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2017 APR 12 AM 11:09

A. PERSONAL INFORMATION	FCHR No. 201917360	
Name Peggy Wesley	**E-Mail Address** pwesley688@aol.com	**Date of Birth** November 16, 1969
Mailing Address 2050 Oleander Blvd., Apt. 11-203	**Telephone Number (area code)** (772) 301-9329	
City, State, and Zip Code Fort Pierce, FL 34950		

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name St. Lucie County Sheriff's Office	**Number of Employees** 15+	**Telephone Number** (772) 462-7300
Street Address (Branch/Office in Florida) 4700 West Midway Road	**City, State and Zip Code** Fort Pierce, FL 34950	**County** St. Lucie

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☒ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) April 12, 2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a Black, religious female. I previously filed a charge of discrimination, FCHR #: 201601889 alleging retaliation and disability discrimination. In addition to those allegation, I am also alleging race, sex and religion discrimination. I believe I was harassed and treated in a disparate manner by Respondent. St. Lucie County Sheriff's Office showed prejudice, hostility, harassment, favoritism, bullying, abuse, and unfair treatment towards me based upon my race, sex and religion. I was terminated on 4/12/2017.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
X	X 1/8/19

ATTACHMENT 0927

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-004342

DATE ENTERED: 8/16/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/004342/19004342ECD-081619-11485448.PDF

PAGE(S): 1

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HUMAN RELATIONS
2018 SEP 24 PM 12:31

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)

EMPLOYMENT CHARGE OF DISCRIMINATION	**FCHR No.** 201915781 MS	
Name (Indicate Mr. or Ms.) Mr. Felton J. Boyd	**E-Mail Address** c/o Robert W. Bauer, Esq. MPY@Bauerlegal.com	**Date of Birth** 11-20-1981
Mailing Address c/o Robert W. Bauer, Esq. 2610 NW 43rd Street, Suite 1-B	**Home Telephone Number (area code)** (352) 375-5960	
City, State, and Zip Code Gainesville, Florida 32606	**Work (if possible to call you there)** (352) 375-5960	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Sport Clips, Inc.	**Number of Employees** **15+** Claimant does not have specific knowledge as to the specific number of employees but does have knowledge that the number exceeds 15.	**Telephone Number** (800) 872-4247
Street Address (Branch/Office in Florida) 110 Briarwood	**City, State and Zip Code** Georgetown, Texas 78626	**County** Williamson

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**	
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	(month, day, year)	December 2017

THE PARTICULARS ARE:

- Mr. Boyd was employed by Respondent as a hair dresser.
- Ms. Kristi Turner served as Mr. Boyd's supervisor.
- During the time that Mr. Boyd was employed by Respondent, Mr. Boyd, an African American male, was subjected to racial discriminate by Ms. Turner.
- Specifically, Mr. Boyd was subjected to the following from Manager Ms. Turner:
    1. Ms. Turner required Mr. Boyd to work until close on Sundays despite Mr. Boyd's request to attend church on Sundays.
    2. Ms. Turner repeatedly and constantly criticized Mr. Boyd with no valid reason.
    3. When Mr. Boyd was doing a good job, Ms. Turner stated "...you have proved me wrong."
    4. Ms. Turner had told employees that she only wanted "pretty little white girls" working in the store.

ATTACHMENT 0928

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-004490

DATE ENTERED: 8/22/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/004490/19004490COD-082219-12360136.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2019 FEB -5 PM 1:24

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	**FCHR No. 201915501**
Name Maurice G. Hargrove	**E-Mail Address** maurice.hargrove@yahoo.com
Mailing Address 1672 Sunny Hills Blvd.	**Telephone Number (area code)** (205) 230-5385
City, State, and Zip Code Chipley, FL 32428	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Honda of Bay County / Volkswagen of Panama City	15+	(850) 763-5495
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3605 East 15th Street	Panama City, FL 32404	Bay

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

In August 2018, I applied for a Driver's position at Respondent's Panama City, FL location. I met with Mr. Boatwright (Director) and he noticed that I was using a leg brace. I was then instructed by Mr. Boatwright to go to my doctor and get clearance to do the job requirements. I followed Respondent's instructions and was authorized by my doctor to perform the job duties. I took this information back to Mr. Boatwright, but he still failed to hire me. I firmly believe that I was denied employment due to my disability and race (Black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x Maurice Hargrove	x 2/1/19

ATTACHMENT 0929

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-004491

DATE ENTERED: 8/22/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/004491/19004491NOD-082219-12393639.PDF

PAGE(S): 1

State of Florida
Florida Commission on Human Relations
An Equal Opportunity Employer • Affirmative Action Employer

Ron DeSantis
Governor

4075 Esplanade Way • Room 110 • Tallahassee, Florida 32399-7020
(850) 488-7082 / FAX: (850) 487-1007
http://fchr.state.fl.us
United in One Goal: Equal Opportunity and Mutual Respect

Tony Jenkins
Chair
Michelle Wilson
Executive Director

FCHR No. 201916675
EEOC No. 15D201900355

Mr. James C. Jones
c/o Ms. Barbara J. Jones
Barbara J. Jones, Esq.
2930 Marsh Rd.
Deland, FL 32724

COMPLAINANT

Embry-Riddle Aeronautical University, Inc.
c/o Ms. Andrea R. Hooper, HR Director, Employment and Engagement and Title IX Investigator
600 South Clyde Morris Blvd, Corsair Hall # 104C
Daytona Beach, FL 32114

RESPONDENT

NOTICE OF DETERMINATION: NO REASONABLE CAUSE

The Florida Commission on Human Relations has determined that there is no reasonable cause to believe that an unlawful practice occurred. A copy of the determination is attached.

Complainant may request an administrative hearing with the Division of Administrative Hearings by filing a Petition for Relief within 35 days of the date the determination was signed by the Executive Director. A blank Petition for Relief form is enclosed with Complainant's notice. It may be beneficial for Complainant to seek assistance from legal counsel prior to filing the petition.

This determination of no reasonable cause will become final if Complainant does not file a Petition for Relief within 35 days, and the Commission will dismiss the complaint.

The parties named in the determination may inspect the records and documents, in the custody of the Commission, which pertain to the determination. Please contact the Commission's Customer Service Office if you wish to request copies.

I HEREBY CERTIFY that a copy of the foregoing Notice of Determination was mailed to the above-named addressees this 17th day of July, 2019, by U.S. Mail.

By: Tammy Barton
Clerk of the Commission

COMMISSIONERS

Dr. Donna Elam *Port Richey*	**Mario Garza** *Lakewood Ranch*	**Tony Jenkins,** *Chair* *Lake Mary*	**Al McCambry** *Lynn Haven*
Latanya Peterson, *Vice Chair* *Fleming Island*	**Jay Pichard** *Tallahassee*	**Gilbert Singer** *Tampa*	**Rebecca Steele** *Jacksonville*

ATTACHMENT 0930

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-004587

DATE ENTERED: 5/5/2017

RACE: black

LINK: doah.state.fl.us/ROS/2019/19004587_282_02182020_16323913_e.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110
Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
16 OCT 18 PM 4:03

EMPLOYMENT CHARGE OF DISCRIMINATION | **FCHR No.** 201601959

Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Ms. Gloria J Harrison	gloriaharrison52@yahoo.com	10/28/1958
Street Address	**Telephone Number**	
89 Meadow Creek Drive	(904) 631-3843	
City, State, and Zip Code	**Work (if possible to call you there)**	
Jefferson, GA 30549		

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
21st Century Oncology	15+	(239) 931-7333
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2270 Colonial Blvd.	Fort Myers, FL 33907	Lee

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
4/20/2016

HAVE YOU FILED A CHARGE ON THIS MATTER WITH THE EEOC OR ANOTHER AGENCY? ☐ YES ☐ NO
IF SO, PROVIDE THE NAME OF THE AGENCY AND THE DATE OF FILING:

The following is a statement of the facts, including pertinent dates, constituting the unlawful employment practice (If additional space is needed, attach extra sheets(s)):

I am a black female. I have been discriminated against on the basis of race and retaliation. I began employment with Respondent in May 2015, as a Medical Biller until my termination on 4/20/2016. I was out of work due to a personal injury and I was scheduled to return to work on 4/25/2016. On 4/20/2016, I received a call from Diane cook (Human Resources Director) regarding my return to work. Ms. Cook left me a voice message stating that she received all of the messages I had left for her; indicating that I was ready to return to work. Ms. Cook stated on the voice message that she was looking forward to my return to work on 4/25/2016. On 4/25/2016, on my way to work, Ms. Cook called me and said that she had no record of me calling her about my job. She also stated that she never left a voice message on my phone on 4/20/2016, that I was confused, a liar and delusional. A white co-worker (Anona) was out of work due to a personal injury for a longer period of time than I was. This co-worker did not lose her job. I firmly believe that Respondent discriminated and retaliated against me.

I verify that I have read the foregoing charge of discrimination and that the facts stated in it are true.
SIGNATURE OF COMPLAINANT **DATE**

x Gloria J Harrison x 10-5-2016

ATTACHMENT 0931

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-005049

DATE ENTERED: 9/19/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/005049/19005049ECD-091919-13362436.PDF

PAGE(S): 1

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2018 SEP 25 AM 11:26

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		FCHR No. 201913551
Name Dorie D. Bridgeman	**E-Mail Address** dbridgem@yahoo.com	**Date of Birth**
Mailing Address 8450 Gate Prkwy W., Apt. 1413	**Telephone Number (area code)** (773) 562-9647	
City, State, and Zip Code Jacksonville, FL 32216	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name American Culinary Federation	**Number of Employees** 15+	**Telephone Number** (904) 824-4468
Street Address (Branch/Office in Florida) 180 Center Place Way	**City, State and Zip Code** St. Augustine, FL 32095	**County** St. Johns

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been discriminated against and treated differently based on my race (Black). I am constantly being followed and watched by numerous co-workers within the organization. Their actions have created a hostile, offensive, and uncomfortable work environment. I believe this is racially motivated and the intention is to intimidate me to quit or to provoke me to say or do something so my employment can be terminated. This has been occurring daily, practically since I started employment with this organization in July 2017. One of the first instances I noticed was every time I went to the restroom another woman colleague would immediately follow behind me. It was usually someone from the Education Department; Kris Shugart, Dana Baldwin, Jean McElwain and Michelle Whitfield. Around September 2017, I noticed that every time I would get up to go to lunch, the individual that had my position previously, Jean McElwain, would also get up and go to lunch. I was not going at the exact same time, so I felt it was extremely odd that she would get up and go to lunch at the exact same time as me and return at the exact same time. There was also an instance where I was forwarded an email, where Jean was using her old job title (my current position) in responding to an email. I believe for months she had not only been following and watching me but also interfering with my job responsibilities. Additionally, I have also noticed that other co-workers were also following/watching me. There have been numerous instances where I come back from lunch and noticed three co-workers; Kris Shugart, Dana Baldwin and David Ristau sitting in a car like they were trying not to be seen. I parked my car right next to them and they hurried and exited the car. As they were walking back to the building a comment was made by David stating, "there goes our plans for the rest of the week." This has been going on practically the whole time I have been working with this organization. They follow/watch me practically anytime I leave my cubicle. I'm not aware of, nor do I see any other individual enduring this type of treatment.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
x Dorie Bridgeman	x 9/24/18

ATTACHMENT 0932

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-005063

DATE ENTERED: 9/19/2019

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2019/005063/19005063ECD-091919-16170217.PDF

PAGE(S): 1

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2019 MAR 20 PM 12:09

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	**FCHR No. 201917821**
Name Vadim Troshkin	**E-Mail Address** troshvad@yahoo.com
Mailing Address 400 E. Bay Street, #1204	**Telephone Number (area code)** (718) 576-5696
City, State, and Zip Code Jacksonville, FL 32202	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Agape Community Health Center	15+	(904) 760-4904
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
120 King Street	Jacksonville, FL 32204	Duval

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	January 18, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been discriminated against based on Race (White) and national origin (Russian). Almost all employees working for Respondent are Black. From the first day of employment, I realized that the nature of this company's culture is hate towards the White population. I was harassed and treated very differently compared to Black employees. When I was sat at the computer, I was supposed to get up and give my seat up if a Black individual walked in the room. In addition, I also was not allowed to take Martin Luther King holiday off because "White people should not have the day off." On 1/18/2019, I was terminated for being "different."

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x Vadim Troshkin	x 03/19/2019

ATTACHMENT 0933

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-005141

DATE ENTERED: 9/25/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/005141/19005141COD-092519-11102310.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2019 MAR 18 PM 3:18

A. PERSONAL INFORMATION		**FCHR No. 201916214**	
Name Ms. Latelra Lewis		**E-Mail Address** latelra@yahoo.com	
Mailing Address P.O. Box 29		**Telephone Number (area code)** (352) 872-2998	
City, State, and Zip Code Waldo, FL 32694			
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Publix Supermarket's	**(Restaurant, Club, Lodging)**	**Telephone Number** (352) 375-2919	
Street Address (Florida location) 1302 N Main Street		**City, State and Zip Code** Gainesville, FL 32601	**County** Alachua
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN		**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)** October 12, 2018	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I have been discriminated against based on my race (Black). While shopping at Publix on 10/12/2018, I was harassed, and my life was threated by another customer (White-female). Publix failed to do anything regarding this matter and failed to call the police.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x Latelra A. Lewis	x 3/16/2019

ATTACHMENT 0934

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-005255

DATE ENTERED: 10/3/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/005255/19005255ECD-100319-08151615.PDF

PAGE(S): 1

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Date Stamp (FCHR Use Only)
2018 DEC 19 PM 3:56

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 100
Tallahassee, Florida 32301

EMPLOYMENT CHARGE OF DISCRIMINATION	**FCHR No.**	

Name (Indicate Mr. or Ms.)	**E-Mail Address**	**Date of Birth**
Mr. Felton J. Boyd	c/o Robert W. Bauer, Esq. MPY@Bauerlegal.com	11-20-1981
Mailing Address	**Home Telephone Number (area code)**	
c/o Robert W. Bauer, Esq. 2610 NW 43rd Street, Suite 1-B	(352) 375-5960	
City, State, and Zip Code	**Work (if possible to call you there)**	
Gainesville, Florida 32606	(352) 375-5960	

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name	**Number of Employees**	**Telephone Number**
Sport Clips, Inc.	**15+** Claimant does not have specific knowledge as to the specific number of employees but does have knowledge that the number exceeds 15.	(352)792-6390
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2803 SW 42nd Street	Gainesville, Florida 32608	Alachua

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**	
☒ RACE ☐ COLOR ☐ SEX ☒ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	(month, day, year)	December 2017

THE PARTICULARS ARE:

- Mr. Boyd was employed by Respondent as a hair dresser.
- Ms. Kristi Turner served as Mr. Boyd's supervisor.
- During the time that Mr. Boyd was employed by Respondent, Mr. Boyd, an African American male, was subjected to racial discriminate by Ms. Turner.
- Specifically, Mr. Boyd was subjected to the following from Manager Ms. Turner:
    1. Ms. Turner required Mr. Boyd to work until close on Sundays despite Mr. Boyd's request to attend church on Sundays.
    2. Ms. Turner repeatedly and constantly criticized Mr. Boyd with no valid reason.
    3. When Mr. Boyd was doing a good job, Ms. Turner stated "…you have proved me wrong."
    4. Ms. Turner had told employees that she only wanted "pretty little white girls" working in the store.

ATTACHMENT 0935

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-005482

DATE ENTERED: 10/11/2019

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2019/005482/19005482COD-101119-11330133.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

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2018 MAY 24 AM 11:46

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	FCHR No. 201807527 MS	
Name Tiffany L Rusinko	**E-Mail Address** tiffanyleorusinko@gmail.com	**Date of Birth**
Mailing Address 615 SE 8th Ave.	**Home Telephone Number (area code)**	
City, State, and Zip Code Okeechobee, FL 34974	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Castle	**Number of Employees** 15+	**Telephone Number** 772-465-6011
Street Address (Branch/Office in Florida) 3525 W Midway Road	**City, State and Zip Code** Okeechobee, Florida 34981	**County** Okeechobee

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 3-26-18

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I became employed by the organization on 03/18/2013 as a Parent Educator. On February 27, 2017, I was offered and excepted the position of Safe Families Program Supervisor/Manager for Okeechobee and Martin County and United Way House Manager of Okeechobee County with a rate of pay of $40,000.00 per year. On June 26, 2018, I also took on an additional position as the Parents as Teachers (PAT) Program Supervisor for Okeechobee and Martin County. I was offered $26,000 additional compensation for that position. On or about September 27, 2017, Roderick Huggins, a black male, was hired by my organization as the Safe Families Program Supervisor/Manager for St. Lucie and Indian River County. My pay for my position as the Safe Families Program Supervisor/Manager for Okeechobee and Martin County and United Way House Manager of Okeechobee County was reduced by 40% without any notice or explanation except that I was part time despite having the same duties and more as my counterpart, Roderick Huggins. I was being paid $24,000 per year, while he was being paid $45,000.00 per year despite my seniority and capabilities as a Safe Families Program Supervisor/Manager. I filed a grievance on 02/12/18 regarding this discriminatory practice and the organization's retaliation against me for making a complaint to my Supervisor, Jovil Wharton (Director of Programs), Human Resources (Brent Pierce) and the Executive Director (Theresa May). I was in turn written up for filing a grievance and discussing the discrimination and unequal work conditions between myself and my counterpart, along with making a compliant regarding similar practices taking place towards staff within the organization. I was put on probation from 02-13-18 through 05-31-18 despite never being disciplined since being hired. I was told that I was a threat to my Executive Director when she was forced to admit that she lied to me and never had any intention of paying previously paid salary for my Safe Families position despite having more responsibilities than my counterpart, more knowledge and more skills as a Safe Families Supervisor/Program Manager. I never saw the final write up until filing a second formal grievance on 03-13-18. I was allowed to be threatened and left in an extremely hostile environment where a black, female under my supervision, Trenise Washington, was physically threatening, insubordinate and refused to leave the premises after trying to counsel her on her lack of work ethic. Despite repeated calls and texts for help, I was left defenseless. On 03/23/18, I was told that I could not put in my actual work hours and had 3 PTO days taken from my account despite working the required 80 hours that pay period evidenced by work production in data systems and emails. On 3/26/18, after the FINAL Department of Children and Families QIF report came out verifying that my Executive Director, Theresa May, tried to bully previous employees to not report fraud and mismanagement by staff and CASTLE, I was terminated. They said that I violated policy, which I never have. They still have not given me the specifics of the violation to this day, despite repeated written requests through email. My last paycheck was short by approximately $1450.00 despite having an email stating that my last paycheck would be my normal rate of pay. The organization continues to retaliate by not signing the required paperwork to release my profit sharing, organization due to my gender as female and my race which is white. I also feel that retaliation to the point of putting my physical health at risk and then termination on 03/26/2018 was a result of my two formal grievances submitted regarding these issues.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT T Rusinko **DATE** 5/16/18

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ATTACHMENT 0936

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-005529

DATE ENTERED: 10/15/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/005529/19005529COD-101519-17182218.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

A. PERSONAL INFORMATION	FCHR No.	201914336	
Name	E-Mail Address		Date of Birth
Paulette N. Lewis	Paulettenembhard1000@gmail.com		April 07, 1966
Mailing Address	Telephone Number (area code)		
1658 April Ave.	(609) 977-0799		
City, State, and Zip Code	Work (if possible to call you there)		
Deltona, FL 32725			

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name	Number of Employees	Telephone Number
Oakmonte Village	15+	(407) 732-5800
Street Address (Branch/Office in Florida)	City, State and Zip Code	County
1021 Royal Gardens Circle	Lake Mary, Florida 32746	Seminole

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE	
X RACE X COLOR SEX X RELIGION DISABILITY/HANDICAP NATIONAL ORIGIN AGE MARITAL STATUS X RETALIATION	(month, day, year)	July 04, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been discriminated against based on race (Black), color, national origin (Jamaican), marital status (married), age (52), retaliation, and religion (Christian). During my interview for the Resident Caregiver position, Mr. John Marshall and Mr. Ojanay Maurice Jones were both present. I was asked me if I had a criminal background. I replied that I didn't and that I was one of those people that have never been in trouble with the law. They looked at me up and down and gave me a funny look. While employed with Respondent I endured harassment daily. I was told to "shut the f*uck up!" by Debbie without any disciplinary consequences. Respondent also made derogatory comments towards me about my age and because they believed that I thought of myself as better than them; due to my clean criminal record. On 7/3/2018, the state opened an investigation and several people showed up to conduct the investigation. While this was happening, Respondent accused me of being an "informant." I had to call the police, because I felt threatened. Adrianna took my employee ID (which is also the key to get in the building) from me and told me I was fired. I firmly believe that I was treated differently, harassed, and unjustly terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
x Paulette Lewis	x 10-2-2018

2018 OCT -3 PM 12:24

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EMPLOYMENT COMPLAINT OF DISCRIMINATION
FCHR Charge Form – Revised January 9, 2015

ATTACHMENT 0937

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-005536

DATE ENTERED: 10/16/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/005536/19005536COD-101619-09180018.PDF

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2018 NOV 29 PM 12:42

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

A. PERSONAL INFORMATION	**FCHR No.**	**201916475**	**MS**
Name	**E-Mail Address**	**Date of Birth**	
Selwyn Titus	proudzbdon@aol.com	9/20/1961	
Mailing Address	**Home Telephone Number (area code)**		
14030 Biscayne Blvd. Apt. 601	305-343-3896		
City, State, and Zip Code	**Work (if possible to call you there)**		
North Miami Beach, FL 33181			

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name	**Number of Employees**	**Telephone Number**
Miami Dade County	15+	305-514-6666
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
-6825 SW 87th Avenue	Miami, Florida 33173	Miami - Dade

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**	
RACE X COLOR SEX RELIGION DISABILITY/HANDICAP X NATIONAL ORIGIN AGE MARITAL STATUS RETALIATION X		
	(month, day, year)	December 10, 2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am Black and Trinidadian; I have a disability and I am over the age of 40. I was discriminated against for these reasons. On or about November 10, 2017, I applied for the position of Technical Equipment Instructor with Miami-Dade County Solid Waste Department. I qualified for this position. About December 8, 2017 I learned that interviews were conducted for the said position. . On December 10, 2017, I contacted Miami-Dade Solid Waste Department via email to find out why I was not granted an interview. To this date there were no responses from the Solid Waste Department. One of the persons selected for the position was Hispanic, light skinned, Nicaraguan, Jehovah Witness religion, has no disabilities, under 40 years old, and did not complain of discrimination (as I previously had). I have been discriminated against on the basis of: Race, Color, National Origin, Religion, Disability, Age, and Retaliation against (exercise of protected constitutional rights). I also believe I have been blacklisted by Miami-Dade County because of active and previously filed litigation against them for discrimination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Selwyn D. T.	11/06/2018

ATTACHMENT 0938

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-005889

DATE ENTERED: 11/5/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/005889/19005889COD-110519-11475447.PDF

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4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
2018 AUG 16 AM 8:15
FCHR 2019 14951 MS

A. PERSONAL INFORMATION		
Name: Lavender L. Suarez	**E-Mail Address** lsuarez@comcast.net	**Date of Birth** 7/24/62
Mailing Address 4131 North Prairie View Drive	**Home Telephone Number (area code)** 941-342-0555	
City, State, and Zip Code Sarasota, FL 34232	**Cell (area code)** 941-345-0970	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name: Sarasota County Area Transit and Sarasota County Government	**Number of Employees** 500 +	**Telephone Number**
Street Address (Branch/Office in Florida) 5303 Pinkney Avenue	**City, State and Zip Code** Sarasota, FL 34233	**County** Sarasota

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) August 17, 2017

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or the Age Discrimination in Employment Act, as applicable for the following reason(s). I am an African American (black) older female. I was hired on or about November 30, 2015. I was employed as the Fiscal Manager (Mgr II). During my employment, there were issues and/or statements made where I felt I was being treated differently based upon my race and/or age, e.g., I was once questioned why a black facilities supervisor was in my office with the door closed by a white individual.

I was told on August 17, 2017 that I was going to be terminated and/or I could resign by the end of the day due to alleged job performance. I asked to have a written explanation and they refused. However, the Sarasota County Government Human Resources and Procedures and Guidelines clearly provide that I should have been given an action plan or Performance Improvement Plan. Other white male or females, as well as other younger employees, have been and are provided an action plan and/or a Performance Improvement Plan, whereas I was not. Faced with termination, I had no choice but to involuntary resign on August 17, 2017.

I was discriminated against based upon my race and sex and retaliated against for opposing same.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: L Suarez

DATE: 8/15/18

ATTACHMENT 0939

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-006021

DATE ENTERED: 11/13/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/006021/19006021COD-111319-09231823.PDF

PAGE(S): 1

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2018 DEC 18 PM 2:29

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	**FCHR No.** 201915875 MS	
Name Linda Smith	**E-Mail Address** Smithlinda1124@yahoo.com	**Date of Birth** 12-27-59
Mailing Address 1120 N.E. 24 Ter.	**Home Telephone Number (area code)** +1 (352-246-6537	
City, State, and Zip Code Gainesville, FL 32641	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name The Alachua County School Board	**Number of Employees** 15+	**Telephone Number** 352-955-7750
Street Address (Branch/Office in Florida) 620 East University Avenue	**City, State and Zip Code** Gainesville, Florida 32641	**County** Alachua

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	**(month, day, year)** July 31, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a Black female and I was discriminated against for these reasons. Two white males discriminated against me because a Black female (Cynthia Dunsmore) lied on me and said that I threatened to come after her with a gun. She is believed by David Dees and Bart Brooks (both White males). On June 20, 2018, I was called to the office and told I was being placed on administrative leave due to an allegation that was made against me in regard to a weapon. I was retaliated against because I called the police to let them know what was going on with Cynthia because she was constantly harassing and bullying me and asked them to talk to her. On July 31, 2018, I resigned from my position in order to keep my retirement from being in jeopardy.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Linda D. Smith	December 17, 2018

ATTACHMENT 0940

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-006069

DATE ENTERED: 11/14/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/006069/19006069NOD-111419-11130313.PDF

PAGE(S): 2,4

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2016 NOV 13 PM 12:04

Florida Commission on Human Relations

Technical Assistance Questionnaire for Employment Complaints

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12).

The primary purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the Florida Commission on Human Relations (FCHR) has jurisdiction over those claims and provide charge filing counseling, as appropriate. Providing this information is voluntary, but the failure to do so may impede the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information. NOTE: The FCHR may disclose the information included on this form to other state, local and federal agencies, as appropriate or necessary to carry out the Commission's functions, or if the FCHR becomes aware of a civil or criminal law violation. If the FCHR accepts this form as a charge, this form will be provided to the employer, union or employment agency identified. FCHR 2019 16790 MS

* * * * * * * * * * *

Please complete this entire form (please print) and return it to the Commission at the address listed at the bottom of this form. Answer all questions completely. Attach additional pages, if needed, to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A."

REMEMBER, a charge of employment discrimination must be filed within 365 days of the alleged act of discrimination.

1. **Personal Information**

Last Name: BROWN **First Name:** JENELLA **MI:** J.

Street or Mailing Address: 7608 LANCELOT RD. **Apt or Unit #:**

City: PORT RICHEY **County:** PASCO **State:** FL. **Zip:** 34668

Phone Numbers: Home: (727) 863-0210 **Work:** ( )

Mobile telephone: (850) 303-1189 **Email address:** jenellabrown08@gmail.com

Date of Birth: 1-21-74 **Sex:** ☐ Male ☑ Female

Name and Title of Immediate Supervisor: DARLENE MARSHELLO (PROGRAM SUPER.

If Job Applicant, Date Applied for Job: _____ Job Title Applied For: _____

7. What is the reason (basis) for your claim of employment discrimination?

FOR EXAMPLE, if you feel that you were treated worse than someone else because of race, you should check the box next to Race. If you feel you were treated worse for several reasons, such as your sex, religion and national origin, check all that apply. If you complained about discrimination, participated in someone else's complaint or filed a charge of discrimination and a negative action was threatened or taken, you should check the box next to Retaliation.

☑ Race: ☑ Black ☐ White ☐ Asian ☐ Native Hawaiian/Pacific Islander ☐ American Indian or Alaska Native

☐ Color: ☐ Light Skinned ☐ Dark Skinned ☐ Other: _____

☐ National Origin: ☐ Hispanic ☐ Mexican ☐ Arab/Afghani/Middle Eastern ☐ East Indian ☐ Other: _____

☐ Marital Status: ☐ Married ☐ Single ☐ Divorced ☐ Widowed

☐ Sex: ☐ Female ☐ Male

☐ Pregnant or condition related to pregnancy or childbirth

☐ Age: ☐ Under 40 years old ☐ 40 years or older

☑ Retaliation

☐ Religion (Please identify): _____

☐ Disability/Handicap: ☐ Physical ☐ Mental

☐ Genetic Information - Circle which type(s) of genetic information is involved:

1. Genetic testing
2. Family medical history
3. Genetic services (counseling, education or testing)

☑ Other Reason (basis) for Discrimination (describe): WRONGFULLY TERMINATED

8. **What happened to you that you believe was discriminatory?** Include the date(s) of harm, the action(s), and the name(s) and title(s) of the person(s) who you believe discriminated against you. **Please attach additional pages if needed.** *(Example: 08/08/2011 – Discharged by Mr. John Smith, Supervisor)*

1-5-18 - DISCHARGED BY THOMAS RUNNING - DIRECTOR OF PROGRAM
I WAS WRONGFULLY DISCHARGED, DISCRIMINATED AGAINST BY
COLOR AND HARASSED BY SUPERVISOR DARLENE MARSHELLO ON NUMEROUS
OCCASIONS. I WORKED IN A VERY HOSTILE ENVIRONMENT.
I WAS ALSO HARASSED BY A CO-WORKER (RACE & AGE) DANIEL CRISTER AND I
REPORTED THIS INFORMATION TO SUPERVISOR AND NOTHING WAS DONE
TO HIM. I WAS TREATED DIFFERENTLY BECAUSE OF MY COLOR.

PLEASE SEE ATTACHMENT!

ATTACHMENT 0941

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-006125

DATE ENTERED: 11/15/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/006125/19006125COD-111819-13235023.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	**FCHR No. 201917892 MS**	
Name Solomon K Young	**E-Mail Address** solomonkyung75@yahoo.com	**Date of Birth** 08/28/1975
Mailing Address 4856 Wellbrook Dr	**Home Telephone Number (area code)** ~~+1 (722) 369-4155~~ 727 364 4155	
City, State, and Zip Code New Port Richey, FL 34653	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name American Medical Response - AMR	**Number of Employees** 15+	**Telephone Number** +1 (727) 863-4789
Street Address (Branch/Office in Florida) 13910 Fivay Road	**City, State and Zip Code** Hudson, Florida 34667	**County** ~~Pinellas~~ Pasco

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) January 25, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was discriminated against for these reasons. I began my employment with Respondent on April 24, 2018 as an Emergency Medical Tech. On January 24, 2019, I inquired about a grievance I made to headquarters regarding my immediate supervisor. My immediate supervisor found out about the grievance and then texted me about my inquiry, as if she was letting me know that she was aware of my inquiry. The next day after ending my shift, I found a doll of a raccoon hanging by a scarf, with a number to a corporate Ethics Office.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Solomon K. Young **DATE** 3/06/2019

ATTACHMENT 0942

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-006317

DATE ENTERED: 11/26/2019

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2019/006317/19006317COD-112619-10323632.PDF

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
RECEIVED
2018 NOV -1 PM 12:37

A. PERSONAL INFORMATION	**FCHR No. 201913348**	
Name Daniel T Walker		**Date of Birth** March 30, 1962
Mailing Address 503 N.W. 40 St., Apt. 8	**Telephone Number (area code)** (954) 881-4765	
City, State, and Zip Code Oakland Park, FL 33309	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Broward County Schools	15+	(754) 321-2600
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
600 SE Third Avenue	Ft. Lauderdale, Florida 33301	Broward

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoin

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been discriminated against based on my race (White), disability, age (56), and in retaliation. Due to a Worker's Compensation (WC) injury claim, Respondent treats me differently. On 6/14/2016, I was handed a certified letter, and told to get off the property. I was reinstated to the same position I held prior to the injury on 3/1/2017 and continue to work for Respondent. However, I have different job duties than my co-workers and I am treated less favorably than the rest of the employees. In addition, I was not compensated correctly while I was on disability leave due to my WC injury.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT x Daniel T. Walker

DATE x October 27, 2018

ATTACHMENT 0943

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 19-006337

DATE ENTERED: 11/26/2019

RACE: black

LINK: doah.state.fl.us/DocDoc/2019/006337/19006337COD-112719-09140514.PDF

PAGE(S): 1

FCHR 2019 15410 MS

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HUMAN RELATIONS
2018 SEP -4 PM 3:01

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented to: Agency(ies) Charge No(s):
___ FEPA
_X_ EEOC

Florida Commission on Human Relations and EEOC
State or local Agency, if any

Name (indicate Mr. Ms. Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Omar Wilson	c/o Gina Cadogan, Esq. (954) 606-5891	08.04.1978

Street Address City, State and ZIP Code
c/o Gina Cadogan, Esq., CADOGAN LAW, 300 S. Pine Island Rd., Suite 107, Plantation, FL 33324

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name:	No. Employees, Members	Phone No. (Include Area Code)
City of Plantation	200+	(954) 797-2200

Street Address City, State and ZIP Code
400 NW 73rd Avenue, Plantation, FL 33317

DISCRIMINATION BASED ON (*Check appropriate box(es).*)
_X_ RACE __ COLOR __ SEX __ RELIGION _X_ NATIONAL ORIGIN
__ RETALIATION __ AGE __ DISABILITY __ GENETIC INFORMATION
__ OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE
Earliest 04.10.18 Latest 04.13.18
__ CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attached extra sheet(s)*):
I am a black male and I am of Jamaican descent. I began working with the City of Plantation on December 19, 2016 in the Landscape Division. On October 22, 2017, I began working in the Utility Division. On or about April 10, 2018, I was involved in and participated in an inappropriate workplace conversation. There were other employees who were also involved in this inappropriate workplace conversation who were not Black or Jamaican, namely, Adam Sabori and Amanda Gonzales. Both of these people still remain employed by the City, while I was terminated on April 13, 2018. The City claims it terminated my employment by stating I was on probation. I believe this is pretextual, since I worked for the City for over 16 months. I believe I have been discriminated due to my race and/or national origin in violation of Title VII of the Civil Right Act of 1964, The Florida Civil Rights Act of 1992, and the local County Ordinance.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY – *When necessary for State and Local Agency Requirements*

I declare under penalty of perjury that the above is true and correct.

2018 SEP 4
Date

Charging Party Signature

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE 9-4-18
(month, day, year)

Notary Public

NOTARY PUBLIC STATE OF FLORIDA
ANGEL RIVERA
Commission # GG 196595
Expires April 7, 2022
Bonded Thru Budget Notary Services

ATTACHMENT 0944

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-000035

DATE ENTERED: 1/3/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/000035/20000035COD-010320-16381038.PDF

PAGE(S): 1

20191994 Vicky

CASE NAME: Glenn, Emanuel vs. Days Inn by Wyndham **CASE NUMBER: PA-2019-005**

This form is affected by the Privacy Act of 1974; see Privacy Act Statement before completing this form.

[X] ORLANDO
[ ] EEOC
[ ] HUD

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2019 MAY 29 A.M. 11:42

The following complaint is filed with the City of Orlando Human Relations Department and under the authority of Chapter 57 of the City Code.

Federal Agency, (if any)

Discriminatory Practice In: HOUSING: [ ] PUBLIC ACCOMMODATION: [X]

GENERAL: [ ] EMPLOYMENT: [ ] FINANCIAL INSTITUTIONS: [ ]

Name (indicate Mr., Mrs., Ms.)	Home Telephone	D.O.B.
EMANUEL GLENN	**(407) 692-1537**	**1982**

Street address	City	State	Zip Code	County
9363 Nelson Park Circle, Apt. 201	**ORLANDO**	**FL**	**32817**	**ORANGE**

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP, COMMITTEES, STATE OR LOCAL GOVERNMENT AGENCY OR HOUSING PROVIDER WHO DISCRIMINATED AGAINST ME, (if more than one list below)

Respondent:	Telephone No.	No. of Employees
Days Inn by Wyndham	**(407) 841-3731**	**N/A**

Street address	City	State	Zip Code	County
2500 West 33rd Street	**ORLANDO,**	**FL**	**32839**	**ORANGE**

Name (for Housing cases: address where discrimination took place)	Telephone No

Street Address	City	State	Zip Code	County

CAUSE OF DISCRIMINATION BASED ON:

[X] Race [ ] Color [X] Sex [ ] Religion [ ] National Origin [ ] Age
[ ] Retaliation [ ] Marital Status [ ] Disability [ ] Familial Status [ ] Other

Date Discrimination Took Place:

Earliest	Most Recent
05/20/2019	05/26/2019
Continuing Action	N/A

THE PARTICULARS ARE: (if more space is needed, attach additional sheet)

I. PERSONAL HARM:

Since May 26, 2019, I was denied the ability to utilize any services offered by the respondent. On May 20, 2019, I was subjected to harassment and intimidation because of my race/Black and my sex/male. I was a patron of the respondent's establishment from May 18, 2019 to May 22, 2019.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

Atif Nabi (non-Black, male), General Manager, informed me I had been placed on respondent's do not rent list because I allegedly threatened respondent's security guard.

III. DISCRIMINATION STATEMENT:

I believe I have been discriminated against in violation of Chapter 57 of the Code of the City of Orlando because of my race/Black and my sex/male by being subjected to denial of services, and harassment and intimidation for the following reasons:

1. On May 20, 2019, I was subjected to harassment and intimidation by the respondent's security guard, a non-Black male and front desk clerk, a non-Black female.

2. I was informed by respondent's aforementioned employees that I was being targeted because they had been robbed in the past, "had to call the police on a lot of black people," and mostly "black people smoked weed."

ATTACHMENT 0945

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-000066

DATE ENTERED: 1/8/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/000066/20000066ECD-010820-08264126.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 2019 MAR 26 PM 2:47

A. PERSONAL INFORMATION	**FCHR No. 201918669**	
Name Jimmy McClain	**E-Mail Address** jimmymcclain123@gmail.com	**Date of Birth** 4-3-1984
Mailing Address 403 East 10th St.	**Home Telephone Number (area code)** +1 (850) 774-6140	
City, State, and Zip Code Panama City, FL 32401	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Landfall Strategies	15+	+1 (941) 451-7472
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1247 Redwood Ave.	Panama City, FL 32401	Bay

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) February 25, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

On 11/26/2018 I was approached by Supervisor Joseph, he informed me that I had to leave the job site because my brother Corey McClain and I could not work at the same site. He said it was against Landfall's policy for family members to work together. It was at this point that he informed me that I would be moved to their Ebro site which was 30 miles outside of the city. I told Joseph that I drove a sports car and that the gas mileage was not good for long distances. He replied, "take it or leave it, it's the only place you can go right now." With no other choice I began working at the Ebro site which was very stressful. I was essentially working to put gas in my car. Two months later I was speaking with another supervisor about how I was sent out to Ebro and she said that Joseph was lying to me because Respondent had a whole family working at another site. She then told me their names, David Clark (Supervisor), Samantha Clark (Tower Monitor) his daughter and even David's girlfriend worked in his office. The only difference I saw between them and us (me and my brother) was that we are a black family and they are a white family. On 01/25/2019 Joseph made a comment that was not ok, he said "I almost had a nigger moment." That bothered me that he felt it was ok to say that. I believe I have been discriminated and treated in a disparate manner by Respondent due to my Race-Black.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Jimmy McClain **DATE** 3-21-19

ATTACHMENT 0946

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-000155

DATE ENTERED: 1/16/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/000155/20000155HDC-011620-09265526.PDF

PAGE(S): 1

Housing Discrimination Complaint

Inquiry Number: 557967

1. **Complainants:**

   Bridget Walker
   1144 Barclay Woods Drive
   Ruskin, FL 33570

   Tonny Walker
   1144 Barclay Woods Dr.
   Ruskin, FL 33570

2. **Complainant Representatives:**

   None.

3. **Other Aggrieved Parties:**

   None.

4. **The following is alleged to have occurred or is about to occur:**

   - Discriminatory advertising, statements and notices
   - False denial or representation of availability
   - Discriminatory terms, conditions, privileges, or services and facilities
   - Steering
   - Otherwise deny or make housing unavailable

5. **The alleged violation occurred because of:**

   - Race

6. **Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):**

   Hill 'n' Dale (Model Home)
   26469 Frampton Ave.
   Brooksville, FL 34602

7. **Respondents:**

   Joseph (Joe) Boyd
   LGI Homes - Florida, LLC

ATTACHMENT 0947

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-000666

DATE ENTERED: 2/7/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/000666/20000666COD-020720-15521252.PDF

PAGE(S): 1

20191983 Victor

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2019 MAY 20 PM 4:32

A. PERSONAL INFORMATION	**FCHR No.**	
Name Breann Rodriquez	**E-Mail Address** breannessix@gmail.com	**Date of Birth** 9/1/1997
Mailing Address c/o Gary E. Smith, attorney 1401 Burnham Drive	**Telephone Number (area code)** 239-849-1010 Breann 850-637-2501 Gary E. Smith, attorney	
City, State, and Zip Code Plano, Texas 75093	**Work (if possible to call you there)** 469-209-8305 – Gary E. Smith, attorney	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Surfside Coffee d/b/a Dunkin Donuts	**Number of Employees** 15+	**Telephone Number**
Street Address (Branch/Office in Florida) 363 NE 1st Avenue	**City, State and Zip Code** Miami, Florida 33137	**County**
C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es) ☒ RACE ☒ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)**	

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a 20 year old African American female. I was wrongfully terminated August 10, 2018. I had worked there for 3 months making $8.50 per hour. Reason given for termination: refusal to go into a freezer with no video cameras for a one on one conversation with my boss, Jose Antonio Perez, age 42 - Hispanic. He is the General Manager of the Dunkin Donuts store. My boyfriend and I (he also works there) are the only African Americans. I feel that Mr. Perez has targeted me because I am African American. Mr. Perez has constantly approached me in a sexual manner - touching me around the neck, rubbing my arms, putting his arm around my waist, touching my lower back. He has also described his genitalia to me, as well as other inappropriate sexual activity. The last straw was when Mr. Perez tried to make me go into the freezer (no camera in there) to talk about an incident between me and another employee. He took the other employee outside where there are cameras to talk. When I refused, it made Mr. Perez mad - my boyfriend stepped in and tried to diffuse the situation. Mr. Perez pushed him out the door and fired him. Then, fired me. Mr. Perez and the District Manager (Caucasian) are very good friends. Mr. Perez has a history of this behavior in other Dunkin Donut stores and several sexual harassment complaints. However, the District Manager doesn't do anything about it other than to continue to move Mr. Perez from store to store.

ATTACHMENT 0948

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-000788

DATE ENTERED: 2/14/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/000788/20000788NOD-021720-10404066.PDF

PAGE(S): 2

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FLORIDA COMMISSION ON
HUMAN RELATIONS

2018 JUN -4 AM 11:24

7. Respondents:

Stonelake Rancho Home Owners Association, Inc.
c/o James R. De Furio, P.A.
Suite 775
201 E. Kennedy Blvd.
Tampa, FL 33602

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainants Miriam and Lennox Hoyte are the parents and caretakers of the Aggrieved Party Noah Hoyte; whom possesses a mental disability as defined by the Fair Housing Act. As such, Complainants by association, belong to a class of persons whom the Fair Housing Act ("the Act") protect from unlawful discrimination by virtue of disability. Complainant Miriam Hoyte identifies as a person of Black/African American race. As such, Complainant belongs to a class of person whom the Fair Housing Act ("the Act") protects from unlawful discrimination by virtue of race. Complainants and the Aggrieved Party reside in a single-family home located at 12231 Stonelake Ranch Boulevard, Thonotosassa, FL 33592, which is under the rules and regulations of Respondent Stonelake Rancho Homeowners Association, Inc.

On November 17, 2017, Complainants allegedly submitted a written request for accommodation on behalf of Aggrieved Party Noah Hoyte. The purpose of this request was to demonstrate Aggrieved Party's need for emotional support animal, Oberon. Complainants attached a copy of the Aggrieved Party's physician justifying benefits of having an emotional support animal. Complainants alleged that on December 3, 2017, Respondent failed to respond to Complainants request for accommodation. Complainants alleged Respondent is pursuing civil litigation against them because Oberon was in the property without a leash. Complainants alleged other individuals who are Caucasian and own dogs which are regularly unleashed on the property have not been denied an accommodation and have not been sued by Respondent. On May 1st, 2017, Respondents sent Complainants a legal notice to inform them they are to be present in Court on October 23, 2018. As such, Complainants believe that Respondent failed to grant their reasonable accommodation request and subjected them to discriminatory terms and conditions based on disability.

9. The most recent date on which the alleged discrimination occurred:

December 03, 2017, and is continuing.

10. Types of Federal Funding Identified:

ATTACHMENT 0949

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-000788

DATE ENTERED: 2/14/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/000788/20000788NOD-021720-10404066.PDF

PAGE(S): 2

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FLORIDA COMMISSION ON
HUMAN RELATIONS

2018 JUN -4 AM 11:24

7. Respondents:

Stonelake Rancho Home Owners Association, Inc.
c/o James R. De Furio, P.A.
Suite 775
201 E. Kennedy Blvd.
Tampa, FL 33602

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainants Miriam and Lennox Hoyte are the parents and caretakers of the Aggrieved Party Noah Hoyte; whom possesses a mental disability as defined by the Fair Housing Act. As such, Complainants by association, belong to a class of persons whom the Fair Housing Act ("the Act") protect from unlawful discrimination by virtue of disability. Complainant Miriam Hoyte identifies as a person of Black/African American race. As such, Complainant belongs to a class of person whom the Fair Housing Act ("the Act") protects from unlawful discrimination by virtue of race. Complainants and the Aggrieved Party reside in a single-family home located at 12231 Stonelake Ranch Boulevard, Thonotosassa, FL 33592, which is under the rules and regulations of Respondent Stonelake Rancho Homeowners Association, Inc.

On November 17, 2017, Complainants allegedly submitted a written request for accommodation on behalf of Aggrieved Party Noah Hoyte. The purpose of this request was to demonstrate Aggrieved Party's need for emotional support animal, Oberon. Complainants attached a copy of the Aggrieved Party's physician justifying benefits of having an emotional support animal. Complainants alleged that on December 3, 2017, Respondent failed to respond to Complainants request for accommodation. Complainants alleged Respondent is pursuing civil litigation against them because Oberon was in the property without a leash. Complainants alleged other individuals who are Caucasian and own dogs which are regularly unleashed on the property have not been denied an accommodation and have not been sued by Respondent. On May 1st, 2017, Respondents sent Complainants a legal notice to inform them they are to be present in Court on October 23, 2018. As such, Complainants believe that Respondent failed to grant their reasonable accommodation request and subjected them to discriminatory terms and conditions based on disability.

9. The most recent date on which the alleged discrimination occurred:

December 03, 2017, and is continuing.

10. Types of Federal Funding Identified:

ATTACHMENT 0950

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-001252

DATE ENTERED: 3/5/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/001252/20001252COD-030520-11281841.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2019 MAY -3 AM 8:22

A. PERSONAL INFORMATION	**FCHR No. 201919475**	
Name Mario Crapps	**E-Mail Address** -	**Date of Birth** January 16, 1983
Mailing Address 2488 Holton Street	**Home Telephone Number (area code)** +1 (404) 218-4128	
City, State, and Zip Code Tallahassee, FL 32310	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Club Tenn	**Number of Employees** 15+	**Telephone Number** +1 (850) 599-9062
Street Address (Branch/Office in Florida) 302 West Tennessee Street	**City, State and Zip Code** Tallahassee, FL 32304	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	**(month, day, year)** June 24, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Claimant, an African American Male, began his employment with Respondent on 04/19/2018 and held the position of Security. Claimant was subjected to different terms and conditions of employment because of his Race. On 08/24/2018 Claimant went into work for his shift. Around 12:45 a.m. a fight broke out where 5 Caucasian males were beating up another Caucasian male. Claimant did what he was hired to do and separated the men who were fighting, but in the process, he fell and injured his knee and was assaulted by one of the Caucasian males, who happens to be a bartender for Respondent. Claimant was unaware at that time that the man he had escorted out was in fact his colleague. Claimant reported his injury to Supervisor Kev Collie (Caucasian) and informed him that he needed medical attention. Mr. Collie disregarded Claimant's safety and health and told him to go back to his post and that they would take care of it at the end of his shift. To add injury to insult, they allowed the bartender who had assaulted Claimant back in the club. When Claimant went to inquire why they had allowed the man who had assaulted him to reenter the club, he was informed that he worked for Respondent. Claimant restated, "that was the man who had assaulted me." Mr. Collie stated, "I know he works here." Claimant again stated, "that's the man that punched me in the face." Claimant was given a smile from Mr. Collie who stated, "we'll talk later." Claimant was beside himself that Mr. Collie would condone the bartender's behavior. Respondent left him no choice but to resign effective immediately.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Mario Crapps DATE 5/2/2019

ATTACHMENT 0951

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-001706

DATE ENTERED: 4/1/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/001706/20001706COD-040120-03212291.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2019 APR -9 AM 10:51

A. PERSONAL INFORMATION		FCHR No. 201918549 MS
Name Dorothy Williams	**E-Mail Address** -	**Date of Birth** September 09, 1995
Mailing Address 3552 Meadow Lake Lane	**Home Telephone Number (area code)** +1 (407) 721-1440	
City, State, and Zip Code Orlando, FL 32208	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Regis Corporation	**Number of Employees**	**Telephone Number** 407-345-8784
Street Address (Branch/Office in Florida) 8990 Turkey Lake Road	**City, State and Zip Code** Orlando, FL 32819	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) September 07, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was discriminated against because of my race. I began my employment with Respondent on September 15, 2015. My most recent position title was Manager. On May 3, 2018, was the first time I met with Mr. David Diaz (District Leader) and in this conversation, Mr. Diaz talked about the salon expectation. Mr. Diaz told me to give up my salon leadership because he did not think I was a leader. On June 21, 2018, Mr. Diaz instructed me to ask a guest to leave and come back because he was drilling me about the salon. The client came back, and she then had to wait another 25 minutes. I believe the reason Mr. Diaz asked her to leave was because she was a black female. Mr. Diaz told me that I can never take off on Fridays for doctor's appointments. Mr. Diaz instructed me to change my appointments. Mr. Diaz comes to the salon and speaks in Spanish for hours. The stylists who work there knows English. I do not know what they are saying because they are communicating to each other in Spanish and purposely leaving me out of the conversations because I do not speak Spanish. On August 14, 2018, Mr. Diaz came into the salon demanding that I quit and become a stylist and that he did not care that I brought the sales up in the salon. Mr. Diaz said that he would make sure that I will get fired and he then said the he was writing me up for low guest count. Mr. Diaz continued to harass and intimidate me about becoming a stylist and stating that I was not a leader. Mr. Diaz yelled at me on a conference call with other managers on the phone, regarding stylists taking breaks. Mr. Diaz terminated my employment on September 7, 2018, after calling me in the office and standing in front of the door where I could not leave.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Dorothy Williams	4/8/2019

ATTACHMENT 0952

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-001763

DATE ENTERED: 4/9/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/001763/20001763COD-040920-08555468.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

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2019 SEP 19 AM 8:38

Date Stamp (FCHR Use Only)

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		FCHR No. 201921265	
Name Mr. Justo Lopez		**E-Mail Address** jrochez69@peoplepc.com	**Date of Birth** August 13, 1969
Mailing Address 109 S. Quarry Street Apt. 516		**Home Telephone Number (area code)** +1 (239) 738-1664	
City, State, and Zip Code Ithaca, NY 14850		**Work (if possible to call you there)** -	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Homewood Suites Hilton	**(Restaurant, Club, Lodging)**	**Telephone Number** +1 (239) 210-7300	
Street Address (Florida location) 16450 Corporate Commerce Way		**City, State and Zip Code** Ft. Myers, FL 33913	**County** Lee
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☒ COLOR ☒ SEX ☐ HANDICAP ☐ RELIGION ☒ NATIONAL ORIGIN ☐ FAMILIAR STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** August 04, 2019	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I am a black male of Hispanic descent and I believe I was discriminated against by Homewood Suites Hilton. On August 4, 2019 I was washing my clothes in the Homewood Suites laundry room when a white woman, Deborah Borchert, came into the laundry room and insisted to use the washing machine. When Ms. Borchert did not get her way, she complained to hotel management but was told to wait until the occupied washing and drying machines were free to use. When I returned to the laundry room, Ms. Borchert was there waiting for me. Immediately she began telling me she has been waiting for four (4) hours to use the machines. When I tried to respond, I was told by Ms. Borchert to be quiet or she was going to call the police. When Ms. Borchert called the police, she told them I physically attacked her and stepped on her foot, which was false. The police could not find any truth to the statements submitted by Ms. Borchert. Despite this, the hotel manager ordered the police to escort my family and me off the property, while Ms. Borchert was able to stay. We were told by the hotel manager that if we did not leave "ASAP", they would have us arrested for trespassing. Ultimately, we left the property and have seen no resolution concerning situation.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

9-18-19

ATTACHMENT 0953

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-001764

DATE ENTERED: 4/9/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/001764/20001764COD-040920-09060689.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Pkwy, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2019 MAR 29 PM 2:01

A. PERSONAL INFORMATION	FCHR No. 2019	
Name Elaine Williams	E-Mail Address fanchon59344@gmail.com	Date of Birth November 05, 1986
Mailing Address 411 Earline Hobbs Road	Home Telephone Number (area code) +1 (850) 879-9794	
City, State, and Zip Code Quincy, FL 32351	Work (if possible to call you there)	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Tallahassee Memorial Healthcare	15+	-
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1300 Miccosukee Road	Tallahassee, FL 32308	Leon

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) December 27, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I began working for Respondent on 12/03/2018 and I'm still currently employed. On 12/27/2018 I sustained an injury while at work, that same day I was injured I went on medical leave. My position calls for me to assist in moving and transporting patients, which is what I was doing when I was injured. At first, I was informed that it was a minor injury, but after further review; much in part due to my continuous complaints and the pain the injury was causing me. They informed me that it was more severe than they initially thought. To add insult to injury, I was told that my pains were not related to the injury I sustained, but due to my age. One person in particular, Nurse Practitioner Monica Hubman (white) who would harass me and make comments like "it's been two months since you were injured, I don't understand why you're not better yet," "what are you doing at home that's making your injury worse." Even the Workers' Comp doctor harasses me, every time I go to see him I feel that I must defend myself. It's as they don't believe me; my integrity is being questioned every visit. I feel that once I return to work I will be terminated because as I am now I am unable to lift or move patients. I have informed the Workers' Comp doctor that I not fully healed however, despite my pleads and pain he has released me back to full duty and I am not able to walk without feeling pain. I must mention the Workers' Comp doctor works for Respondent. I believe I have been discriminated based on my Age, Disability, Race-Black, Retaliation, Sex-Female.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

Elaine Williams

DATE

03/29/2019

2019 MAR 29 PM 2:01
FLORIDA COMMISSION ON HUMAN RELATIONS
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ATTACHMENT 0954

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002125

DATE ENTERED: 5/6/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/002125/20002125HDC-050720-12022394.PDF

PAGE(S): 1

Housing Discrimination Complaint

Inquiry Number: 601094

1. **Complainants:**

   April Williams
   746 Margaret Square
   Winter Park, FL 32789

2. **Complainant Representatives:** None.

3. **Other Aggrieved Parties:** None.

4. **The following is alleged to have occurred or is about to occur:**

   - Discriminatory terms, conditions, privileges, or services and facilities

5. **The alleged violation occurred because of:**

   - Race

6. **Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):**

   746 Margaret Square
   Winter Park, FL 32789

7. **Respondents:**

   Orion Real Estate Services, Inc.
   c/o Registered Agent Nrai Services, Inc.
   1200 South Pine Island Road
   Plantation, FL 33324

   Housing Authority of the City of Winter Park
   c/o Executive Director LaShanda Lovette
   718 Margaret Square
   Winter Park, FL 32789

8. **The following is a brief and concise statement of the facts regarding the alleged violation:**

   Complainant April Williams is a tenant at The Meadows, located at 746 Margaret Square in Winter Park, Orange County, Florida. The complainant identifies herself as an African American, belonging to a class of persons whom the Fair Housing Act protects from unlawful discrimination because of race. The subject property is a public housing

ATTACHMENT 0955

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002270

DATE ENTERED: 5/13/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/002270/20002270ECD-051320-04284237.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2018 DEC 10 PM 12:05

A. PERSONAL INFORMATION	**FCHR No. 201914567 MS**	
Name Sidara Chau	**E-Mail Address** sidarachau@gmail.com	**Date of Birth** 10/28/1988
Mailing Address 8433 Southside Blvd. Apt. 1703	**Home Telephone Number (area code)** +1 (904) 329-3252	
City, State, and Zip Code Jacksonville, FL 32256	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Deutsche Bank	**Number of Employees** **15+**	**Telephone Number** +1 (212) 250-2100
Street Address (Branch/Office in Florida) 5022 Gate Parkway North, Suite 100	**City, State and Zip Code** Jacksonville, Florida 32256	**County** Duval

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	**(month, day, year)** July 25, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a female of Asian descent. I was discriminated against for these reasons. I began my employment with Respondent on October 18, 2017 as a Production Support Analyst. On July 25, 2018, I was discharged by my manager (Ranjith Nair) and my Director (Sam Merley), without any warning or a reason. When I asked Mr. Merley why I was being discharged, he said it was for performance issues. This information was provided in the presence of others. Not only was I discharged but my contract was breached by Mr. Merley, there was no investigation into these false allegations, instead he blindly believed what he was told by my manager. Ranjith treated me badly from day one because I fought back for my rights every time he gave me a wrong command to execute and when the job failed, he tried to blame me for something I did not do. Every time there was a new job, I asked him to teach me, but he refused to help me, and he wanted me to ask my other team members instead. Boubacar Barry was on the same contract that I was on. He was treated more favorably than I was. He was allowed to work from home. I was not allowed to do that.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Sidara Chau	**12/10/2018**

ATTACHMENT 0956

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002272

DATE ENTERED: 5/13/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/002272/20002272ECD-051320-04463575.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2019 JUL 17 PM 12:20

A. PERSONAL INFORMATION	FCHR No. 201919813 MS	
Name Willie Carver Scott	**E-Mail Address** willie.scott123@att.net	**Date of Birth** February 13, 1951
Mailing Address Post Office Box 867	**Home Telephone Number (area code)** +1 (386) 543-7140	
City, State, and Zip Code Hastings, FL 32145	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Circle K Stations	15+	+1 (386) 325-3769
Street Address (Branch/Office in Florida) Hwy 17	**City, State and Zip Code** Palatka, FL 32177	**County** Putnam

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) February 01, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American with mixed ancestory; with a disability, over the age of 40. I believe I was discriminated against for these reasons. On or about February 2018, I started to work with the Circle K Stores. Mrs. Donna Russell is the Store Manager. In the beginning everything was ok. I wanted to work part-time because of my handicap. After I had been working at Circle K for about 2-3 months, I noticed a change in some of the employees' attitude towards me. Generally, all of the employees treated me indifferently and with distain. I was made to stay at the register a long period of time, they refused to train me to cook and prepare the food that the store served. There was an older white woman that acted indifferent and very rude towards me. She knew I was new at work and whenever I got stuck and did not know which function key on the register or did not know the exact price, she acted as though that she did not want to tell me. Personally, I was treated differently because of my age and the color of my skin. I walk with a medical related device sometimes caused some of the employees to act that way towards me. The manager (Donna Russell) did chastise this person for speaking rude to me. This incident that caused (Donna Russell) to lay me off on or about Feb. 2019. A white female came into the store wanted to purchase cigarettes or tobacco products. I asked to see her ID; she did not look the same on her Driver License picture than in person. I asked my co-worker (Diana) however, she reluctantly told me to ask for her birth year and parents name and where she was born. I said in a whisper to my co-worker that in person she was somewhat on the chubby side however, on the picture it did appear that she was much slimmer, and her hair was different. This is when she suggested to ask her to tell me her birth year and parents name. This person allegedly got upset over what I said about her weight. She asked for the District Manager's telephone number. I asked Diana and she told me to have her look on the outside entrance door. After she left Diana tried to console me saying she did not see where I had done anything wrong.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Willie Carver Scott DATE July 17, 2019

ATTACHMENT 0957

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002445

DATE ENTERED: 5/22/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/002445/20002445ECD-052220-11572374.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		FCHR No. 201921589
Name Vadim Troshkin	**E-Mail Address** troshvad@yahoo.com	**Date of Birth** March 21, 1965
Mailing Address 400 E. Bay Street #1204	**Home Telephone Number (area code)** +1 (718) 576-5696	
City, State, and Zip Code Jacksonville, FL 32202	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Jacksonville Department of Health	**Number of Employees** 15+	**Telephone Number** +1 (904) 253-1080
Street Address (Branch/Office in Florida) 900 University Blvd North	**City, State and Zip Code** Jacksonville, FL 32211	**County** Duval

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) March 12, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was discriminated against based on my age. I applied for the Nurse Practitioner position for Jacksonville Department of Health. On March 12, 2019 I interviewed at the Jacksonville Department of Health, Public Clinic. After the interview, Mrs. Angela O'Donnell walked me to the elevator and informed me that "I was too old to be hired" and rudely asked, "Why are you coming to this country?" I was ultimately not hired for the position.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT: Vadim Troshkin

DATE: 9/25/2019

ATTACHMENT 0958

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002447

DATE ENTERED: 5/22/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/002447/20002447ECD-052220-11523679.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2019 FEB 18 PM 2:32

A. PERSONAL INFORMATION	**FCHR No. 201915473**
Name Rudyard Julius	**E-Mail Address** rudijul@aol.com
Mailing Address 19101 NW 11 St.	**Telephone Number (area code)** (954) 600-5174
City, State, and Zip Code Pembroke Pines, FL 33029	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
School Board of Broward County	15+	(754) 321-2600
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
600 SE Third Avenue	Ft. Lauderdale, Florida33301	Broward

C.CAUSE OF DISCRIMINATION BASED ON– Check appropriate box(es)

☒ RACE ☒ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) August 23, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been discriminated against based on race (African American), color, national origin (West Indian) and sex (male). For the 2017-2018 school year I was an instructional teacher at Walker Elementary School of which I received a 3.071 on both evaluations. In May 2018, my Principal at Walker Elementary requested me to sign a Return Letter for a first Grade Teacher position,of which I gladly accepted. On 6/18/2018, I was summoned by the Principal at Walker Elementary to meet with him. During the meeting, he explained that because of Budgetary cuts, I would be placed at a different school closer to my home. On 8/6/2018, I received a phone call informing me that my new School of employment would be Mirror Lakes Elementary as Instructional Staff. I reported to work on 8/8/2018. I performed all duties and met all deadlines required of me to assure a successful opening of the new School year 2018-2019. During my two weeks tenure, I felt somewhat uncomfortable because I noticed that I was the only male Instructional Staff except for the Physical Education Teacher; as well as the only African American Teacher. During the first week when we reported to prepare for the arrival of students, I received no assistance from the school as other Teachers did. At the end of the work day on 8/23/2018, I was asked to report to the Principal's office. I was informed that I was being terminated without cause and asked to sign the Termination Letter. I refused to sign the letter. The following day, I contacted Personnel and Instructional Staffing. I was informed by Personnel that to be terminated there must be a cause; that only the school board can terminate me without it. In addition, I was also told by Instructional Staffing that sometimes "you are not the right fit." There is no such requirement as part of the hiring or employment process for the School Board.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true.I will advise the agency if I change my address or telephone number and I will cooperate fully with themin the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
x Julius	x 2/14/19

ATTACHMENT 0959

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002495

DATE ENTERED: 5/28/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/002495/20002495MEF-052820-08355166.PDF

PAGE(S): 1,3

FCHR # 2020 22218 VH

1.

FLORIDA COMMISSION ON HUMAN RELATIONS
2019 NOV -1 PM 2:07

Florida Commission on Human Relations

Technical Assistance Questionnaire for Employment Complaints

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12).

The primary purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the Florida Commission on Human Relations (FCHR) has jurisdiction over those claims and provide charge filing counseling, as appropriate. Providing this information is voluntary, but the failure to do so may impede the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information. NOTE: The FCHR may disclose the information included on this form to other state, local and federal agencies, as appropriate or necessary to carry out the Commission's functions, or if the FCHR becomes aware of a civil or criminal law violation. If the FCHR accepts this form as a charge, this form will be provided to the employer, union or employment agency identified.

* * * * * * * * * * *

Please complete this entire form (please print) and return it to the Commission at the address listed at the bottom of this form. Answer all questions completely. Attach additional pages, if needed, to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A."

REMEMBER, a charge of employment discrimination must be filed within 365 days of the alleged act of discrimination.

1. **Personal Information**

Last Name: Cameron **First Name:** Robert **MI:** F

Street or Mailing Address: 1 Churchill Street **Apt or Unit #:** 10

City: St. Catharines **County:** _____ **State:** ON **Zip:** L2S 2P3

Phone Numbers: Home: (~~289~~) ~~812-0970~~ **Work:** (____) _____

CONTACT BY EMAIL ONLY

Mobile telephone: (____) _____ **Email address:** oaacars4@gmail.com

Date of Birth: 05/20/62 **Sex:** ■ Male ☐ Female

Name and Title of Immediate Supervisor: _____

If Job Applicant, Date Applied for Job: _____ **Job Title Applied For:** _____

7. **What is the reason (basis) for your claim of employment discrimination?**

FOR EXAMPLE, if you feel that you were treated worse than someone else because of race, you should check the box next to Race. If you feel you were treated worse for several reasons, such as your sex, religion and national origin, check all that apply. If you complained about discrimination, participated in someone else's complaint or filed a charge of discrimination and a negative action was threatened or taken, you should check the box next to Retaliation.

■ **Race:** ☐ **Black** ■ **White** ☐ **Asian** ☐ **Native Hawaiian/Pacific Islander** ☐ **American Indian or Alaska Native**

☐ **Color:** ☐ **Light Skinned** ☐ **Dark Skinned** ☐ **Other:** _____

■ **National Origin:** ☐ **Hispanic** ☐ **Mexican** ☐ **Arab/Afghani/Middle Eastern** ☐ **East Indian** ■ **Other:** _____

☐ **Marital Status:** ☐ **Married** ☐ **Single** ☐ **Divorced** ☐ **Widowed**

☐ **Sex:** ☐ **Female** ☐ **Male**

☐ **Pregnant or condition related to pregnancy or childbirth**

☐ **Age:** ☐ **Under 40 years old** ☐ **40 years or older**

☐ **Retaliation**

☐ **Religion (Please identify):** _____

■ **Disability/Handicap:** ☐ **Physical** ☐ **Mental**

☐ **Genetic Information - Circle which type(s) of genetic information is involved:**

1. **Genetic testing** ☐
2. **Family medical history** ☐
3. **Genetic services (counseling, education or testing)** ☐

■ **Other Reason (basis) for Discrimination (describe):** Simply being from out of state. Not allowed

8. **What happened to you that you believe was discriminatory?** Include the date(s) of harm, the action(s), and the name(s) and title(s) of the person(s) who you believe discriminated against you. **Please attach additional pages if needed.** *(Example: 08/08/2011 – Discharged by Mr. John Smith, Supervisor)*

I applied for a Budget Analyst Position II position on 15th October, 2019. I was contacted ~~at 8:45 a.m. EST on Thursday October 24th, 2019 by a "Tamaris" from the Osceola HR~~ who asked me if I was available for an interview for the Budget Analyst II position the next day. I indicated to this woman that I was out of State (which Tamaris seemed to be totally unaware of) but was available anytime the next day for a Telephone or Skype Interview. Tamaris replied that was possible and would get back to me that day with a time for the interview. I never heard back from Tamaris. At 2 pm EST, I left a voicemail message with my Skype contact name and reiterated that I was available for the interview at any time the ~~next day. An additional 2 hours went by and I heard nothing. Given that County offices~~ often close at 430 pm I called the Osceola HR at 4:14 pm EST. I was told by a Robert who ~~answered the phone that Tamaris did not work for the HR. I asked for Tamaris' supervisor~~ to make that person aware of the situation. Robert then made me hold the phone and Tamaris came on the line and indicated that she would call a Manager for the interview time. She came back on the line and indicated that she was told they are "full up" and they didnt want to interview a Canadian. I tried to indicate my disability but Tamaris hung up. I contacted Maria Colon who was the ADA Coordinato/Director and made a ADA request for reasonable accomodation in writing-Ms. Colon denied my request for accomodation.

ATTACHMENT 0960

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002501

DATE ENTERED: 5/29/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/002501/20002501COD-052920-03545922.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2019 MAY 14 PM 1:33

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		FCHR No.	
Name Ayinde Crespo		**E-Mail Address** Andrew@TheWilliamsLG.com	**Date of Birth** 7/23/1980
Mailing Address c/o The Williams Law Group, 6273 Sunset Drive, Suite D-3		**Home Telephone Number (area code)** 253-970-1683	
City, State, and Zip Code South Miami, FL 33143		**Work (if possible to call you there)**	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Steak 'n Shake	**(Restaurant, Club, Lodging)** Restaurant	**Telephone Number** (954) 457-0542	
Street Address (Florida location) 990 S. Federal Hwy	**City, State and Zip Code** Hallandale Beach, FL 33009	**County** Broward	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☒ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN		**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)** August 21, 2018	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I was a customer at the Steak 'N Shake located at 990 Federal Hwy in Hallandale Beach on August 21, 2018. During my visit, I ordered several items from the menu as I sat down to eat. While I was seated, I engaged in a cordial conversation with the waiter who was serving me. He also happened to be a male. In the midst of my conversation with my waiter, the manager came up to us out of nowhere and accused the waiter and I of "flirting" with each other, and began directing homophobic slurs and threats towards me. The manager called me a "faggot" and told the waiter and I that we were holding up other customers "with that faggot shit in [his] restaurant." I am a heterosexual black male, and was extremely confused and perplexed by the manager's verbal attacks. I observed the face of the waiter and he appeared equally confused by the hostility. After attempting to rebut his attacks, the manager told me to "just leave" the restaurant. I began to film the incident on my cell phone and when the manager realized that I was filming, he threatened to call the police and ultimately did. The police spoke with the manager, but never spoke to me. I was informed I would need to leave or be subject to arrest. I was then informed I was banned from Steak 'n Shake. The manager's actions and threats, especially those involving law enforcement were driven by me being a black man. The language that was used was merely incendiary and insulting; it is my opinion that the language and the manager's hostile behavior and treatment were due to my race and the color of my skin.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT — **DATE**

Ayinde Crespo (May 14, 2019)

May 14, 2019

ATTACHMENT 0961

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002502

DATE ENTERED: 5/29/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/002502/20002502ECD-052920-03565278.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2018 NOV -2 PM 12:57

A. PERSONAL INFORMATION	**FCHR No. 201913161 MS**	
Name Mika Kowaluk	**E-Mail Address** mikakowaluk@gmail.com	**Date of Birth** -
Mailing Address 5191 Poinsetia Ave.	**Home Telephone Number (area code)** -	
City, State, and Zip Code Winter Park, FL 32792	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Ashley Furniture Homestore	**Number of Employees** 15+	**Telephone Number** +1 (407) 389-1860
Street Address (Branch/Office in Florida) 880 W SR 436	**City, State and Zip Code** Altamonte Springs, Florida 32714	**County** Seminole

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a White female and of Polish descent. I was discriminated against for these reasons. I began my employment with Respondent on December 26, 2017 in Home Furnishing. I have endured constant harassment from my co-workers. Jonathan used vulgar language while talking to me. Jonathan also used the chalk from the board in a rubbing manner on his "privets" while in a meeting. Dominique shouted and talked down to me. In April 2018 Manager Lincoln presented inappropriate behavior with his sexual gestures with his hand around his "privets" while next to me. I have asked him numerous times to stop; however, shortly after I received disciplinary action. In May 2018 I was on my lunch break and was sitting by the desk in training room and eating. Susan stormed in and approached me with her angry voice "This is my spot my food is there" She tried verbally force me out of place that I was already setting for some time having my lunch. I responded to her calmly that she wasn't there and sorry, but I like to finish my food. She replied "that's why nobody likes you, enjoy your lonely life." In June 2018, new manager Lucking was behaving in a harassing way by licking his upper lip ostentatiously. Rohan, a salesperson was also presenting inappropriate behavior by holding his hand on his "privets." Lucking, was creating an abusive environment by talking down to me while holding his hands on his hips creating dominant posture. Lucking told me as well that he is not going to do overriding for me and if I don't like it I can get another job.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
[signature]	10/31/2018

Scanned with CamScanner

ATTACHMENT 0962

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002559

DATE ENTERED: 6/4/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/002559/20002559COD-060420-11192664.PDF

PAGE(S): 1

Victor B

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 2019 SEP 18 PM 1:01

A. PERSONAL INFORMATION	**FCHR No. 201921085**
Name Willie Barnes	**E-Mail Address** williebarnes951@yahoo.com
Mailing Address Mays 105 S. ~~Mans~~ Mays Street	**Home Telephone Number (area code)** +1 (850) 584-3752
City, State, and Zip Code Perry, FL 32348	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Taylor County School Board	**15+**	+1 (850) 838-2505
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
318 N. Clark Street	Perry, FL 32347	Taylor

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) July 03, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Claimant, an African American Male, began his employment with Respondent in 08/2013 and held the position of School Bus Driver. Claimant was subjected to disparate treatment, retaliation, different terms and conditions of employment and was held to a different standard because of his race. Claimant believes he is being retaliated against for filing a grievance against a former supervisor, who is associated with the Management personnel that terminated his employment. Claimant states he was not provided an opportunity to explain his version of events that transpired on 05/24/2019 where Claimant was accused of stepping on a child's foot. Claimant states, the child was being disrupted and Claimant attempted to restore order on his bus. If Claimant did step on the child's foot, it was surely by accident. Claimant believes he was terminated in retaliation for his grievance he filed and because of his race-Black.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Willie Barnes	9/16/2019

ATTACHMENT 0963

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002560

DATE ENTERED: 6/4/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/002560/20002560PFR-060420-11211627.PDF

PAGE(S): 3,11,19,23

[nor is there ever a] principal's attendance report for the Test Proctoring specialists, since I was told the operation is paid for out of a different Orange County Public Schools budget. I was practically hand-chosen in 2014, 2015, and 2016 to proctor because I was a veteran substitute with a lot of OCPS experience in many schools and a retired OCPS paraeducator to boot. The trick with proctoring the FCAT test batteries for all grades at all schools is to quickly locate the On-Site Test Co-ordinator, not the front office principals or clerks. Test Co-ordinators are the proctor's immediate supervisors; one fluke, however, being that they often did not do any formal daily sign-in and sign-out. I was usually treated like one of them, a teacher.

So that's why the spring, 2016, Proctor Payroll amounts for Harry Boggs got buried under the confusion of my sudden institutionalization (post-arrest) and delay in returning to my normal daily routine of sub teaching. But that fact of unintentional and unfortunate absence due to health and legal problems was not lost on me for very long. I told Kelly as soon as I could about my arrest and also helped usher out the proper pay withdrawals at my Chase bank= June 3, 2016 Kelly needed $244.13 back from me for some unfulfilled proctoring, and then some more= June 10, 2016 , I was prepared to give back $205.87. Why? I just forgot all about that approximate one week of promised proctoring work after I was under observation for Aspberger's syndrome autism. I did not mean to attempt to have those revenues slide under the nose of Kelly or of the OCPS. Through all that spring semester mess that elapsed right in front of the Oviedo Police and on through my return in late May I truly did my utmost to communicate with any Kelly dispatcher or administrator on these critical matters of trust.

So on September 5, 2019, I found myself engaging in an employment and training contract with Vocational Rehabilitation (Voc Ed or "VR") steering me away from public education toward a life as a taxi driver or chauffer; don't misunderstand, summer driving is finely suited to many substitute teachers, but it's no proxy for the in-depth relationships I enjoyed with thousands of excited public school children. The Florida Department of Voc Rehab did their utmost for months to cooperate and coordinate their data gathering and job pool assessments and would have located for me a living-wage job development trial or internship through a placement agency (such as the difficult-to-breach U.C.F. CARD non-profit community institution), but there was no space for me.

Then corona virus struck and all this spring, 2020, the FL Voc Rehabilitation has been shuttered. Sure as rain, the virus's effects on business will abate and FDVR will be happy to help me regain my stride somewhat, accounting for:

1.) The fact that I was sideswiped by a late-life diagnosis of a developmental condition misunderstood by educators, clinicians, and state regulators, all.

2.) I spent seven years at one school site within Orange County Schools as an E.S.E. paraprofessional, garnering stellar annual reviews and earning two nominations for Support Person of the Year until the Great Recession layoffs stole me from my middle school in the form of a cross-county job transfer. From those service years I earned a small retirement pension.

3.) Spring, 2016 Chase Bank balances reflect a fair and thorough employee's reimbursement back to Kelly Services (and hence the taxpayers) of around $450 for

[redacted]disorder, which also appears to be consistent with prior social history. I suspect he is a high functioning [redacted] disorder individual who decompensated under the stress of caring for his mother suffering from dementia. At the present time he is able to demonstrate an adequate understanding of relevant legal issues and concepts to be considered competent to proceed, and appears to be sufficiently coherent and stable to participate in his defense. The circumstances leading to the charges against him are quite bizarre in that he actually approached an officer to tell him of intentions to kill the victim. This is certainly not the behavior of an individual you expect to evidence with such intentions. Once again, I think it is likely this is the behavior of the person with autism spectrum disorder who had decompensated under severe external emotional stresses.

DIAGNOSTIC OPINION:

[redacted]

Respectfully submitted,



Eric L. Mings, Ph.D.
Psychologist PY 0004089

19825
RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2019 MAY 16 AM 11:47

Florida Commission on Human Relations

Technical Assistance Questionnaire for Employment Complaints

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12).

The primary purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the Florida Commission on Human Relations (FCHR) has jurisdiction over those claims and provide charge filing counseling, as appropriate. Providing this information is voluntary, but the failure to do so may impede the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information. NOTE: The FCHR may disclose the information included on this form to other state, local and federal agencies, as appropriate or necessary to carry out the Commission's functions, or if the FCHR becomes aware of a civil or criminal law violation. If the FCHR accepts this form as a charge, this form will be provided to the employer, union or employment agency identified.

* * * * * * * * * * *

Please complete this entire form (please print) and return it to the Commission at the address listed at the bottom of this form. Answer all questions completely. Attach additional pages, if needed, to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A."

REMEMBER, a charge of employment discrimination must be filed within 365 days of the alleged act of discrimination.

1. **Personal Information**

Last Name: BOGGS **First Name:** Harry **MI:** S

Street or Mailing Address: General Delivery **Apt or Unit #:** N/a

City: Orlando **County:** Orange **State:** FL **Zip:** 32802-9999

Phone Numbers: Home: (407) 784-4345 **Work:** (407) 648-8899

Mobile telephone: (407) 291-8486 **Email address:** HScott43@hotmail.com

Date of Birth: 1-27-57 **Sex:** ☒ Male ☐ Female

Item #8, cont'd pg. 3

my car that day in Oviedo. Others were severely injured. I was physically fine, but not emotionally. ON 3-15-16 (in traffic stopped dead) I discovered my [illegible] for the first time. But first responders also witnessed my "bizarre circumstances ... of [the] person with [illegible] disorder who had de compensated (experienced [illegible] distubance or [illegible] under severe external [illegible] stresses." ... Seminole Circuit Court case 2016-829-CFA, 5-17-16, Legal Evaluation, Dr. Eric Mings, Psychologist Lic. PY 0004089. I was detained, Baker Acted To University Behavioral Services, and then served several weeks of jail time before the Mings report helped with my quick-and-no-charges-filed exoneration granted by Judge Nelson. I had not harmed anyone in Oviedo then, nor since, nor will I ever. I just have to manage my [illegible] (each mild-to-moderate).

But Kelly Services did not ask me if and how they could help or counsel me when

ATTACHMENT 0964

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002575

DATE ENTERED: 6/4/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/002575/20002575HDC-060520-09002666.PDF

PAGE(S): 2

New World Homes, Inc.
c/o George W. Fish, Registered Agent
1335 River Road West
Green Cove Springs, FL 32043

Paul Betournay, Community Manager
New World Homes, Inc.
1335 River Road West
Green Cove Springs, FL 32043

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainant Lisa Rembert owns a unit located at 530 Julie Lane in Winter Spring, FL (Seminole County). Complainant identified herself as African American. Complainant belongs to a class of persons whom the Fair Housing Act (the Act) protects from unlawful discrimination because race. The property is subject to the rules and regulations of Respondent Dunmar Homeowner's Association, Inc. (Respondent HOA) and Respondent New World Homes, Inc., through Respondent Paul Betournay, Community Manager.

Complainant alleges Respondent HOA, through Respondent New World Homes, Inc. is subjecting her to unfair terms and conditions based on her race. According to the complainant, on or about January 15, 2019, she requested a gate clicker given to all owners for access into the community. Complainant alleges Respondent Betournay refused to give her a gate clicker, reportedly stating the association did not have access to any additional gate clickers. Complainant stated while she is being denied a gate clicker, other white owners have been giving clickers for full access to the community. Complainant believes the Respondents are collectively discriminating against her based on race in violation of the Act.

9. The most recent date on which the alleged discrimination occurred:

January 15, 2019, and is continuing.

10. Types of Federal Funding Identified:

None

ATTACHMENT 0965

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002667

DATE ENTERED: 6/11/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/002667/20002667COD-061120-02022043.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS
4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2019 MAY -1 AM 9:57

A. PERSONAL INFORMATION		FCHR No. 201919271
Name Lorenzo A. Bradshaw	**E-Mail Address** poppshaw@yahoo.com	**Date of Birth** -
Mailing Address 505 Gay Rd.	**Home Telephone Number (area code)** +1 (813) 416-7443	
City, State, and Zip Code Seffner, FL 33584	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name City of Tampa Parks & Recreation	**Number of Employees** 15+	**Telephone Number** +1 (813) 478-4812
Street Address (Branch/Office in Florida) 7525 N Boulevard	**City, State and Zip Code** Tampa, FL 33607	**County** Hillsborough

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Claimant, an African American Male, began his employment with Respondent on 05/31/2001 and held the position of Automotive Equipment Operator I. Claimant was subjected to disparate treatment, different terms and conditions of employment and was held to a different standard because of his Race, Color and was retaliated against for opposing the unlawful discrimination he was subjected to. Claimant has been employed with Respondent for 17 years and has made several attempts to advance his career with Respondent. Claimant has been denied these advancements due to his race, color and appearance (dreadlocks). In 07/2018 he attempted to apply for an opening with Respondent, that position was Service Supervisor II. Claimant met the qualifications set forth by Respondent and believes he is fully qualified for the position. However, he was not selected for the positions nor has he been selected for any of 15 positions that were available and was only ever interviewed for two of the positions he applied for. Claimants has filed 3 internal grievances in regard to not being considered or promoted with Respondent, and every single one was "investigated" and returned as denied. Claimant has been retaliated against by three individuals Julio Barrera (Team Supervisor), Mike Fernandez (Site Coordinator), and Marlon Hall (Site Supervisor). Julio harassed Claimant and wore a shirt that said, "I own you." Claimant has filed a grievance against Julio. Mike almost ran over Claimant prior to almost running him over Mike was giving Claimant a menacing stare. Claimant has also filed a grievance against Mike who has retaliated and bullied him, creating a hostile work environment. Lastly, Marlon rode pass Claimant bobbing his head with both his middle fingers in the air directed at claimant. There were two other witnesses who saw this. All three are known to be a part of a "clique" of supervisors who participate in harassing, antagonizing and have created a hostile work environment. No remedial action has been taken by Respondent, despite the many grievances filed by Claimant in fact their behavior has gotten progressively worse, especially after Claimant submitted his grievances to Respondent. The events outlined above have caused Claimant a great deal of emotional and physical stress. Every day he is anxious prior to going to work as well as after. This has caused him to have trouble sleeping and has negatively impacted his personal relationships with his former fiancé' and children. Both of his children live with him, but he has had to

ATTACHMENT 0966

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002871

DATE ENTERED: 6/22/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/002871/20002871HDC-062220-12230119.PDF

PAGE(S): 2

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainants Whang and Antonio Carraway reside at 1406 SW Osprey Cove, Port Saint Lucie, St. Lucie County, Florida. Complainant Whang Carraway identified as Asian and Complainant Antonio Carraway identified as African American, both belonging to a class of persons whom the Fair Housing Act ("the Act") protects from unlawful discrimination because of race. The property is owned by the complainants and subject to the rules and restrictions of Respondent St. Lucie West Country Club Estates Association, Inc., whose president is Respondent Maryanne Russell. The property is managed by Respondent First Service Residential, Inc.

Complainants have repeatedly requested relief from Respondent Russell, who is Caucasian, and Respondent First Service Residential property management company for unequal treatment and ongoing harassment in their community. Respondents have reportedly ignored their requests and have retaliated against complainants with threatening letters regarding maintenance issue violations that are not being enforced upon other residents who are Caucasian. On November 22, 2019 complainants were harassed by Robert Olsinski, who is Caucasian, video recording them in front of their home. Mr. Olsinski and other Caucasian community members have been directing their animals to defecate on complainants' lawn and harassing complainants regularly from July 2018 to present. Complainants believe that the respondents collectively discriminated against them by not addressing, and participating in, the ongoing harassment because of their race, in violation of the Act.

9. The most recent date on which the alleged discrimination occurred:

November 22, 2019 and is continuing.

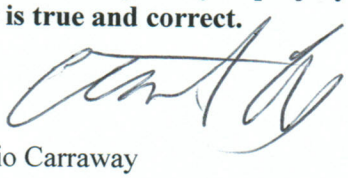
10. Types of Federal Funding Identified: None

11. The acts alleged in this complaint, if proven, may constitute a violation of the following sections:

804(b) and 818 of Title VIII of the Civil Rights Act of 1968 as amended by the Fair Housing Act of 1988.

Please sign and date this form:

I declare under penalty of perjury that I have read this complaint (including any attachments) and that it is true and correct.



12/18/2019

Antonio Carraway Date



Whang Carraway Date 12/18/2019

N O T E: HUD WILL FURNISH A COPY OF THIS COMPLAINT TO THE PERSON OR ORGANIZATION AGAINST WHOM IT IS FILED.

ATTACHMENT 0967

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-002922

DATE ENTERED: 6/25/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/002922/20002922COD-062520-02324322.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

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2019 JUN -3 PM 4:18

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		FCHR No. 201919816
Name Mary Garrett	**E-Mail Address** garrettmary08@gmail.com	**Date of Birth** 04/04/1966
Mailing Address 2741 Caribbean Isle Blvd. Apt. 2508	**Home Telephone Number (area code)** 321-536-8513	
City, State, and Zip Code Melbourne, FL 32935	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Eastern Florida State College	**Number of Employees** **15+**	**Telephone Number** +1 (321) 632-1111
Street Address (Branch/Office in Florida) 1519 Clearlake Road	**City, State and Zip Code** Cocoa, FL 32922	**County** Brevard

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) April 02, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Claimant, an African American Female, began her employment with Respondent in 09/2000 and holds the position of Coordinator of Undergraduate Research. Claimant was subjected to retaliation, disparate treatment, different terms and conditions of employment and was held to a different standard because of her Age (53), Race-Black, Sex-Female. Claimant performed the duties and responsibilities of her position in an exceptional manner and was not the subject of any disciplinary issues. Claimant was informed on 07/09/2018 by Ms. Darla Ferguson that her position (eLearning coordinator) with Eastern Florida State College (EFSC) was now eliminated. Ms. Ferguson further stated, there was a job offer as coordinator in the Office of Undergraduate Research (OUR) and indicated "they found this position for you." Claimant accepted the job and was told to report to the Melbourne campus to meet with Dr. Sandy Handfield her new supervisor, on 7/10/2018. When EFSC personnel were redirected after closure of the Patrick AFB Center EFSC location, Marian Shelpman and Justin Looney were given different EFSC career opportunities. Justin Looney was given the option to select from two positions as full-time faculty or manager at his preferred campus location. Both positions offered to him were opportunities in career advancement and pay. Marian Shelpman and Claimant were not given the same consideration. When Justin Looney arrived at the Titusville campus, office personnel knew his arrival date and had his office location ready to occupy. When Claimant arrived at the Melbourne campus on 7/10/18, Dr. Handfield indicated she received an email the afternoon of 7/9/18 of news of her new position and impending arrival on 7/10. The OUR office space was not ready for staff to occupy. On 7/19/2018, the first meeting with Herber and Spring were held in the OUR. They discussed expectations, goals, and action plans they wanted the OUR coordinator to work on. Subsequent meetings became tenser with little collaboration due to the approach used by the two faculty members (Herber and Spring) to direct the OUR coordinator's actions and Spring's actions to build an environment for intimidation and control. When Claimant performed actions without their knowledge or consent, the working relationship became even more strenuous, especially with Spring. Dr. Handfield was made aware of the work environment issues with Herber and

ATTACHMENT 0968

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003021

DATE ENTERED: 7/6/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003021/20003021COD-070620-03153874.PDF

PAGE(S): 1

EEOC Form 5 (11/09)

FCHR NO. 201919238

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

[X] FEPA
[ ] EEOC

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Elias Makere	904.294.0026	08/02/83

Street Address / City, State and ZIP Code: 3709 San Pablo Rd. S. #701; Jacksonville, FL 32224

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. *(Include Area Code)*
Allstate Benefits	15+	800.521.3535

Street Address / City, State and ZIP Code: 1776 American Heritage Life Dr.; Jacksonville, FL 32224

Name	No. Employees, Members	Phone No. *(Include Area Code)*
Allstate Insurance Company	15+	847.402.7367

Street Address / City, State and ZIP Code: 2700 Sanders Rd; Northbrook, IL 60070

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[√] RACE [√] COLOR [√] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[√] RETALIATION [ ] AGE [ ] DISABILITY [ ] GENETIC INFORMATION
[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: November 2013 Latest: July 2018

[√] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

Allstate only fires the black employees who fail exams.

5 Years of racial/sexual harassment.

- **Racist Dolls, Racist Characterizations**
- **Date Requests (Dinner-&-a-Movie)**
- **Targeted discrimination**

Culminating in a discriminatory termination.

Complainant failed an actuarial exam. Respondent terminated him because of it.

Respondent has half-a-dozen other employees who have failed exams. Respondent did not fire any of them. All of whom were non-black.

In fact, Respondent has staff that have never even passed an exam; they keep their jobs.

Complainant complained (internally, externally), and Respondent retaliated against him. The most recent act of retaliation occurred in July 2018.

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2019 APR 26 AM 10: 34

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

4/10/2019
Date

Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0969

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003060

DATE ENTERED: 7/8/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003060/20003060COD-070820-02171218.PDF

PAGE(S): 1

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2019 DEC -3 PM 1:41

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	**FCHR No. 202022334**
Name Marshalee M. Wright	**E-Mail Address** marshaleew@yahoo.com
Mailing Address P.O Box 141981	**Home Telephone Number (area code)** +1 (352) 451-7307
City, State, and Zip Code Gainesville, FL 32614	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
The School Board of Alachua County, Florida	15+	+1 (352) 955-7300
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
620 East University Avenue	Gainesville, Florida 32601-5498	Alachua

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Complainant (CP), an African American female, began her employment with Respondent on 08/15/2005 and held the position of Teacher. CP was subjected to disparate treatment, retaliation, different terms and conditions of employment because of her race and national origin (Jamaican). CP performed the duties and responsibilities of her position in a satisfactory manner and was not the subject of any disciplinary issues. CP was subjected to discrimination at the hands of but limited to Kelly Armstrong, former Principal of Glen Springs Elementary and current Principal of Oakview Middle School. Jacquatte Rolle, Principal of Metcalfe Elementary, Carmen Ward President of the Alachua County Teachers Union, Kevin Purvis, Superintendent of Human Resource, Karen Clarke, Superintendent of Alachua County Schools. CP was injured at work and was dropped off at the hospital by HR and left there. In the past, other employees were given the courtesy of contacting their family and an ambulance ride. CP received no workman's compensation benefits. Despite CP being extremely qualified she was not considered for any administrative positions and after making several complaints to the teacher's union and HR, Jacquatte Rolle was allowed to harass me and ultimately tried to get rid of me. CP's email and all her access to the School Board systems have been taken. CP was placed on leave without board approval, as the Florida statutes and teacher's contract states. CP's benefits continue to be paid and despite a contract, CP have not been paid since June. CP was placed unpaid administrative leave.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Marshalee Wright

DATE 12/3/19

ATTACHMENT 0970

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003320

DATE ENTERED: 7/23/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/003320/20003320COD-072320-12051685.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2019 OCT -2 AM 8:11

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		FCHR No. 201921339
Name Maria D. Alvarez	**E-Mail Address** malvarez17000@gmail.com	**Date of Birth** February 19, 1961
Mailing Address 17000 NW 67th Avenue	**Home Telephone Number (area code)** +1 (786) 877-9191	
City, State, and Zip Code Hialeah, FL 33015	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Flamingo Oil A Reladyne Company	**Number of Employees**	**Telephone Number** +1 (305) 952-4020
Street Address (Branch/Office in Florida) 205 NE 179th Street	**City, State and Zip Code** Miami, FL 33162	**County** Miami-Dade

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☒ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION	August 07, 2019

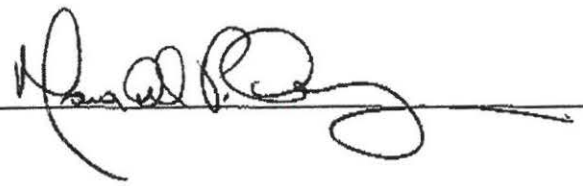
D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated based on my race (white), national origin (Cuba), and age. I began working for Flamingo Oil A. Reladyne Company (FOARC) on December 18, 2013 as a Customer Service Representative. During my employment, I generated 90% of the orders, though I had many distractions within my workplace. In the past, my supervisor, Mrs. Romero has consistently made comments about not wanting old people in her department and made comments about "those white people" or "whiteys." Mrs. Romero would also say, "Cubans think they know everything." On July 16, 2019 I had a family emergency and requested a week off, which I had enough PTO to cover. I emailed the doctor's note to my supervisor and the Human Resource Department. I also texted my supervisor why I would be out for the week, as well. When my supervisor discovered I sent my doctor's note to HR, she accused me of going behind her back. Shortly afterward returning to work, I was terminated from my position by Mrs. Romero and Mr. Mosley for, "making too many errors when entering orders" and that, "I was no good for my job." I was terminated from my position at FOARC on August 07, 2019.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. **Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.**

SIGNATURE OF COMPLAINANT	DATE
	9/30/19

09/30/2019 16:42 305-823-2072 FEDEX OFFICE 1120 PAGE 01

ATTACHMENT 0971

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003369

DATE ENTERED: 7/28/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003369/20003369_375_07282020_11551822_e.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2020 JAN 17 PM 2:43

A. PERSONAL INFORMATION		FCHR No. 202021975
Name Norwood Findlayson	**E-Mail Address** pegnorwood1465@gmail.com	**Date of Birth** February 15, ~~1966~~ 15, 1964
Mailing Address 710 Rocketlane Unit 1	**Home Telephone Number (area code)** -	
City, State, and Zip Code Crescent City, FL 32112	**Work (if possible to call you there)** +1 (904) 575-9564	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name True House	**Number of Employees**	**Telephone Number** +1 (904) 575-9564
Street Address (Branch/Office in Florida) 105 Denver Road	**City, State and Zip Code** Crescent City, FL 32112	**County** Putnam

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☑ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe Respondent has been harassing me and creating a hostile work environment because of my race (black). I was hired by Respondent in 2017 as a Stocker. The harassment initially began in February/March 2018. I am one of two black employees with Respondent. Within the last six months, Brent (upper management) has been telling my co-workers not to speak to me. My supervisor (Pedro) has instructed my co-workers to bother my personal belongings such as going through my lunch bag and stealing my tape measure. I have complained to management several times, but nothing has been done. My co-workers aren't experiencing harassment like I am. I feel like Respondent is trying to get me to leave my job, so I won't get my raise.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT

DATE 12-17-2020

Norwood Findlayson 12-20-2019

ATTACHMENT 0972

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003371

DATE ENTERED: 7/28/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003371/20003371M-072820-03143643.PDF

PAGE(S): 1

20191 9815

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HUMAN RELATIONS

2019 MAY 21 AM 10: 54

Florida Commission on Human Relations

Technical Assistance Questionnaire for Employment Complaints

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12).

The primary purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the Florida Commission on Human Relations (FCHR) has jurisdiction over those claims and provide charge filing counseling, as appropriate. Providing this information is voluntary, but the failure to do so may impede the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information. NOTE: The FCHR may disclose the information included on this form to other state, local and federal agencies, as appropriate or necessary to carry out the Commission's functions, or if the FCHR becomes aware of a civil or criminal law violation. If the FCHR accepts this form as a charge, this form will be provided to the employer, union or employment agency identified.

* * * * * * * * * * *

Please complete this entire form (please print) and return it to the Commission at the address listed at the bottom of this form. Answer all questions completely. Attach additional pages, if needed, to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A."

REMEMBER, a charge of employment discrimination must be filed within 365 days of the alleged act of discrimination.

1. **Personal Information**

Last Name: Bastien ~~wilgens~~ **First Name:** wilgens **MI:** _____

Street or Mailing Address: 5221 caldwell st **Apt or Unit #:** _____

City: Naples **County:** USA **State:** FL **Zip:** 34113

Phone Numbers: Home: (____) _____ **Work: (____)** _____

Mobile telephone: (239) 234 3024 **Email address:** wilgens80@yahoo.com

Date of Birth: 07-25-1995 **Sex:** ☑ Male ☐ Female

ATTACHMENT 0973

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003403

DATE ENTERED: 7/29/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/003403/20003403COD-072920-02290138.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

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2019 DEC 13 PM 12:20

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		FCHR No. 201920821
Name Michael Wetherbee	**E-Mail Address** [redacted]	**Date of Birth** [redacted]
Mailing Address [redacted]y	**Home Telephone Number (area code)** -	
City, State, and Zip Code [redacted]	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Jacksonville Sheriff's Office		+1 (904) 630-1212
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
501 E. Bay Street	Jacksonville, Florida 32202	Duval

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) June 21, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against because of my race (white) and disability. In September 2018, I was dealing some personal issues that caused me to have breakdown at work. My supervisor sent me to the city doctor and based upon his evaluation, he placed me on light duty; not to work around inmates or work at the jail. During this period, Chief Wesley told me "nobody is trying to take my job." I was placed in the Court Services department in late September/October 2018. In January 2019, I was transferred to the Police Memorial Building, without my consent or request. I was tasked to pull public requests, which included crime scene photos. Given my condition, I felt Respondent intentionally transferred me to this department to "trigger" me and act out. I was later sent to another department (911-Communication Center) within the building. In April 2019, it was time for my re-evaluation with the city doctor. I was told that if I didn't submit my medial records from the VA to them, that I would be terminated; I reluctantly gave my records to the doctor. After my evaluation, I met with Human Resources and was told that I was to be terminated on May 6, 2019. Several days later, Human Resources contacted me and stated they needed to contact the undersheriff and Sheriff because they weren't aware of the termination and they needed to "get permission" and my official termination wouldn't be until June 21, 2019. I am aware of another officer (half white/half black) who was in a similar situation as me but was not required to submit his medical records and was able to keep his job.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Michael Wetherbee	12-13-19

ATTACHMENT 0974

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003437

DATE ENTERED: 8/3/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/003437/20003437HDC-080320-01150879.PDF

PAGE(S): 2

Indiantown, FL 34956

7. **Respondents:**

Teresa Schenk
11500 SW Kanner Hwy
Indiantown, FL 34956

Maggie Marrero, Property Manager
11500 SW Kanner Hwy
Indiantown, FL 34956

Willy Marrero, Property Manager
11500 SW Kanner Hwy
Indiantown, FL 34956

D. R. S. Realty Company
c/o Registered Agent River Palms
200 S Banana River Drive
Merritt Island, FL 32952

St. Lucie Village Parklife, LLC
c/o Registered Agent Matthew J. Monaghan, Esq.
96 Willard Street #302
Cocoa, FL 32922

8. **The following is a brief and concise statement of the facts regarding the alleged violation:**

Complainant Laney McGrath is a tenant at 11500 SW Kanner Hwy, Lot 317, Indiantown, Martin County, Florida. She identified herself as a Caucasian person with non-visible disclosed disabilities which cause her extreme anxiety and distress. The Complainant belongs to a class of persons whom the Fair Housing Act ("the Act") protects from unlawful discrimination because of disability and race and from retaliation. The property is owned by Respondent St. Lucie Village Parklife, LLC. The property is managed by Respondent D. R. S. Realty Company with Respondents Maggie Marrero and Willy Marrero, Property Managers, who are Hispanic, and Respondent Teresa Schenk, Landlord.

According to the Complainant, on January 1, 2020 Respondents Maggie Marrero, Willy Marrero, and Schenk allowed the Complainant's neighbors, who are Hispanic, to shoot off fireworks directly behind Complainant's mobile home after reportedly knowing that Complainant suffers from PTSD, failing to make a reasonable accommodation..

ATTACHMENT 0975

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003439

DATE ENTERED: 8/3/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003439/20003439COD-080320-01182172.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	**FCHR No. 202023310**
Name Jeruscha Toussaint	**E-Mail Address** jeruschamtoussaint@yahoo.com
Mailing Address 5835 NW Lomb Court	**Home Telephone Number (area code)** +1 (772) 291-3182
City, State, and Zip Code Port St. Lucie, FL 34986	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Walmart	**15+**	+1 (772) 468-0880
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5100 Okeechobee Rd	Fort Pierce, FL 34947	St. Lucie

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ **RACE** ☐ **COLOR** ☒ **SEX** ☐ **RELIGION** ☐ **DISABILITY/HANDICAP**
☐ **NATIONAL ORIGIN** ☐ **AGE** ☐ **MARITAL STATUS** ☒ **RETALIATION**

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) October 26, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Complainant (CP) an African American female, began her employment with Respondent on 02/2017 and held the position of CSM. CP was subjected to disparate treatment, retaliation, different terms and conditions of employment because of her race and sex. CP performed the duties and responsibilities of her position in a satisfactory manner and was not the subject of any disciplinary issues. CP states she was getting paid less a white male who had less experience. CP was known for assisting her coworkers who were not and had not been treated fairly. CP had facilitated the promotion of female employees who had been working in those roles but, had not yet had the title nor the pay. CP states Respondent terminated her for inquiring about her pay on 10/26/2019.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. **Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.**

SIGNATURE OF COMPLAINANT **DATE**

ATTACHMENT 0976

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003484

DATE ENTERED: 8/5/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003484/20003484COD-080520-12482846.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2019 MAY 15 AM 11:09

A. PERSONAL INFORMATION	**FCHR No. 201918027 MS**	
Name Wilina E Charles	**E-Mail Address** wilinawc1@gmail.com	**Date of Birth** -
Mailing Address 532 S.E. 16th Ter.	**Home Telephone Number (area code)**	
City, State, and Zip Code Melrose, FL 32666	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name North Florida Invision Imaging (HCA)	**Number of Employees** **15+**	**Telephone Number** 352-333-4703
Street Address (Branch/Office in Florida) 6605 NW 9th Boulevard	**City, State and Zip Code** Gainesville, Florida 32605	**County** Alachua

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ **RACE** ☐ **COLOR** ☐ **SEX** ☐ **RELIGION** ☐ **DISABILITY/HANDICAP**
☒ **NATIONAL ORIGIN** ☐ **AGE** ☐ **MARITAL STATUS** ☒ **RETALIATION**

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) December 14, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am Black and of Haitian descent. I was discriminated against for these reasons. I began my employment with Respondent on January 22, 2018. My position title was Billing Specialist. When I stated working, Monica DeLeo kept referring to her staff as "her crazy group of girls". I did not understand what she meant by that, however, I later learned the culture of the working environment. In May 2018, a coworker (Brenda Sauders) tried to force me to take short cuts in a billing procedure and this was against policy. I told Brenda that the individuals who were training me at the time, had already told me that those actions were against policy and that I would document that she told me to proceed. Brenda became upset and spoke a fewworks then slammed the door. I walked in on Brenda telling Brittney Mosher that she was not going to deal with me. I did not report the incident to Monica, I left and texted Monica and told her I was gone. Monica never responded. When I returned to work the next day, Monica immediately called me to her office. Monica never asked what happened because she had already heard one side of the story and she did not care to hear mine. Monica told me that since I walked out the day before, Human Resources said that I could not work today. I did not question her, I went home. Monica texted me later that night and said that she still had not heard back from Human Resources and therefore I was still suspended, and I could not return to work. I was alarmed by this and I replied "ok". The following day, I went to Human Resources and I spoke with Robert Bell. I told him about the events that took place. Robert said that Monica did not follow policy and from that point on he was going to classify this scenario as an 'investigational suspension". Robert also stated that after the investigation was over and if I was not written up, I would be given my time back for the days I was suspended. Robert Bell also stated that he would call Monica and then call me after he found out what was going on. He gave me his card and I thanked him and left. Mr. Bell called me and told me I could come back to work after three days. I asked him if I could transfer from this office and when I would get my PTO back and I was told that we would have to meet with Monica regarding it. I asked Monica for a mediation with Brenda and no mediation was ever done. Brenda did not want me working in the Billing Department. Brenda blew up on me again and Monica did nothing about it. I was accused of making mistakes on my work based on the audit that Monica ran on me and only me. I asked Monica why I was the only person she ran reports on and the fact that I had not been coached or talked to. Monica demoted me and I continued to endure the same retaliatory treatment because I reported her to the ethics corporate complaint line. Monica found any reason to write me up on the advice of Richard Waters in Human Resources. On December 13, 2018, I was verbally attacked by and employee (Joanne) and on December 14, 2018, I was terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Wilina Charles **DATE** 5/15/2019

ATTACHMENT 0977

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003554

DATE ENTERED: 8/10/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003554/20003554DNC-081120-09345025.PDF

PAGE(S): 1

State of Florida
Florida Commission on Human Relations
An Equal Opportunity Employer • Affirmative Action Employer

Ron DeSantis
Governor

4075 Esplanade Way • Room 110 • Tallahassee, Florida 32399-7020
(850) 488-7082 / FAX: (850) 487-1007
http://fchr.state.fl.us
United in One Goal: Equal Opportunity and Mutual Respect

Latanya Peterson
Chair
Michelle Wilson
Executive Director

FCHR No. 202023615
EEOC No. 15D202000644

Ms. Schwanna T. Griffin
460 Ocho Rios Avenue
Tavares, FL 32778

COMPLAINANT

Mid Florida Eye Center (Eyecare Services Partners)
c/o Kelly M. Pena, Esquire
Ogletree Deakins. P.C.
9130 S Dadeland Blvd., Suite 1625
Miami, FL 33156

RESPONDENT

DETERMINATION: NO REASONABLE CAUSE

Complainant filed a complaint of discrimination with the Florida Commission on Human Relations (Commission) alleging that Respondent committed unlawful discrimination on the bases of race (black) and retaliation in violation of the Florida Civil Rights Act of 1992. As required in Rule 60Y-5.004(1), Florida Administrative Code (F.A.C.), the Commission's Office of Employment Investigations completed an investigation of this matter, which is reported in the Investigative Memorandum. The Commission's Office of General Counsel reviewed all available evidence and the Investigative Memorandum, and made a recommendation to me, as Executive Director of the Commission, that it is unlikely that unlawful discrimination occurred in this matter.

Pursuant to the authority delegated to me in Rule 60Y-5.004(3), F.A.C., I accept the Office of General Counsel's recommendation and issue this Determination: No Reasonable Cause. Based upon this determination, the Clerk shall serve both the Determination and the attached Notice of Determination upon the parties.

Michelle Wilson, Executive Director

DATED: July 8, 2020

COMMISSIONERS

Dr. Donna Elam *Port Richey*
Mario Garza *Lakewood Ranch*
Al McCambry *Lynn Haven*
Latanya Peterson, *Chair* *Fleming Island*
Jay Pichard *Tallahassee*
Gilbert Singer *Tampa*

ATTACHMENT 0978

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003632

DATE ENTERED: 8/17/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003632/20003632COD-081720-12450471.PDF

PAGE(S): 1

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY: ☑ FEPA ☐ EEOC | CHARGE NUMBER

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 FEB 20 PM 2:00

Florida Commission on Human Relations
State or local Agency, if any

NAME *(indicate Mr., Ms., Mrs.)*	HOME TELEPHONE *(Include Area Code)*
Mr. Johnny Callier	**813-250-9183**

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
3218 Bluffview Lane	**Brandon Florida 33571**	**1/19/1978**

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME *(If more than one list below.)*

NAME	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE *(Include Area Code)*
Cracker Barrel Old Country Store, Inc.	50+	813-621-7323

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
61 Lazy Days Boulevard	**Seffner Florida 33584**	**Hillsborough**

NAME	TELEPHONE *(Include Area Code)*

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY

CAUSE OF DISCRIMINATION BASED ON *(Check appropriate box(es))*
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER *(Specify:)*

DATE DISCRIMINATION TOOK PLACE
EARLIEST *LATEST*
3/14/19
☐ CONTINUING ACTION

THE PARTICULARS ARE *(If additional space is needed, attach extra sheet(s):*

I. Personal Harm:

I began working for Respondent on August 7, 2017 and always performed my job as associate manager to the best of my abilities. Unfortunately, when I was transferred to the Seffner store, co-workers and management began to be subject me to discrimination based on my race and color. I complained but the discrimination continued. I was written up for alleged misconduct in which other non-African Americans also engaged but were not similarly disciplined. Management also refused to accommodate my schedule as it did for other employees. I continued to complain. Eventually, I was suspended for allegedly having a relationship with a co-worker. Although it was concluded that I did not have the relationship, my employment was terminated. I believe Respondent terminated my employment for pretextual reasons.

II. Reason for Adverse Action:

I was told I was terminated because I had a relationship with a co-worker that did not occur.

III. Discrimination Statement:

I believe I have been subjected to discrimination based on may race (African American) and my color (Black) in violation of the Florida Civil Rights Act, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

Date 2-20-2020 Charging Party *(Signature)*

NOTARY (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Month, day and year)

ATTACHMENT 0979

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003640

DATE ENTERED: 8/17/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003640/20003640COD-081720-03280027.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	**FCHR No. 201921692 MS**	
Name Ina Brathwaite	**E-Mail Address** ina.brathwaite@yahoo.com	**Date of Birth** November 14, 1986
Mailing Address 2329 Tom Jones Street	**Home Telephone Number (area code)** +1 (407) 398-3020	
City, State, and Zip Code Orlando, FL 32839	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Advanced Drainage Systems Inc.	**Number of Employees** **15+**	**Telephone Number** +1 (407) 654-3989
Street Address (Branch/Office in Florida) 115 W Crown Point Rd.	**City, State and Zip Code** Winter Garden, FL 34787	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ **RACE** ☐ **COLOR** ☒ **SEX** ☐ **RELIGION** ☐ **DISABILITY/HANDICAP** ☐ **NATIONAL ORIGIN** ☐ **AGE** ☐ **MARITAL STATUS** ☐ **RETALIATION**	**(month, day, year)** August 22, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I was discriminated against at Advantage Draining System corporation based on my gender and race. I was offered a cash severance on my termination day before I was told the reason I was being terminated. I received a letter in the mail stating I was terminated due to poor performance. I performed very well, and I received a 22-cent raised when I was on short term disability with my newborn baby. There was a situation prior to my termination from ADS where the supervisor Joe and the plant manager Bruce was trying to force added responsibilities to my position. Due to my recent childbirth experience, I had a weight restriction from my specialist, however I was released to work. My employer was persistent about replacing my position with a loader and to have me no longer process documents for the yard operations. The supervisor demanded that I take a forklift refresher training that he did not offer to anyone else. The yard loader customer service position that I worked for approximately one year was replaced by a male loader who was fired from ADS production plant, rehired to work the yard on the weekends then promoted to the first shift lead customer service loader to operate the yard functions. This individual has the same qualifications that I have. The added responsibilities forced on me from Bruce and Joe are no longer required for the employee who replaced me in that position.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. **Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.**

SIGNATURE OF COMPLAINANT **DATE**

ATTACHMENT 0980

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003798

DATE ENTERED: 8/20/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003798/20003798ECD-082020-12591192.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATION 2019 SEP 16 AM 10:

A. PERSONAL INFORMATION	FCHR No. 201921225 MS	
Name Donald Chew	**E-Mail Address** donaldchew7@yahoo.com	**Date of Birth**
Mailing Address 1262 NE 41st Terrace Avenue	**Home Telephone Number (area code)**	
City, State, and Zip Code Cape Coral, FL 33909	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Seven Lakes Association	**Number of Employees** 15+	**Telephone Number** +1 (239) 482-4540
Street Address (Branch/Office in Florida) 1965 Seven Lakes Blvd.	**City, State and Zip Code** Ft. Myers, FL 33907	**County** Lee

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	(month, day, year) September 19, 2018

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was discriminated against because of my race. I began my employment with Respondent on January 23, 2017. When I was hired as a staff accountant, it clearly appeared that I was the first African American to ever work in administration. My supervisor at the time June Gibbs (Accounting Manager) was immediately threatened and made several attempts to make me look bad. Judy Grosvenor was the GM then and was very nice to work with. We were behind in producing the financial statements and also putting in a new accounting system, I did receive some overtime as I was told that was not any overtime available. However, my Caucasian counterpart Lisa Urquhart appeared to get all the overtime she wanted. In March 2018 our Board of directors were in chaos. Carl Triola was not the President anymore; Rich Brown then became President. In April 2018, I was promoted to Administrative Services manager and replaced Tom O'Sullivan . I was given a $17,000 raise. This took my total salary to $70K. My predecessor Tom (White) salary was 81K roughly. I excelled in the role as I established positive relationships with the owners of the community, staff, and vendors On or around August 23, 2018 our GM due to the chaos resigned and also took another job in Indian River as Town Manager. On or around August 30, 2018 I received a unanimous vote of 5-0 to become the Interim GM and possibly permanent. The board discussed salary prior to me joining the meeting. The prior GM Judy Grosvenor (white) made roughly $97K, the current GM Tim Day (White) made roughly $95k, they fought intensely about me assuming the current salary for the role and only approved a $7,000 increase to perform the same duties that both the prior GM's would have performed. This would have pushed my salary up to $77K. Tim Day sent an email out to the community about the discussion and how proud they are to have me accept the role. On or around August 30,2018 that night after a community event, I received a call from Tim Day the current GM and he stated that he was given some information regarding one of my businesses from years ago and Rich Brown, Current Board President and Tim Day would like to speak to me about the following day. On August 31, 2018 We spoke about the issue. There was a folder in their possession containing several documents. The information was public record and the judgement was against the corporation and it would not affect my role at this company September 4, 2018, Tim Day GM and Trish Sorce, Executive Assistant came in to tell me that per their attorney from (Becker & Polliakoff) I was being placed on a 2-week paid administrative leave pending an investigation into a court case I was involved in years ago. I questioned Tim as to why, if this has nothing to do with Seven Lakes, and we confirmed that it did not have any effect on the organization. On September 19, 2018, Rich Brown Board president called me and informed me that the board voted to terminate my employment effective today. He informed me that I would be paid through 9/19/18 and that he would coordinate with June Gibbs and get the vacation time worked out. A few days later I saw a former employee who still worked at Seven Lakes and stated that employees were told not to have any contact with me. He also mentioned that they hired a new GM and he is Caucasian and is Tim Days the prior GM's neighbor and friend.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Donald Chew	09/16/2019

ATTACHMENT 0981

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-003799

DATE ENTERED: 8/20/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/003799/20003799ECD-082020-01003735.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 JAN 15 AM 8:59

A. PERSONAL INFORMATION	**FCHR No.** 202022613 **MS**	
Name Memite G. Charlemagne	**E-Mail Address** gabelita87@gmail.com	**Date of Birth** March 17, 1956
Mailing Address 184 Berenger Walk	**Home Telephone Number (area code)** -	
City, State, and Zip Code Royal Palm Beach, FL 33414	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Humana Inc.	**Number of Employees** 15+	**Telephone Number** +1 (502) 215-8770
Street Address (Branch/Office in Florida) 500 W Main Street	**City, State and Zip Code** Louisville, KY 40202	**County** Jefferson

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION	January 30, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am Black and over the age of 40. I was discriminated against for these reasons. In November 2018, I was transferred from the position of Field Care Manager to Telephonic Care Manager. I did not request or have in choice in this decision. This new position was different than what I had been used to in my previous position of doing the task face to face rather than over the phone. I feel I was discriminated against because there were other ethnicities that were allowed to remain as Field Care Managers. There was also a white male Care Manager who was a social worker that was also transferred to the Telephonic Care Manager position, however, after he was not satisfied with the position, he was transferred back to his previous position as a Field Care Manager. This opportunity was not afforded to me or any other persons of color who had been transferred. I was not properly trained for this position and the expectations were unreasonable and this caused me a great deal of stress and anxiety. I was regularly rated on my performance and my employment was threatened if I did not meet the performance expectations set by the company. Only the white employees were allowed to return to their previous positions. I also believe I was discriminated against due to my age because all of the care managers who were transferred to the new Telephonic Care Manager position were over the age of 40.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Memite Charlemagne RN **DATE** 01/14/2020

ATTACHMENT 0982

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004110

DATE ENTERED: 9/15/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/004110/20004110COD-091520-04525672.PDF

PAGE(S): 2

Statement of Particulars for Attachment to Florida Commission on Human Relations Charge of Discrimination of Michael Teems

I am a 48-year-old, Caucasian male. I started working for Advance Auto Parts in May of 2004. My primary location was Store 9548. Charles Dunaway was my Manager at Store 9548 and Ray Bilotta was my District Manager.

In November 2019, Ray Bilotta, asked me if I could move to Store 9549 because the Manager had left. I then moved to Store 9549. While there, I worked diligently and put in a lot of overtime to get the store back on track since it had been without a Manager. I worked at Store 9549 for approximately six (6) weeks. I had several issues with team members regarding their attendance. One of them in particular was a young, African-American female employee. I was asked by Ray Bilotta to counsel her and I did so by giving her a written counseling. Shortly thereafter I would go on vacation for a week, from December 18, 2019, to December 26, 2019.

On December 24, 2019, while on vacation, I received a call from Ray Bilotta, and Human Resources Manager, Martha _____. Martha informed me I was being let go because of sexual misconduct. She said there had been an investigation into several other stores where I had worked. I previously worked at Store 9551, as a driver/key holder, Store 9548, where I was promoted to Assistant Manager. I had also temporarily filled in as a Manager at Store 9509. I was not aware of any issues at any of these stores I had worked and was taken aback. I was not aware of any issues of sexual misconduct. I had not been counseled/coached by anyone. Also, my Manager, Charles Dunaway, had no idea about this and was not included in the conversation of December 24, 2019. I have since learned that no such investigation took place.

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HUMAN RELATIONS
2020 JAN 27 PM 3:09

The African-American female at Store 9549 that Ray Bilotta had ordered me to counsel had filed a false, unsubstantiated complaint of sexual misconduct against me in retaliation for the writeup, which was the basis for my termination from employment.

I believe I have been terminated on the basis of my age – 48 years, my race – Caucasian, and my gender, male. I do not believe Human Resources would have terminated my employment, if I was a young, African-American female who had written up an older, Caucasian male for attendance issues based on an unsubstantiated complaint given my prior work history.

[END OF STATEMENT]

ATTACHMENT 0983

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004114

DATE ENTERED: 9/16/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004114/20004114ECD-091620-1121451.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2019 NOV 18 AM 10:56

A. PERSONAL INFORMATION	FCHR No. 202021773 MS	
Name Tequilla Y. Lockwood	**E-Mail Address** lockwood351@comcast.net	**Date of Birth** January 01, 1959
Mailing Address 351 Carter Road	**Home Telephone Number (area code)** +1 (850) 875-2505	
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)** +1 (850) 875-9531	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name State of Florida Department of Juvenile Justice	**Number of Employees** 15+	**Telephone Number** +1 (850) 875-9531
Street Address (Branch/Office in Florida) 305 West Crawford Street	**City, State and Zip Code** Quincy, FL 32351	**County** Gadsden

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American, over the age of 40. I was discriminated against for these reasons. I began my employment with Respondent in February 2007. My position title is Secretary Specialist. I have been employed with The State of Florida since 1993. I knew that I was taking a pay cut when I started with the Agency. I was told that I could not be hired at my current salary, however, there would be offered more compensation eventually. That has never happened. I have watched multiple people (Caucasian, younger) in the same class code and with the class title hired at a higher salary than I am making. I have more seniority and I am just as qualified as they are. I have complained about this inequality on numerous occasions and nothing has been done to remedy the situation.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Tequilla Y. Lockwood	11/18/19

ATTACHMENT 0984

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004117

DATE ENTERED: 9/16/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004117/20004117ECD-091620-11272935.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
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A. PERSONAL INFORMATION	**FCHR No. 201919272 MS**	
Name Glenda I Baker	**E-Mail Address** msglbaker@oulook @.com outlook.com	**Date of Birth** 8-25-1957
Mailing Address 1030 Sable Dr. Apt. B	**Home Telephone Number (area code)** +1 (334) 434-3109 1-334-343-3109	
City, State, and Zip Code Pensacola, FL 32514	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Covenant Care	**Number of Employees** 15+	**Telephone Number** +1 (850) 443-2155
Street Address (Branch/Office in Florida) 5041 N 12th Ave	**City, State and Zip Code** Pensacola, FL 32504	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION	3-14-19

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American over the age of 40. I was discriminated against for these reasons. I began my employment with Respondent on July 18, 2018. My position title is LPN. On February 6, 2019, my Supervisor (Barbara Scheurer) suspended me and deactivated my badge because of a patient's fall, that was not due to my negligence. The staff I assigned to watch the patient left the patient unattended. None of the other LPNs have been suspended for a patient's fall or locked out of the building, given a Plan of Action or demoted for "retraining." All of the other LPNs are White and have had numerous falls and they were not treated in this manner. I complained to the CEO (Jeff Mislevy) regarding this discriminatory treatment. I also complained to Donna Strange about having to use my PTO although I did not initiate this time off. I had to endure excessive conferences related to patients falls with upper management. I returned to work on February 24, 2019 and I received my Plan of Action stating that I was not demoted or reinstated until I completed an enormous amount of check offs, learning modules etc. On February 25, 2019, Barbara Scheurer sabotaged my successful in completing the Plan by asking me to return to work because they were short staffed, although I had not completed the plan. I emailed Ms. Scheurer and Ms. Strange letting them know that I needed to complete what was asked of me and I would not be able to go back without completing the Plan of Action that was set by Corporate. I was constantly harassed and bullied by upper management. Critical information was withheld from me that was essential for me to care for residents. On March7, 2019, I was assigned a Preceptorship with Andrew Rabon (White and younger) whom I have more experience and it violated the agreement at the corporate meeting that my peers would not be privy to the Plan of Action decided upon me. An incident occurred on March 10, 2019, concerning a patient fall that was not handled properly. No LPN or supervisor was disciplined for the incident. I resigned from my position on March 14, 2019.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Glenda I Baker	6/16/2019

ATTACHMENT 0985

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004203

DATE ENTERED: 9/17/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004203/20004203ECD-091820-10304996.PDF

PAGE(S): 1

Victor

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 FEB 25 AM 11:19

A. PERSONAL INFORMATION	**FCHR No. 202023398**
Name Terry L. Doss	**E-Mail Address** tdos124@gmail.com
Mailing Address 12 Adkinson Drive	**Home Telephone Number (area code)** (850) 876-0925
City, State, and Zip Code Pensacola, FL 32506	**Work (if possible to call you there)** +1 (850) 455-0077

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Phoenix Telecommunication	15+	+1 (251) 222-7393
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
6404 Rambler Rd	Pensacola, FL 32505	Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) September 11, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Complainant (CP) an African American Male, began his employment with Respondent on 09/01/2019 and held the position of Satellite Installer. CP was subjected to sexual harassment and retaliation. CP performed the duties and responsibilities of his position in a satisfactory manner and was not the subject of any disciplinary issues. On 09/10/2019 CP and Mike (Forman) were servicing a phone tower while working. Mike would ask CP to hand him supplies and would touch CP's hands when it was not necessary. Mike would continue to touch CP's hand, so much that CP had asked Mike if he would refrain from touching his hand when it was not necessary. On 09/11/2019 CP and Mike had to go back to the same area they had serviced the day prior. While working on a box for the telephone tower, Mike passed behind CP and pressed his private area really hard against CP's backside. CP states there was no reason for Mike to pass behind him when they had been passing the tools to one another. CP states he told Mike that he was tired of the disrespect and he states that Mike later stated "if I have offended you, I apologize. Subsequently, CP was terminated and retaliated against for voicing his discontent with the sexual harassment he had endured. CP was told that his services were no longer needed by Johnathan (Supervisor) and told verbally by Mike.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Terry Doss	2/21/2020

ATTACHMENT 0986

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004204

DATE ENTERED: 9/17/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004204/20004204COD-091820-10321603.PDF

PAGE(S): 1

FCHR # 202023798 CR

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; see Privacy Act Statement on reverse before completing this form.

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2020 FEB 12 PM 12:12

AGENCY	CHARGE NUMBER
☐ FEPA ☒ EEOC	425.2020 00495

Florida Commission on Human Relations and Equal Employment Opportunity Commission
(State or local Agency, if any)

NAME (Indicate Mr., Ms., or Mrs.)	HOME TELEPHONE NO. (Include Area Code)
Latonya Perkins	850-376-7300

STREET ADDRESS	CITY, STATE AND ZIP CODE	DATE OF BIRTH
3319 Milo Court	Pensacola, Florida 32526	1971

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one, list below.)

NAME	No. of EMPLOYEES/MEMBERS	TELEPHONE NO. (Include Area Code)
Baptist Hospital	15+	850-434-4011

STREET ADDRESS	CITY, STATE AND ZIP CODE
1000 West Moreno Street	Pensacola, Florida 32501

EEOC Mobile
FEB 11 2020
RECEIVED

NAME	No. of EMPLOYEES/MEMBERS	TELEPHONE NO. (Include Area Code)

STREET ADDRESS	CITY, STATE AND ZIP CODE

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

■ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN

■ RETALIATION ■ AGE ☐ DISABILITY ☐ OTHER (Specify)

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (Month, day, year)

12/16/2019

☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. Personal Harm: I am an African-American woman that started working for Baptist Hospital in January of 2015. Subsequent to my hiring, I endured several racist comments, to include the "N" word. I complained to my supervisors, but nothing was done. I ultimately ended up filing a Charge of Discrimination with the EEOC. I met with Andy Terry, Vice President of Revenue Management who assured me that the situation would be resolved. Unfortunately, that situation was never resolved as Mr. Terry never got back with me. Subsequent to my filing the Charge of Discrimination with the EEOC, I have been retaliated against and was ultimately terminated on December 16, 2019. Although I had not received any disciplinary actions from my supervisors, I was told that my section was looking to hire more younger workers. That is precisely what happened as I trained my replacement who is approximately 20 years old.

II. Respondent's Reasons for Adverse Actions: I was told that I was a disruptive employee.

III. Discrimination Statement: I believe I have been discriminated against on the basis of my race and age and have been retaliated against in violation of Title VII of the Federal Civil Rights Act, the Florida Civil Rights Act, and the Age Discrimination in Employment Act.

☒ I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary to meet State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

Date 2/5/2020
(Signature) Latonya Perkins
Charging Party

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, Month, and Year)

EEOC Form 5

ATTACHMENT 0987

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004205

DATE ENTERED: 9/17/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004205/20004205ECD-091820-10332145.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

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HUMAN RELATIONS
2020 FEB -3 AM 11:48

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		**FCHR No. 202023380**	
Name Mr. Robert J. Merritt		**E-Mail Address** oneworlddivided@gmail.com	
Mailing Address 4252 SW 166th Ct.		**Home Telephone Number (area code)** (786) 247-4699	
City, State, and Zip Code Miami, FL 33185		**Work (if possible to call you there)** -	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Ross Dress for Less	**(Restaurant, Club, Lodging)**	**Telephone Number** +1 (305) 717-0008	
Street Address (Florida location) 1742 NW 117th Place		**City, State and Zip Code** Miami, FL 33182	**County** Miami-Dade
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☒ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAR STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)** December 05, 2019	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

On Dec 5th of 2019 Complainant (CP), an African American male, approached the fitting room attendant inside of Respondent to ask permission to use the restroom, only to be told it was out of order. This had been the same narrative given to him on his previous visit to the same location. CP asked the employee if she was sure, she assured CP rudely that, "yes" the restroom was not in service. CP accepted that he was going to have to hold his bladder which is very hard to do because of medical reasons. CP took a quick look at the artwork which was the reason for his visit. While doing so, CP noticed a Caucasian male passed him going towards the restroom. CP directed his attention that direction to see if the answer he was just given would also be given to the Caucasian male customer. CP was immediately hurt and confused as to why the attendant directed the Caucasian customer to leave his bags so she could watch them and then kindly opened the door to the hallway that led to the restrooms. Then a minute or so later, a female customer approached the area needing to use the restroom and she was also permitted access to the restroom. As the customer proceeded to the restroom the attendant that had first refused to allow CP to use the restroom looked up and made eye contact with him and rolled her eyes. She signaled CP to go into the restroom that was out of service just 5 min prior, at least according to her. CP did enter the restroom that was clearly in service he later spoke to someone who identified themselves as the District Manager, who informed him that the restrooms were backing up and that's why he not permitted to use the restroom. However, if that was indeed the case, why were the other customer allowed to use the restroom and not him. CP believes that Respondent discriminated against him because he is an African American male.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Robert Merritt	February 1, 2020

ATTACHMENT 0988

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004259

DATE ENTERED: 9/22/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004259/20004259COD-092220-12000522.PDF

PAGE(S): 1

FcHR # 202024132 VH

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

[x] FEPA

[x] EEOC

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 FEB 28 PM 3:58

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Donna Williams	**(954) 298-7965**	**4/03/2960**

Street Address	City, State and ZIP Code
4846 NW 95th Avenue	**Sunrise, FL 33351**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. *(Include Area Code)*
Vital Pharmaceuticals, Inc.	**over 20**	**(954) 641-0570**

Street Address	City, State and ZIP Code
1600 North Park Drive	**Weston, FL 33326**

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN

[X] RETALIATION [ ] AGE [ ] DISABILITY [ ] GENETIC INFORMATION

[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
2016	**1/02/2020**

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

ATTACHMENT 0989

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004261

DATE ENTERED: 9/22/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/004261/20004261COD-092220-12032152.PDF

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS 2020 FEB 21 AM 9:52
4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		**FCHR No.** 202022711
Name Rodolfo Gonzalez - Rodolfo.Gonzalez@ssa.gov	**E-Mail Address** rudyflstc90@yahoo.com	**Date of Birth** November 28, 1957
Mailing Address 2000 Lohman Ct	**Home Telephone Number (area code)** -(850) 524-2124	
City, State, and Zip Code Tallahassee, FL 32311	**Work (if possible to call you there)** (850) 487-1363	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida Dept. of Health, Division of Disability Determinations	**Number of Employees** 15+	**Telephone Number** +1 (850) 342-1823
Street Address (Branch/Office in Florida) 2415 N Monroe St	**City, State and Zip Code** Tallahassee, FL 32303	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am a white, Cuban male that is over 40 and with a disability. I work in the Division of Disability Determination as an Operations Analyst I. The escalated incidents occurred in October 2019. I am discriminated against by my supervisor (Kimberly Jackson) and 2 of her counterparts (Dorothy Goldwire and Bernadine Jones) that are all black females. I have been stalked, my calls listened to, and breaks heavily monitored. I have not been granted time off for an emergency. My vacation request was not approved in December until I had to take measures to HR. This was my only vacation request for the year. We had a meeting and I was denied asking questions. Cell phone policy was issued, and yet other employees are on their cell phones. I was given a supervisor counseling when I tried to discuss these concerns. My work load distribution is different from the other staff. I took a 10% pay cut from OPS to career service. I have not been given interviews/jobs and I'm a veteran. The job was given to someone with less time and work experience. For my disability and FMLA, my supervisor tried to not approve my time off and I had to go to HR. "I'll approve it this time." Dictated my new work space set up and not accommodate my disability and restrictions. I have been given a difficult time when I try to make up my time from doctor's appointments or trying to obtain overtime. I am being singled out which is discrimination and harassment and my employment is being threatened. I am being treated differently from other employees.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

02/20/2020

ATTACHMENT 0990

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004469

DATE ENTERED: 10/7/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004469/20004469COD-100720-12212107.PDF

PAGE(S): 1

Victor
20191825

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:	Agency(ies) Charge No(s):
[X] FEPA	
[X] EEOC	

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2019 FEB 15 AM 8:23

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Ms. Tonya Miller	**(850) 766-1998**	**09/13/1966**

Street Address	City, State and ZIP Code
11125 Limerick Dr.	**Jacksonville, FL 32221**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. (Include Area Code)
Deutsche Bank	**100+**	**(212) 250-2500**

Street Address	City, State and ZIP Code
5201 Gate Pkwy N	**Jacksonville, FL 32256**

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address	City, State and ZIP Code

DISCRIMINATION BASED ON (*Check appropriate box(es).*)

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[X] RETALIATION [X] AGE [ ] DISABILITY [ ] GENETIC INFORMATION
[ ] OTHER (*Specify*)

DATE(S) DISCRIMINATION TOOK PLACE
Earliest: **03/2018** Latest:

[X] CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

Statement of Harm: I am being treated in a disparate manner as a result of my age and race. As Deutsche Bank is aware, I am African American, and one of the oldest employees in my department. Since March 2018, I have applied for several promotions, but have been passed over in favor of other Caucasian Senior AFC Investigators. In October 2018, I approached my Team Lead as to why I was being passed over for promotions. My Team Lead told me it was because I was not "well-liked." I reported this to management and Human Resources ("HR"). I then again applied and was interviewed for a promotion but was again denied the promotion. At this time, I was told "I needed more time in the Senior AFC Investigator position." This excuse was given in spite of the fact that I have the same amount of time in my present position as all the other Caucasian Investigators, who have recently been promoted to Team Lead. This harassment and discrimination have created a hostile work environment, which is having an adverse effect on my employment.

Statement of Discrimination: I believe I have been discriminated against because of my age and race (African American) in violation of the Age Discrimination in Employment Act (ADEA) and Title VII of the Civil Rights Act of 1964 (Title VII).

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

2.15.19 — Date

Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 0991

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004470

DATE ENTERED: 10/7/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004470/20004470COD-100720-10090851.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
2020 MAR -3 PM 4:18

A. PERSONAL INFORMATION	**FCHR No. 202023692**	
Name Christopher B. Fuller	**E-Mail Address** chrisfullersr@outlook.com	**Date of Birth** 01/12/1980
Mailing Address 235 NE 6th Street Apt A	**Home Telephone Number (area code)** +1 (954) 461-3248	
City, State, and Zip Code Pompano Beach, FL 33060	**Work (if possible to call you there)** +1 (954) 480-4449	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name City of Deerfield Beach-Department of Active Aging	**Number of Employees** 15+	**Telephone Number** +1 (954) 480-4449
Street Address (Branch/Office in Florida) 227 NW 2nd Street	**City, State and Zip Code** Deerfield Beach, FL 33441	**County** Broward

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION	Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s): Complainant (CP), an African American Male, began his employment with Respondent on 09/24/2018 and holds the position of Bus Driver. CP has been subjected to disparate treatment, retaliation, different terms and conditions of employment because of his race and age (40). CP was subjected to discrimination at the hands of but not limited to, Sherry Wilson Assistant Director (White), Donna Defronco Director (White), Byron Moore Bus Coordinator (Black) and Luis Marmol Transportation Manager (White/Hispanic). When CP felt that he was being discriminated against he informed his union representative, he filed a formal complaint with the City on 10/17/2019; to this date no findings of the investigation have been presented. CP's Transportation Manager (Elizabeth "Peaches" Harper) passed away and they posted the Transportation Manager position. CP applied for the position on March 7, 2019. CP met the qualifications but was never considered as a candidate nor provided the opportunity to interview. The reason CP was not given an interview was because he didn't have enough managerial experience. CP disagrees and requested that they look further into history. Sherry Wilson, Assistant Director stated, "she didn't believe anyone within the department was qualified for the position." When Union Rep Vanessa asked Ms. Wilson "So you're telling me you never even looked at any of the applications for anyone that was currently working with the department?" She said, "No I didn't even look., didn't think anyone was qualified." Vanessa asked why she thought no one was qualified and Sherry stated it wasn't on their resume. The position was given to Luis Marmol (White/Hispanic) who did not meet the qualifications for the position. There have been many other occasions that CP has been subjected to discrimination. CP witness to many incidences of harassment, bullying and unfair treatment of another coworker, Mary Daniels. CP provided Mary with written statements and was interviewed during the investigations of her complaints; CP became an "outcast". CP was told by Byron Moore that "He nor the other coworker, Mary Daniels will ever get a fulltime position and he is going to see to it that it never happens."

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

ATTACHMENT 0992

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004489

DATE ENTERED: 10/8/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004489/20004489COD-100820-12510408.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2020 MAR -6 AM 9:14

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	FCHR No. 202023534	
Name Ronald D. Jones	**E-Mail Address** r_d_jones@live.com	**Date of Birth** July 18, 1958
Mailing Address 1821 Mckelvy St	**Home Telephone Number (area code)** +1 (850) 627-3932	
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
The School Board of Gadsden County	15+	+1 (850) 627-9651
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
35 MLK Jr. Blvd	Quincy, FL 32351	Gadsden

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I been discriminated based on my sex (male) and my race (black). I also believe I have been experiencing retaliation since 2008 when I filed a complaint with the Florida Commission on Human Relations (FCHR) in 2008. I began working for The School Board of Gadsden County (Gadsden County) in January 2008 as a Substitute Teacher. I substituted in an English position for Gadsden (County) High School on or around January 2019 – June 2019. Between August 2019 – January 2020, I applied for several positions with Gadsden County but was not hired for any position. Instead, the jobs were filled with individuals outside of my protected class. These positions were for the Graduation Coach position, Teacher on Special Assignment position, and several positions in the Social Studies department. For example, when Mr. Plewa quit during the first week of school in 2019, I substitute taught in the Social Studies position from August 2019 –January 2020, until Gadsden County High School hired a teacher. Mr. Knight, an individual with no experience working within Gadsden County school system and a recent college graduate, was hired for the position. I am currently employed with Gadsden County and have not seen any changes within my workplace.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Ronald D. Jones **DATE** 3-5-2020

ATTACHMENT 0993

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004737

DATE ENTERED: 10/22/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004737/20004737COD-102220-11562907.PDF

PAGE(S): 1

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2019 OCT -8 AM 8:19

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	**FCHR No. 201921599**	
Name Sharon I. Tanner	**E-Mail Address** ipotter2001@yahoo.com	**Date of Birth** October 15, 1967
Mailing Address 6701 NW 47th Ave.	**Home Telephone Number (area code)** +1 (352) 867-5752	
City, State, and Zip Code Ocala, FL 34482	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Marion County School Board	**Number of Employees** 15+	**Telephone Number** +1 (352) 671-7700
Street Address (Branch/Office in Florida) 512 SE 3rd Street	**City, State and Zip Code** Ocala, FL 34471	**County** Marion

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	August 16, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based on my race and sex. A hostile work environment was created on August 16, 2019 when I was called into a meeting Ms. Jennifer Beck, Johnathan Grantham, Jaycee Oliver,Barbara Dobbins, Melissa Kinard, and Superintendent, Heidi Maier. During the meeting, Mr. Grantham told me "you are being transferred to Belleview High School, with the same pay, at the direction of the External Operator (Jane Ellsperman)." I was given a start date of August 19, 2019. I was told by Mr. Grantham, "You will not have to finish the day out, and you would need to hand over your keys and ID badges (Lifetouch badges included) before I leave." After the meeting, I was escorted back to the front office by Jennifer Beck. Ryan Bennett and the SRO. Once outside, Ms. Beck stood on one side and asked for all of my badges, stating "its policy." As I was packing my belongings, all three stood less than five feet away watching me. I felt humiliated, betrayed, and intimidated. I asked Ms. Beck, is this really necessary?" She responded, "It's policy." Once I informed them there was no need for an escort, I finished packing my things and left.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Sharon I. Tanner	10.07.19

ATTACHMENT 0994

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004778

DATE ENTERED: 10/27/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004778/20004778M-102720-02131959.PDF

PAGE(S): 1,3

FCHR # 202024594 VH

Florida Commission on Human Relations

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2020 MAR 30 AM 11:2

Technical Assistance Questionnaire for Employment Complaints

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12).

The primary purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the Florida Commission on Human Relations (FCHR) has jurisdiction over those claims and provide charge filing counseling, as appropriate. Providing this information is voluntary, but the failure to do so may impede the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information. NOTE: The FCHR may disclose the information included on this form to other state, local and federal agencies, as appropriate or necessary to carry out the Commission's functions, or if the FCHR becomes aware of a civil or criminal law violation. If the FCHR accepts this form as a charge, this form will be provided to the employer, union or employment agency identified.

* * * * * * * * * * *

Please complete this entire form (please print) and return it to the Commission at the address listed at the bottom of this form. Answer all questions completely. Attach additional pages, if needed, to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A."

REMEMBER, a charge of employment discrimination must be filed within 365 days of the alleged act of discrimination.

1. **Personal Information**

Last Name: Dixon **First Name:** Rachel **MI:** L.

Street or Mailing Address: 6815 W University Ave **Apt or Unit #:** 9104

City: Gainesville **County:** Alachua **State:** FL **Zip:** 32607

Phone Numbers: Home: (____) _____ **Work: (____)** _____

Mobile telephone: (352) 283 2668 **Email address:** melvoniah@gmail.com

Date of Birth: 2/11/79 **Sex:** ☐ Male ☒ Female

Name and Title of Immediate Supervisor: Sara

If Job Applicant, Date Applied for Job: N/A Job Title Applied For: N/A

7. What is the reason (basis) for your claim of employment discrimination?

FOR EXAMPLE, if you feel that you were treated worse than someone else because of race, you should check the box next to Race. If you feel you were treated worse for several reasons, such as your sex, religion and national origin, check all that apply. If you complained about discrimination, participated in someone else's complaint or filed a charge of discrimination and a negative action was threatened or taken, you should check the box next to Retaliation.

☒ Race: ☒ Black ☐ White ☐ Asian ☐ Native Hawaiian/Pacific Islander ☐ American Indian or Alaska Native

☐ Color: ☐ Light Skinned ☐ Dark Skinned ☐ Other: _____

☐ National Origin: ☐ Hispanic ☐ Mexican ☐ Arab/Afghani/Middle Eastern ☐ East Indian ☐ Other: _____

☐ Marital Status: ☐ Married ☐ Single ☐ Divorced ☐ Widowed

☐ Sex: ☐ Female ☐ Male

☒ Pregnant or condition related to pregnancy or childbirth

☐ Age: ☐ Under 40 years old ☒ 40 years or older

☐ Retaliation

☐ Religion (Please identify): _____

☐ Disability/Handicap: ☐ Physical ☐ Mental

☐ Genetic Information - Circle which type(s) of genetic information is involved:
1. Genetic testing ☐
2. Family medical history ☐
3. Genetic services (counseling, education or testing) ☐

8. **What happened to you that you believe was discriminatory?** Include the date(s) of harm, the action(s), and the name(s) and title(s) of the person(s) who you believe discriminated against you. **Please attach additional pages if needed.** *(Example: 08/08/2011 – Discharged by Mr. John Smith, Supervisor)*

So during the time I was pregnant there was also another ~~fat~~ Hispanic lady that was pregnant. She was much younger and lighter than myself, and although I was much more at a higher risk they would not accomodate me like they did her. The then supervisor stated that I could not be accomodated and allowed me to ride on dangerous equipment after I repeatly asked to be moved to something I could do. I had to get an actual doctors note requesting that I be placed off or dangerous equipment.

ATTACHMENT 0995

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004880

DATE ENTERED: 11/4/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004880/20004880COD-110420-04183675.PDF

PAGE(S): 1

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS
2019 OCT 23 AM 8:58

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

A. PERSONAL INFORMATION		**FCHR No. 201921346 MS**
Name Bernard Maybin	**E-Mail Address** bernardmaybin5@gmail.com	**Date of Birth** 10-14-1965
Mailing Address 290 Lowell Ave.	**Home Telephone Number (area code)** +1 (239) 258-7969	
City, State, and Zip Code North Fort Myers, FL 33917	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Commercial Concrete System	**Number of Employees**	**Telephone Number** +1 (239) 592-1101
Street Address (Branch/Office in Florida) 6220 Taylor Road	**City, State and Zip Code** Naples, FL 34109	**County** Collier

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION	Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been working for commercial concrete for about 6 years and I feel I am being discriminated against because of my color and my race (African American). Jordan Jenkins and I went to the same trade school for masonry. I learned how to lay blocks and so did Jordan. I only make $15 per hour and Jordan is paid $17 per hour. I'm qualified to do the same as him but my pay is lower because of my skin and the regular employees received paid vacation except for me. The company is dominated with Hispanic and Jordan and I are the only American on the masonry crew. If you are not Hispanic or Caucasian you will be treated differently as in unfair. I'm the only African American on the masonry crew and everyday I'm discriminated against. The Hispanic are racist, and my supervisor takes care of Jordan because he's Caucasian and so is my supervisor. I feel my rights have been violated on every level.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

ATTACHMENT 0996

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004881

DATE ENTERED: 11/4/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004881/20004881COD-110420-04205584.PDF

PAGE(S): 1

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HUMAN RELATIONS

2019 DEC 17 AM 8:40

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		**FCHR No. 202022312 MS**
Name Debra A. Tart-Winston	**E-Mail Address** debratw@bellsouth.net	**Date of Birth** February 24, 1953
Mailing Address 7208 Tippin Avenue	**Home Telephone Number (area code)** +1 (850) 478-4472	
City, State, and Zip Code Pensacola, FL 32504	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name FDOH - Escambia County Health Department	**Number of Employees** 15+	**Telephone Number** +1 (850) 595-6500
Street Address (Branch/Office in Florida) 1295 West Fairfield Street	**City, State and Zip Code** Pensacola, FL 32501	**County** Escambia

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
RACE COLOR SEX RELIGION DISABILITY/HANDICAP NATIONAL ORIGIN AGE MARITAL STATUS RETALIATION	**(month, day, year)** Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

A succession plan was created to give Mrs. Lisha Smith, white female, supervisory responsibilities of the Escambia BCCEDP. On July 11, 2019, Mrs. Kent told me that "Lisha Smith is now supervising the program." I believe the succession plan discriminates against me because it eliminated me from the same employment opportunities (supervisory responsibilities) afforded Mrs. Smith and other employees. I was denied assignment of additional duties to affect a salary increase for FY 2019/2020, a salary of $11, 428 (plus fringe benefits) is allotted to a supervisory position. This salary I was given to Lisha Smith. I believe I have been denied opportunities to perform duties provided to other employees who are in supervisory roles and/or by employees who, while not in supervisory roles, perform supervisory tasks; e.g. access to program's budget; assigning tasks to the program's support personnel; providing input for program's spending; providing guidance for program's growth. I believe Mrs. Kent denied these opportunities. While opportunities were denied on an ongoing basis, specific incidents may be clearly seen occurring after January 1, 2019. I believe Mrs. Kent kept program resources from me; specifically, staff assistance was withheld. I believe other employees are provided such resources. To my knowledge, no employee has been threatened with a denial of annual leave because they sought assistance. I believe the process Mrs. Kent utilized surrounding the documented counseling memorandum detoured from personnel practices provided to other employees. I believe other employees are provided an opportunity to be told in person what concerns a supervisor has about performance. Prior to the documented counseling memorandum, Mrs. Kent did not meet with me about her concerns. I was pulled into the conference room where already assembled were Mrs. Kent, Mrs. Bolton and Dr. Lanza. During the documented counseling session, Mrs. Kent did not verbally discuss the concerns outlined in her written memorandum. While I believe Mrs. Kent authored the memorandum, I believe Mrs. Kent, Mrs. Bolton and Dr. Lanza provided me a process that differed from a process afforded other employees. I am reassigned to another office without any notice. My work products however remain in the original office while my personal belongings are boxed up and relocated to a separate office with no explanation. Mrs. Kent declines to inform me she wants daily, weekly progress reports on tasks assigned.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Debra Tart Winston	12/16/2019

ATTACHMENT 0997

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004958

DATE ENTERED: 11/10/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/004958/20004958COD-111020-04304097.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2020 APR 20 PM 12:40

A. PERSONAL INFORMATION	**FCHR No. 201803451**	
Name Matalyn Johnson	**E-Mail Address** -jmatalyn@yahoo.com	**Date of Birth** -06/26/67
Mailing Address -489 Friendship Drive	**Home Telephone Number (area code)** -(407) 451-3943	
City, State, and Zip Code -Orlando, FL 32835	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name UCEDA School of Orlando, Inc.	**Number of Employees** 15+	**Telephone Number** (407)270-6701
Street Address (Branch/Office in Florida) -4586 S. Kirkman Rd.	**City, State and Zip Code** Orlando-FL, 32811- -	**County** Orange-

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☒ COLOR ☒ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION	**(month, day, year)** January 2020

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s): I am an African-American woman and I have a disability regarding my speech. I am a member of a protected class. While attending Florida A&M University, my major was in English and my minor was in Spanish. Currently, I'm employed teaching ESL classes for Orange County Public Schools. My teaching resume and experience goes back twenty (20) years. I applied for a position with the above named company for a teaching position I was qualified for. The job would have entailed me performing the same functions that I currently occupy for the Orange County Public School system. I was not hired for the job despite my credentials and the employer continued to seek applicants with my qualifications.

During the interview, Mr. Ricardo was the corporate representative who conducted the process. Mr. Ricardo and the above named company discriminated against me for the above reasons and did not hire me for the position. UCEDA School of Orlando, Inc. engaged in an unlawful discriminatory practice and I have suffered harm and damages because of it. Any stated reason by the employer for not hiring me is simply a pretext to cover for their discrimination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Matalyn Johnson	4.17.20

04/17/2020 16:16 407--523-0660 FEDEX OFFICE 0885 PAGE 02

ATTACHMENT 0998

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004975

DATE ENTERED: 11/13/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/004975/20004975M-111320-0321162.PDF

PAGE(S): 1,3

FCHR # 2020 045 85 CK

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2020 MAR 27 AM 8:09

Florida Commission on Human Relations

Technical Assistance Questionnaire for Employment Complaints

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12).

The primary purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the Florida Commission on Human Relations (FCHR) has jurisdiction over those claims and provide charge filing counseling, as appropriate. Providing this information is voluntary, but the failure to do so may impede the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information. NOTE: The FCHR may disclose the information included on this form to other state, local and federal agencies, as appropriate or necessary to carry out the Commission's functions, or if the FCHR becomes aware of a civil or criminal law violation. If the FCHR accepts this form as a charge, this form will be provided to the employer, union or employment agency identified.

* * * * * * * * * * *

Please complete this entire form (please print) and return it to the Commission at the address listed at the bottom of this form. Answer all questions completely. Attach additional pages, if needed, to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A."

REMEMBER, a charge of employment discrimination must be filed within 365 days of the alleged act of discrimination.

1. **Personal Information**

Last Name: Perez **First Name:** Carlos **MI:** _____

Street or Mailing Address: 3544 Seymour Ave. **Apt or Unit #:** _____

City: Cleveland **County:** Cuyahoga **State:** OH **Zip:** 44113

Phone Numbers: Home: (305) 783-1509 **Work:** (____) _____

Mobile telephone: (305) 783-1509 **Email address:** perezc876@gmail.com

Date of Birth: 12/11/74 **Sex:** ■ Male ☐ Female

Name and Title of Immediate Supervisor: Oscar Gomez

If Job Applicant, Date Applied for Job: _____ **Job Title Applied For:** _____

7. **What is the reason (basis) for your claim of employment discrimination?**

FOR EXAMPLE, if you feel that you were treated worse than someone else because of race, you should check the box next to Race. If you feel you were treated worse for several reasons, such as your sex, religion and national origin, check all that apply. If you complained about discrimination, participated in someone else's complaint or filed a charge of discrimination and a negative action was threatened or taken, you should check the box next to Retaliation.

■ **Race:** ☐ **Black** ■ **White** ☐ **Asian** ☐ **Native Hawaiian/Pacific Islander** ☐ **American Indian or Alaska Native**

■ **Color:** ■ **Light Skinned** ☐ **Dark Skinned** ☐ **Other:** _____

■ **National Origin:** ☐ **Hispanic** ☐ **Mexican** ☐ **Arab/Afghani/Middle Eastern** ☐ **East Indian** ☐ **Other:** _____

☐ **Marital Status:** ☐ **Married** ☐ **Single** ☐ **Divorced** ☐ **Widowed**

☐ **Sex:** ☐ **Female** ☐ **Male**

☐ **Pregnant or condition related to pregnancy or childbirth**

☐ **Age:** ☐ **Under 40 years old** ☐ **40 years or older**

☐ **Retaliation**

☐ **Religion (Please identify):** _____

☐ **Disability/Handicap:** ☐ **Physical** ☐ **Mental**

☐ **Genetic Information - Circle which type(s) of genetic information is involved:**
1. **Genetic testing** ☐
2. **Family medical history** ☐
3. **Genetic services (counseling, education or testing)** ☐

8. **What happened to you that you believe was discriminatory?** Include the date(s) of harm, the action(s), and the name(s) and title(s) of the person(s) who you believe discriminated against you. **Please attach additional pages if needed.** *(Example: 08/08/2011 – Discharged by Mr. John Smith, Supervisor)*

My national origin is Dominican. On 3/28/19, my employment was terminated at the same time the only other two Dominican employees were terminated, with no legitimate reason for termination. Most of the other employees and our foreman, Oscar Gomez, were of Mexican origin, with darker skin. Before termination, we Dominicans were subjected to a hostile work environment that the other employees were not subjected to. There were several instances of this, including being ordered to appear at a Miami, Fla. job site at 6 a.m. to start a 12-hour shift immediately after a 12-hour shift in Lakeland, Fla. that ended at 8 p.m. the night before. The foreman constantly used racist, derogatory language to me. No reason was given for termination, so we wrote to company head John Bowman to ask the reason. He replied it was "due to lack of performance and not following company policies." A letter was sent to ask him to explain that because no one ever said that to me on the job (and I had no prior discipline). He didn't reply. A letter was sent on my behalf to complain about termination based on discrimination and to request reinstatement without the discriminatory hostile work environment. No reply was received.

ATTACHMENT 0999

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-004976

DATE ENTERED: 11/13/2020

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2020/004976/20004976M-111320-03232852.PDF

PAGE(S): 1,3

FCHR # 2020024584 CK

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2020 MAR 27 AM 8:10

Florida Commission on Human Relations

Technical Assistance Questionnaire for Employment Complaints

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12).

The primary purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the Florida Commission on Human Relations (FCHR) has jurisdiction over those claims and provide charge filing counseling, as appropriate. Providing this information is voluntary, but the failure to do so may impede the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information. NOTE: The FCHR may disclose the information included on this form to other state, local and federal agencies, as appropriate or necessary to carry out the Commission's functions, or if the FCHR becomes aware of a civil or criminal law violation. If the FCHR accepts this form as a charge, this form will be provided to the employer, union or employment agency identified.

* * * * * * * * * * *

Please complete this entire form (please print) and return it to the Commission at the address listed at the bottom of this form. Answer all questions completely. Attach additional pages, if needed, to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A."

REMEMBER, a charge of employment discrimination must be filed within 365 days of the alleged act of discrimination.

1. **Personal Information**

Last Name: Del Rosario **First Name:** Leoncio **MI:** _____

Street or Mailing Address: 510 N.W. 145th Street **Apt or Unit #:** _____

City: Miami **County:** Miami-Dade **State:** FL **Zip:** 33168

Phone Numbers: Home: (305) 300-9380 **Work:** (____) _____

Mobile telephone: (305) 300-9380 **Email address:** peggyserrano81@gmail.com

Date of Birth: 2/20/71 **Sex:** ■ Male ☐ Female

Name and Title of Immediate Supervisor: Oscar Gomez

If Job Applicant, Date Applied for Job: _____ **Job Title Applied For:** _____

7. **What is the reason (basis) for your claim of employment discrimination?**

FOR EXAMPLE, if you feel that you were treated worse than someone else because of race, you should check the box next to Race. If you feel you were treated worse for several reasons, such as your sex, religion and national origin, check all that apply. If you complained about discrimination, participated in someone else's complaint or filed a charge of discrimination and a negative action was threatened or taken, you should check the box next to Retaliation.

■ **Race:** ☐ **Black** ■ **White** ☐ **Asian** ☐ **Native Hawaiian/Pacific Islander** ☐ **American Indian or Alaska Native**

■ **Color:** ■ **Light Skinned** ☐ **Dark Skinned** ☐ **Other:** _____

■ **National Origin:** ☐ **Hispanic** ☐ **Mexican** ☐ **Arab/Afghani/Middle Eastern** ☐ **East Indian** ☐ **Other:** _____

☐ **Marital Status:** ☐ **Married** ☐ **Single** ☐ **Divorced** ☐ **Widowed**

☐ **Sex:** ☐ **Female** ☐ **Male**

☐ **Pregnant or condition related to pregnancy or childbirth**

☐ **Age:** ☐ **Under 40 years old** ☐ **40 years or older**

☐ **Retaliation**

☐ **Religion (Please identify):** _____

☐ **Disability/Handicap:** ☐ **Physical** ☐ **Mental**

☐ **Genetic Information - Circle which type(s) of genetic information is involved:**
1. **Genetic testing** ☐
2. **Family medical history** ☐
3. **Genetic services (counseling, education or testing)** ☐

8. **What happened to you that you believe was discriminatory?** Include the date(s) of harm, the action(s), and the name(s) and title(s) of the person(s) who you believe discriminated against you. **Please attach additional pages if needed.** *(Example: 08/08/2011 – Discharged by Mr. John Smith, Supervisor)*

My national origin is Dominican. On 3/28/19, my employment was terminated at the same time the only other two Dominican employees were terminated, with no legitimate reason for termination. Most of the other employees and our foreman, Oscar Gomez, were of Mexican origin, with darker skin. Before termination, we Dominicans were subjected to a hostile work environment that the other employees were not subjected to. There were several instances of this, including being ordered to appear at a Miami, Fla. job site at 6 a.m. to start a 12-hour shift immediately after a 12-hour shift in Lakeland, Fla. that ended at 8 p.m. the night before. The foreman constantly used racist, derogatory language to me. No reason was given for termination, so we wrote to company head John Bowman to ask the reason. He replied it was "due to lack of performance and not following company policies." A letter was sent to ask him to explain that because no one ever said that to me on the job (and I had no prior discipline). He didn't reply. I wrote Mr. Bowman to complain about termination based on discrimination and to request reinstatement without the discriminatory hostile work environment. No reply was received.

ATTACHMENT 1000

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-005337

DATE ENTERED: 12/8/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/005337/20005337COD-120820-04380174.PDF

PAGE(S): 1,2

FCHR # 202022900 VH

FLORIDA COMMISSION ON HUMAN RELATIONS
2009 Apalachee Parkway, Suite 200, Tallahassee, Florida 32301

Date Stamp (FCHR Use Only)
RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2019 DEC 18 PM 3:27

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	**FCHR No.**	
Name	**E-Mail Address**	**Date of Birth**
Chosten Carris	Carris45@hotmail	10/28/1980
Mailing Address	**Home Telephone Number (area code)**	
4415 SW 34th Street, Gainesville, FL 32608	**(786) 589-0860**	
City, State, and Zip Code	**Work (if possible to call you there)**	
Gainesville, Florida 32608		

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
CHUY'S OPCO, INC. d/b/a Chuy's Tex Mex	15+	3523732489
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
3410 SW Archer Road	Gainesville FL 32608	Alachua

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
12/18/2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s): I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s): After returning from FMLA leave, I was placed on "as needed" status and my hours reduced from 40 hours per week to 15-20 hours per week because of my race, black. My previous position was assigned to Angelica Aldama-Cerra, Hispanic. Most of the employees in my department (kitchen) are Hispanic. I strongly believe my hours were reduced because of my race, black.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

12-18-19

Vicky Oralus

From: Williams, DarLinda
Sent: Wednesday, December 18, 2019 3:25 PM
To: Vicky Oralus
Subject: FW: CARRIS charges
Attachments: Carris FCHR.pdf

Please See Attached Email.

Thanks,

DarLinda

From: Michael Massey <massey@352law.com>
Sent: Wednesday, December 18, 2019 2:08 PM
To: FCHR Website Email <fchrinfo@fchr.myflorida.com>
Subject: CARRIS charges

Hello, please file the attached charges for our client, Mr. Carris. Please confirm receipt. Thanks.

Sent from the iPad of Michael Massey, J.D., L.L.M.

Teresa Mimbs, Legal Assistant
Massey & Duffy, PLLC
855 E. University Avenue
Gainesville, FL 32601
P: 352-505-8900 | F: 352-414-5488
Clerk@352law.com | www.352law.com

Read About Our $3,550,000.00 Verdict
Learn More About Verdict

ATTACHMENT 1001

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 20-005457

DATE ENTERED: 12/21/2020

RACE: black

LINK: doah.state.fl.us/DocDoc/2020/005457/20005457HDC-122120-11481321.PDF

PAGE(S): 2

7. **Respondents:**

Mirador 1000 Condominium Association, Inc.
c/o Mirador 1000 Condominium Association, Inc.
1000 West Avenue
Miami Beach, FL 33139

KW Property Management & Consulting
Mirador 1000 Condo
c/o KW Property Management, LLC
8200 NW 33rd Street #300
Miami Beach, FL 33122

8. **The following is a brief and concise statement of the facts regarding the alleged violation:**

Complainant Valerie Crawford identifies as a person of African American/Black race. As such, Complainant belongs to a class of persons whom the Fair Housing Act ("the Act") protects from unlawful discrimination by virtue of race. Complainant Valerie Crawford and Aggrieved Party Alan Shugarman requested to apply for Complainant Crawford to become an add-on resident in the condominium unit located at 1000 West Avenue Unit #1216, Miami Beach, Fl, 33139, that is owned by Aggrieved Party Alan Shugarman. The unit is in the Mirador 1000 Condos, which is under the rules and regulations of Respondent Mirador 1000 Condominium Association, Inc. and is managed by Respondent KW Property Management & Consulting.

In 2017, Complainant alleges she filed a defamation lawsuit against the Respondents. She also alleges she was one of the African American/Black residents and employees of the Mirador 1000 Condo who was interviewed for and quoted in a November 5, 2018, article in the Miami New Times newspaper about racial discrimination by the Respondents against black and other minority residents and employees of the Mirador 1000 Condos. The Complainant alleges that on April 8, 2019, the Respondents denied the Complainant and Aggrieved Party Alan Shugarman the right for Complainant Valerie Crawford to be listed as an add-on resident of unit #1216 after nearly two months of the Complainant's and the Aggrieved Party's back-and-forth communications with the Respondents about the matter, in spite of the denial being a contravention of the Respondents' own rules and regulations. Complainant Valerie Crawford alleges that on December 11, 2019, Aggrieved Party Alan Shugarman requested the Respondents to approve Mr. Jason Huffman, who is white, as an add-on resident to the Aggrieved Party's unit #1216, and the Respondents approved Mr. Huff as an add-on resident of the unit on the same

ATTACHMENT 1002

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000059

DATE ENTERED: 1/6/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/000059/21000059COD-010721-12362652.PDF

PAGE(S): 1,8

FCHR # 202025804 CK

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

[X] FEPA
[X] EEOC

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 JUN 15 PM 1:28

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Ms. Marie Andre	(305) 915-3424	02/25/1966

Street Address: 17301 NE 11th Ct., Miami, FL 33162 — City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
Target	15+	(305) 944-5341

Street Address: 14075 Biscayne Blvd, North Miami Beach, FL 33181 — City, State and ZIP Code

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address — City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [X] SEX [ ] RELIGION [X] NATIONAL ORIGIN
[X] RETALIATION [ ] AGE [X] DISABILITY [ ] GENETIC INFORMATION
[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
12/24/2018	03/03/2020

[X] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

Statement of Harm: Target, and specifically Igor (Store Manager) and Joan (Human Resources) discriminated against me on the basis of my race (Black), sex (female), national origin (Haitian), and my disability.

On a daily basis, various members of management, including Igor and my immediate superiors made derogatory comments about my accent. For example, members of management would say, "That Haitian lady with that accent is driving me crazy. You need to get rid of her." Further, they would end meetings when I attempted to speak, preventing me from the same opportunity to be heard as my non-Haitian counterparts enjoyed. Also, Jermaine (Manager) forced me to work off of the clock without pay but did not force my Caucasian and/or non-Haitian counterparts to do the same. Additionally, Igor subjected me to heightened scrutiny by following me around the store and even having me escorted to my car on a daily basis. No other employee had such constant surveillance. Numerous people warned me that Igor was attempting to get rid of me. This was made even more apparent when Target conducted an interview for my position. However, that interviewee (non-Haitian) told me that she had just interviewed for my position and did not know that I was leaving. I told the interviewee that I was not leaving and reported concerns of discrimination to management. To conceal the blatant discriminatory animus, management claimed that I was not being replaced. Shortly thereafter, I attempted to escalate concerns of discrimination to Human Resources, so Igor banned me from utilizing the computer. Igor actively prevented me from engaging in protected conduct and reporting clear discrimination. **Page 1 of 4**

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

6/12/20 — Marie Andre

Date — *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)


Sprint
9:03 AM
52%
8
M
Maritza Hr BP
iMessage
Thu, Aug 1, 9:08 AM
Hello DTL MO! I would like to bring to your attention that I have been retaliated by STL Igor right after I got injured at work, and it even became worse right after I was placed on a restriction by the Dr STL Igor continuously harassing me of which I had reported the situation to HR Victoria. Long story short I was out for quite of time due to the work injuries so on 7/25/19 HR Joan and Igo came down in retaliation to harassing me HR Joan were asking me a bunch of questions of which wasn't related to work and as she was still harassing me when I did not do much talking and I told her to stop and she was still attacking me and on the follow day 7/26 she came down in retaliation saying yesterday you did not due much talking so you must talk today and I answered to her and said as long is about work related conversation
iMessage
HOLY BIBLE

ATTACHMENT 1003

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000374

DATE ENTERED: 1/29/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/000374/21000374COD-012921-115824.PDF

PAGE(S): 2

FLORIDA COMMISSION ON HUMAN RELATIONS

EMPLOYMENT DISCRIMINATION COMPLAINT

8. WHAT HAPPENED?

1. On 01/21/2020 Microsoft terminated Mr. Dean Abrams via a phone call from his immediate supervisor Mr. Brook Karen, and Human Resources representative Mr. Jose Paz Castro, after Mr. Abrams made multiple complaints of discrimination.
2. Mr. Abrams is a darker-skinned Asian-American of mixed African descent/ethnicity.
3. At all times material hereto, Mr. Abrams was a Christian.
4. When he initially applied at Microsoft, his legal name was **Dinesh Heenatigala.**
5. After Microsoft's Hiring Director made repeat offensive remarks regarding his name, race, and nationality, Mr. Abrams legally changed his name to **Dean Abrams.**
6. Despite his qualifications meeting their job description Microsoft told him he was not qualified and refused to hire him until after a former Microsoft executive with whom he had worked elsewhere gave him a glowing recommendation.
7. On March 4, 2015, Microsoft hired him as an Enterprise Architect, later changed to the title of Digital Advisor (internally classified as an Architect). Mr. Abrams was hired in its New York City office and later transferred to its Tampa, FL office.
8. At all times material hereto, Mr. Abrams was irrefutably qualified for his job.
9. He secured new business sales exceeding $1,000,000.^00 and met his annual quota.
10. Prior to making a complaint he received a performance-based stock bonus.
11. Prior to making a complaint he received a pay raise.
12. Prior to making a complaint he received a very positive job performance review.
13. Prior to making a complaint he was commended as one of two individuals who helped the entire team meet its quota.

ATTACHMENT 1004

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000389

DATE ENTERED: 2/3/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/000389/21000389HDC-020321-01224849.PDF

PAGE(S): 2

US Growth Investment Inc
c/o Yunfeng XU, Registered Agent
7614 Acklins Rd.
Kissimmee, FL 34747

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainants James and Gelene Stewart identify themselves as African Americans who attempted to rent a condominium located at 2795 Oakwater Dr., Kissimmee, Osceola County, Florida 34747. Complainants belong to a class of persons whom the Fair Housing Act (the Act) protects from unlawful discrimination because of race. The property is owned by Respondent US Growth Investment Inc.

Complainants stated on July 5, 2020 they viewed the subject property and was greeted by the current tenant (Caucasian male). Complainant stated on July 6, 2020, they submitted supporting documentation along with a copy of their identification cards to Respondent as a follow-up to their telephone conversation with Respondent. Complainants allege once they sent Respondent a copy of their identification cards Respondent ceased all communication with them. Complainants believe the Respondent discriminated against them based on race in violation of the Act.

9. The most recent date on which the alleged discrimination occurred:

July 06, 2020.

10. Types of Federal Funding Identified:

None

11. The acts alleged in this complaint, if proven, may constitute a violation of the following sections:

804(a) and (b) of Title VIII of the Civil Rights Act of 1968 as amended by the Fair Housing Act of 1988.

Please sign and date this form:

ATTACHMENT 1005

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000390

DATE ENTERED: 2/3/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/000390/21000390COD-020321-0132112.PDF

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 JUL -8 PM 12:56

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FCHR # 202126205 MS

A. PERSONAL INFORMATION	**FCHR No.**	
Name Daphney Celian	**E-Mail Address** daphneycelian@gmail.com	**Date of Birth** 12/04/1978
Mailing Address 7373 Smithbrooke Drive	**Home Telephone Number (area code)** (561) 506-4394	
City, State, and Zip Code Lake Worth, FL 33467	**Work (if possible to call you there)** N/A	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Hayes Medical Staffing, LLC d/b/a Hayes Locums, LLC	**Number of Employees** **15+**	**Telephone Number** 888-837-3172
Street Address (Branch/Office in Florida) 6700 N. Andrews Avenue, Suite 600	**City, State and Zip Code** Fort Lauderdale, FL 33309	**County** Broward

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
X RACE — COLOR — SEX — RELIGION — DISABILITY/HANDICAP — NATIONAL ORIGIN — AGE — MARITAL STATUS X RETALIATION	03/10/20 **(month, day, year)**

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated and retaliated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, as applicable for the following reason(s):

I believe I faced discrimination and retaliation due to my race and due to my opposition to the illegal disparate treatment occurring within the company. I am an African American woman. I had worked for HMS since December 2014 as a senior manager, and I had never experienced any disciplinary action or negative performance reviews. In or around early February 2020, I informed the Talent Acquisition Manager, Kimberly Guerin, about my concerns regarding the disparate treatment of African American employees and applicants in the company. Specifically, most of the conduct could be attributed to the Vice President, Karen Hayes. She proceeded to speak to the Chief People Officer, Sonya Hinds. On February 26, 2020, in a meeting with the company's legal counsel and executive officers, I was told that the entire company would undergo sensitivity training. However, on February 27, I was demoted from my senior manager position, where I managed other managers, to a position where I would manage a team directly. Then on March 10, 2020, less than two weeks after the meeting and my demotion, my supervisor David Richardson told me that my employment was terminated, effective immediately.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
DocuSigned by: Daphney Celian.	6/26/2020

ATTACHMENT 1006

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000391

DATE ENTERED: 2/3/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/000391/21000391NOD-020321-0137225.PDF

PAGE(S): 1

Ron DeSantis
Governor

State of Florida
Florida Commission on Human Relations

An Equal Opportunity Employer • Affirmative Action Employer
4075 Esplanade Way • Room 110 • Tallahassee, Florida 32399-7020
(850) 488-7082 / FAX: (850) 487-1007
http://fchr.state.fl.us
United in One Goal: Equal Opportunity and Mutual Respect

Mario Garza
Chair
Cheyanne Costilla
Interim
Executive Director

FCHR No. 202126184
EEOC No. 511202004093

Seth Proffitt
c/o Jason Imler, Esquire
Law Offices of Printy & Printy, P.A.
3411 W. Fletcher Avenue, Suite A
Tampa, FL 33618

COMPLAINANT

Wawa, Inc.
c/o Edward Yost, Esquire
260 W. Baltimore Pike
Wawa, PA 19063

RESPONDENT

DETERMINATION: NO REASONABLE CAUSE

Complainant filed a complaint of discrimination with the Florida Commission on Human Relations (Commission) alleging that Respondent committed unlawful discrimination whereby Complainant was subjected to different terms and conditions of employment, a hostile work environment and unlawful termination on the bases of his race (Caucasian), color, sex (male) and marital status (single), and that he suffered retaliation in violation of the Florida Civil Rights Act of 1992. As required in Rule 60Y-5.004(1), Florida Administrative Code (F.A.C.), the Commission's Office of Employment Investigations completed an investigation of this matter, which is reported in the Investigative Memorandum. The Commission's Office of General Counsel reviewed all available evidence and the Investigative Memorandum, and made a recommendation to me, as Interim Executive Director of the Commission, that it is unlikely that unlawful discrimination occurred in this matter.

Pursuant to the authority delegated to me in Rule 60Y-5.004(3), F.A.C., I accept the Office of General Counsel's recommendation and issue this Determination: No Reasonable Cause. Based upon this determination, the Clerk shall serve both the Determination and the attached Notice of Determination upon the parties.

Cheyanne Costilla

Cheyanne Costilla, Interim Executive Director

Dated: Dec. 29, 2020

COMMISSIONERS

Monica Cepero *Fort Lauderdale*	**Libby Farmer** *Tallahassee*	**Mario Garza** *Chair Lakewood Ranch*	**Dawn Hanson** *Tallahassee*
Larry Hart *Fort Meyers*	**Darrick McGhee** *Vice Chair Tallahassee*	**Kenyetta Mullins Moye** *Tallahassee*	**Vivan Myrtetus** *Miami*
Pamela Payne *Jacksonville*	**Jay Pichard** *Tallahassee*	**Angela Primiano** *Hollywood*	

91 7199 9991 7033 2215 0988

ATTACHMENT 1007

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000392

DATE ENTERED: 2/3/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/000392/21000392COD-020321-0208461.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399
EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2020 JUL 28 PM 12:37

A. PERSONAL INFORMATION		**FCHR No. 202025565**
Name Cendie Stanford	**E-Mail Address** cendiestanford@gmail.com	**Date of Birth** July 06, 1977
Mailing Address 1427 Lake Florence Way	**Home Telephone Number (area code)** +1 (407) 252-0595	
City, State, and Zip Code Winter Park, FL 32792	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Loving Guidance, Inc d/b/a Conscious Discipline	**Number of Employees** **15+**	**Telephone Number** +1 (407) 366-0233
Street Address (Branch/Office in Florida) 820 W Broadway St	**City, State and Zip Code** Oviedo, FL 32765	**County** Seminole

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	**(month, day, year)** March 09, 2020

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I have been discriminated against based on my race (black) and retaliated against for reporting such discrimination to the appropriate parties. I began working for Loving Guidance, Inc. (LG) in September 2019 as an Implementation Manager. During the hiring process, owner Becky Bailey, asked me if I could find "black people" to be trainers in her company. When I asked why is this important, she replied, "Because people think I am racist, but I'm just an old white lady who's not politically correct." Upon being hired, I learned I was one of the only two African Americans within the whole company. In January 2020, during a meeting in which I was the only African American woman present, Becky Bailey used my race as a prop for her monologue intended to make the audience of seven white women laugh. During this meeting, she used words such as "crime infested", "you might get robbed", and "the hood. Very ghetto." She then turns to me, stating "No offense." The following week I reported the incident to CEO Renee Whittington (white), in which she responded, "Becky will never learn, that is just the way she is …" On January 24, 2020, during a speaking event in Columbus Ohio, Becky Bailey used the term "colored people" while speaking to crowd who was majority African American. When I gave her feedback on the offensive term, she responded, "Well, what am I supposed to call ya'll?" Though Renee Whittington was aware of these incidents, she did not see the need to have a meeting to address these issues. After I raised these issues to the CEO, I learned that Becky Bailey had uninvited me to attend her upcoming event.

On March 3, 2020, I placed a call to Marta Santo, Conscious Discipline Human Resources Consultant. During this call I expressed how I felt I was being targeted and treated unfairly by Becky Bailey. Also, I shared with Marta Santo that I felt as though Renee and Becky were treating me unfairly and I was not sure who to turn to since both held prominent roles in the company. I was told that the conversation was confidential, and she would speak to the CEO about a possible resolution.

ATTACHMENT 1008

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000400

DATE ENTERED: 2/4/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/000400/21000400COD-020421-11550823.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2020 JUL -6 AM 9:52

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		**FCHR No.** 202025940
Name Mr. Devon Jackson		**E-Mail Address** 850ceo@gmail.com
Mailing Address 1406 Churchwell Dr. #9391		**Home Telephone Number (area code)** +1 (850) 800-4800
City, State, and Zip Code Panama City, FL 32401		**Work (if possible to call you there)** -
B. List the public lodging, private club and/or public food service facility that discriminated against you.		
Name Visioners Hospitality LLC dba Hilton Garden Inn	**(Lodging)**	**Telephone Number** 850-392-1093
Street Address (Florida location) 1101 US-231	**City, State and Zip Code** Panama City, FL 32405	**County** Bay
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAR STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** January 27, 2020

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

Complainant (CP), an African American Male was discriminated and refused service because of his race. Complainant visited Respondent on January 27, 2020; CP is a Hilton Diamond Member and had a reservation with Respondent. CP arrived approximately 30-minutes early from the time he was scheduled to check in. CP states he was preparing notes for an upcoming conference call and after 10 minutes of sitting in his vehicle he was approached by police officer and he informed CP that, "he received a call saying CP was suspicious." The officer proceeded to ask CP what he was doing. CP provided him with a response and the Officer than went into the lobby of Respondent. The Officer returned and informed CP that he was trespassing and that he needed to leave. CP informed the Officer that he had a reservation with Respondent, the Officer informed CP that the General Manager (GM) Marie requested he leave. CP attempted to resolve the issue by calling Respondent and speaking with Supervisor Brandy and requested permission to enter the lobby to clarify any confusion. CP was met by GM Marie and was told that his reservation was cancelled because he was suspected of dealing drugs and because he owns a Maserati. CP believes he was racially profiled because he had stayed with Respondent two days prior.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

7/3/2020

ATTACHMENT 1009

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000488

DATE ENTERED: 2/11/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/000488/21000488COD-021121-12331706.PDF

PAGE(S): 1

FCHR # 2021 26258 VH

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

[X] FEPA
[X] EEOC

Florida Commission on Human Relations and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
Mr. Steven Vance	727-853-5659	4/29/1973

Street Address: 15103 Virginia Station, Apt. 314, Odessa, FL 33556

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. (Include Area Code)
Pall Corporation	500+	727-849-9999

Street Address: 10540 Ridge Rd., New Port Richey, FL 34654

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address: City, State and ZIP Code:

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [X] NATIONAL ORIGIN
[X] RETALIATION [ ] AGE [ ] DISABILITY [ ] GENETIC INFORMATION
[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: 2019 Latest: 10/2/2019

[X] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

Pall Corporation discriminated against me due to my race/national origin, as a Caucasian/American employee. I worked for Pall Corporation in placement through Kelly Services. During my employment, management made discriminatory comments and targeted me due to my race and national origin. I was subjected to discriminatory treatment and comments from my manager of Hispanic national origin. I was terminated and then told that I would be replaced with Hispanic Employees.

I have been discriminated against in violation of Title VII of the Civil Rights Act of1964 and the Florida Civil Rights Act.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

7/14/20 Steven Vance
Date Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2020 JUL 15 AM 11:23

ATTACHMENT 1010

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000860

DATE ENTERED: 3/5/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/000860/21000860NOD-030521-09150969.PDF

PAGE(S): 1

Ron DeSantis
Governor

State of Florida
Florida Commission on Human Relations

An Equal Opportunity Employer • Affirmative Action Employer
4075 Esplanade Way • Room 110 • Tallahassee, Florida 32399-7020
(850) 488-7082 / FAX: (850) 487-1007
http://fchr.state.fl.us
United in One Goal: Equal Opportunity and Mutual Respect

Mario Garza
Chair
Cheyanne Costilla
Interim
Executive Director

FCHR No. 202026085
EEOC No. 15D202001028

Marquetta Simone Rosado
c/o Jason W. Imler, Esquire
3411 W. Fletcher Ave., Suite A
Tampa, FL 33618

COMPLAINANT

USAA
c/o Patricia Teague, Executive Vice President
Human Resources
9800 Fredericksburg Rd.
San Antonio, TX 78288

RESPONDENT

DETERMINATION: NO REASONABLE CAUSE

Complainant filed a complaint of discrimination with the Florida Commission on Human Relations (Commission) alleging that Respondent committed unlawful discrimination on the bases of race (black), color (light-skinned), disability and retaliation in violation of the Florida Civil Rights Act of 1992. As required in Rule 60Y-5.004(1), Florida Administrative Code (F.A.C.), the Commission's Office of Employment Investigations completed an investigation of this matter, which is reported in the Investigative Memorandum. The Commission's Office of General Counsel reviewed all available evidence and the Investigative Memorandum, and made a recommendation to me, as Executive Director of the Commission, that it is unlikely that unlawful discrimination occurred in this matter.

Pursuant to the authority delegated to me in Rule 60Y-5.004(3), F.A.C., I accept the Office of General Counsel's recommendation and issue this Determination: No Reasonable Cause. Based upon this determination, the Clerk shall serve both the Determination and the attached Notice of Determination upon the parties.

Cheyanne Costilla
Cheyanne Costilla
Interim Executive Director

Dated: Jan. 25, 2021

COMMISSIONERS

Monica Cepero *Fort Lauderdale*	**Libby Farmer** *Tallahassee*	**Mario Garza** *Chair* *Lakewood Ranch*	**Dawn Hanson** *Tallahassee*
Larry Hart *Fort Meyers*	**Darrick McGhee** *Vice Chair* *Tallahassee*	**Kenyetta Mullins Moye** *Tallahassee*	**Vivan Myrtetus** *Miami*
Pamela Payne *Jacksonville*	**Jay Pichard** *Tallahassee*	**Angela Primiano** *Hollywood*	

ATTACHMENT 1011

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000893

DATE ENTERED: 3/9/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/000893/21000893COD-031021-01021179.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON HUMAN RELATIONS
2019 DEC 26 AM 11:21

A. PERSONAL INFORMATION	**FCHR No. 202022381**	
Name Elsie L. Alex-Tanner	**E-Mail Address** elsie82alex@gmail.com	**Date of Birth** 09/ 27/1982
Mailing Address 12 Banyan Dr.	**Home Telephone Number (area code)** (352) 502-0202	
City, State, and Zip Code Ocala, FL 34472	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Gateway Foundation	**Number of Employees** **15+**	**Telephone Number** +1 (877) 381-6338
Street Address (Branch/Office in Florida) 55 E Jackson Boulevard	**City, State and Zip Code** Chicago, IL 60604	**County** Cook

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION	November 25, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Complainant (CP), an African American female, began her employment with Respondent on 01/02/2019 and held the position of Counselor I. CP was subjected to disparate treatment, retaliation, different terms and conditions of employment and was held to a different standard because of her age (37) sex and race. CP performed the duties and responsibilities of her position in a satisfactory manner and was not the subject of any disciplinary issues. CP was subjected to harassment, sexual harassment and discrimination at the hands of Daniel (Dan) Eberlein, Director of Program. Dan would make sexual insinuations about clients and about CP when she would ask questions about them or meet with them for counseling sessions. Dan wrote CP up because she refused to sign a PIP because she didn't agree with what Dan was documenting and made false allegations in the write up and physically assaulted and lied on CP. Dan told other staff members that CP was being inappropriate with clients and made her out to be this sexual unprofessional counselor because she wouldn't mistreat the clients in the manner that Dan and other staff would. CP was retaliated by receiving write ups and monitored by equal level coworkers and staff, which is not allowed. CP was physically assaulted receiving a sprained wrist, CP was the only party put under investigation after her Supervisor (Dan) physically assaulted her. CP states Dan was not investigated nor reprimanded, and Dan was immediately allowed to continue work after CP was escorted off premises. CP was suspended without pay during investigation and failed to be updated on the progression of the investigation, parties purposely withheld documentation from investigation and lied about it, CP had to make all initial contact during investigation process, and no one would contact her nor update her during investigation. Subsequently CP was terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
	12/11/19

ATTACHMENT 1012

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-000923

DATE ENTERED: 3/11/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/000923/21000923COD-031221-09114549.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2020 AUG 14 AM 10: 28

A. PERSONAL INFORMATION	**FCHR No.** 202126179 MS	
Name David C. Montague	**E-Mail Address** davidmontague80@gmail.com	**Date of Birth** September 02, 1980
Mailing Address 1528 NW State Rd 45 A-1	**Home Telephone Number (area code)** +1 (352) 256-2711	
City, State, and Zip Code Newberry, FL 32669	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Tractor Supply Co.	**Number of Employees** 15+	**Telephone Number** +1 (352) 493-4955
Street Address (Branch/Office in Florida) 2202-100 N Young Blvd	**City, State and Zip Code** Chiefland, FL 32626	**County** Levy

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) June 30, 2020

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American male. I was discriminated against because of my race and sex. I began my employment with Respondent on May 10, 2020, as a Team Member. On June 30, 2020, my co-worker (Darryl Whitehead) and I were called to the manager's office in what seemed to have been urgent. We were presented with what appeared to be a life size African American penis. A few minutes later, the store manager walked out of his office and looked at me, seemingly awaiting a response from me. We asked if that was the reason we were called to the office. My coworker called the Regional Manager as well as law enforcement who said they would not come and advised him to contact Human Resources. Our hours were drastically reduced and given the fact that we live approximately 50 miles from where we worked, and at the time of this writing, I have not returned to work because I do not feel safe working there and it would create an economic hardship due to the distance after our hours were cut..

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

D. Montague 08/13/2020

ATTACHMENT 1013

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001121

DATE ENTERED: 3/24/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/001121/21001121COD-032421-11365956.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

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2020 AUG 31 AM 10:42

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		FCHR No. 202126552
Name Kayla N. Dingess	**E-Mail Address** kaylaevans5678@icloud.com	**Date of Birth** August 07, 1988
Mailing Address 11681 SW 13th Pl	**Home Telephone Number (area code)** +1 (304) 946-5022	
City, State, and Zip Code Davie, FL 33325	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
City of Margate DEES	15+	+1 (954) 972-6454
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
5790 Margate Blvd	Margate, FL 33063	Broward

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☒ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) June 10, 2020

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Complainant (CP), began her with Respondent on 07/29/2019 and held the position of Treatment Plant Operator C. CP was subjected to disparate treatment, retaliation, different terms and conditions of employment and was held to a different standard because of her race- Caucasian, sex-female, religion and disability. CP states she was the only female wastewater operator of her race and she was no longer a member or the Jehovah witness faith. CP was subjected to discrimination and a hostile work environment at the hands of Wendell Wheeler. Mr. Wheeler would often berate and belittle CP and offered little to no assistance or training. CP states her co-workers who were all males were not reprimanded or treated in the same manner as she was. On 05/26/2020, CP suffered an onsite work injury and on 05/05/2020, CP was released to light duty. However, Corvel Worker's Compensation was told by Respondent that light duty was not an option and that Respondent had no light duty. CP states, that Nigel Romaine an employee for Respondent was able to do light duty and walked with a cane, but she was refused a reasonable accommodation. Mr. Romaine and Mr. Wendell were both male, both African American and shared the same faith. On 06/10/2020, Curt Keyser the Director of Dees for the Respondent knocked on CP's front door of her residence along with two male police officers and handed CP a letter of termination that was "backdated" 4-days prior to her accident and stated she did not meet her probation period. Mr. Keyser accused CP of injuring herself on purpose, which was false. Other operators had much greater offenses but because those operators were male and of the same faith as Wendell, they were given leniency, while CP was always reprimanded and ultimately terminated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Kayla Dingess **DATE** 08/31/2020

ATTACHMENT 1014

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001140

DATE ENTERED: 3/26/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001140/21001140M-032621-01200467.PDF

PAGE(S): 1,3

FCHR # 202126692 MS

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2020 AUG 27 PM 3:56

Florida Commission on Human Relations

Technical Assistance Questionnaire for Employment Complaints

Your answers to this questionnaire are confidential pursuant to Florida Statute 760.11(12).

The primary purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the Florida Commission on Human Relations (FCHR) has jurisdiction over those claims and provide charge filing counseling, as appropriate. Providing this information is voluntary, but the failure to do so may impede the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information. NOTE: The FCHR may disclose the information included on this form to other state, local and federal agencies, as appropriate or necessary to carry out the Commission's functions, or if the FCHR becomes aware of a civil or criminal law violation. If the FCHR accepts this form as a charge, this form will be provided to the employer, union or employment agency identified.

* * * * * * * * * *

Please complete this entire form (please print) and return it to the Commission at the address listed at the bottom of this form. Answer all questions completely. Attach additional pages, if needed, to complete your responses. If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A."

REMEMBER, a charge of employment discrimination must be filed within 365 days of the alleged act of discrimination.

1. **Personal Information**

Last Name: Sloan **First Name:** Olivia **MI:** I

Street or Mailing Address: 3062 Robinwood Ln **Apt or Unit #:**

City: Palm Harbor **County:** Pinellas **State:** FL **Zip:** 34684

Phone Numbers: Home: ( ) **Work: (**)

Mobile telephone: (727) 692-4576 **Email address:** onyxsloan@yahoo.com

Date of Birth: 08/23/1966 **Sex:** ☐ Male ☑ Female

Name and Title of Immediate Supervisor: Kristen Kyser Supervisor

If Job Applicant, Date Applied for Job:_____ Job Title Applied For:_____

7. What is the reason (basis) for your claim of employment discrimination?

FOR EXAMPLE, If you feel that you were treated worse than someone else because of race, you should check the box next to Race. If you feel you were treated worse for several reasons, such as your sex, religion and national origin, check all that apply. If you complained about discrimination, participated in someone else's complaint or filed a charge of discrimination and a negative action was threatened or taken, you should check the box next to Retaliation.

☑ Race: ☑ Black ☐ White ☐ Asian ☐ Native Hawaiian/Pacific Islander ☐ American Indian or Alaska Native

☑ Color: ☐ Light Skinned ☑ Dark Skinned ☐ Other:_____

☐ National Origin: ☐ Hispanic ☐ Mexican ☐ Arab/Afghani/Middle Eastern ☐ East Indian ☐ Other:_____

☐ Marital Status: ☐ Married ☐ Single ☐ Divorced ☐ Widowed

☐ Sex: ☐ Female ☐ Male

☐ Pregnant or condition related to pregnancy or childbirth

☐ Age: ☐ Under 40 years old ☐ 40 years or older

☑ Retaliation

☐ Religion (Please Identify):_____

☐ Disability/Handicap: ☐ Physical ☐ Mental

☐ Genetic Information - Circle which type(s) of genetic information is involved:
1. Genetic testing ☐
2. Family medical history ☐
3. Genetic services (counseling, education or testing) ☐

8. What happened to you that you believe was discriminatory? Include the date(s) of harm, the action(s), and the name(s) and title(s) of the person(s) who you believe discriminated against you. Please attach additional pages if needed. *(Example: 08/08/2011 – Discharged by Mr. John Smith, Supervisor)* This was done to prevent any possibility of advancem

I was singled out ~~and~~ targeted in a meeting that was called on 4/12/2018 regarding my performance. It was a meeting with my Supervisor Kristen Kyser and Stacey the manager of the Agents. Prior to this meeting there had been no meetings with me to indicate there was an issue with my performance. by 4/16/2018 my Q was back under control. Despite that accomplishment, I was escalated to a Verbal Warning on 06/28/2018. I wrote a rebuttal but received no consideration from Management or HR. I continued to fight and was sent a final C.I.... letter on 08/28/2019 the day after our lay off w fin

Please see attachment

ATTACHMENT 1015

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001245

DATE ENTERED: 4/7/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001245/21001245COD-040721-1255041.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 AUG 31 AM 10: 27

A. PERSONAL INFORMATION	**FCHR No. 202025800 MS**	
Name Karen P. Eliand-Underwood	**E-Mail Address** kwagnac@hotmail.com	**Date of Birth** March 21, 1966
Mailing Address 907 Ashton Street	**Home Telephone Number (area code)** +1 (904) 513-4383	
City, State, and Zip Code Jacksonville, FL 32208	**Work (if possible to call you there)** +1 (904) 255-5302	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Downtown Investment Authority	**Number of Employees** 15+	**Telephone Number** +1 (904) 255-5302
Street Address (Branch/Office in Florida) 117 West Duval Street	**City, State and Zip Code** Jacksonville, FL 32202	**County** Duval

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION	**(month, day, year)** Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American over the age of 40 and discriminated against for these reasons. I began my employment with Respondent in August 2013. I was chosen to work for the newly elected CEO in 2013 as the Executive Assistant. This CEO left for another position in 2019, and another CEO (Lori Boyer) took his place. Since that time, I have endured a hostile work environment. I am the only African American in this department. Ms. Boyer belittles and talks down to me; she yells at me in other staff presence. Ms. Boyers told me that I was very incompetent, and she wished that I would retire, but I probably couldn't right now. Ms. Boyer also stated that I made too much money and that I don't know what goes on in the meetings. Ms. Boyer said that my title should not be Executive Assistant, but an Administrative Assistant. She also pointed out that I am an "appointed employee." Ms. Boyer did not want me in this office, she wanted me gone, and she told me that some of my duties would be taken away. Ms. Boyer had the department's organizational chart revised. I was informed that I needed to move out of my office in one day because it will be given to a new employee coming on board. A former employee informed me of a position within another department due to the office pressure. It was determined that I was not eligible to apply for the job due to my current status (appointed not civil service), although I may have reversion rights. I told Mr. Parola that I would continue to work for DIA if that was okay. Mr. Parola said to me that I needed to leave because my work speaks for itself and that my overall performance was low, and that Ms. Boyer was not happy and I needed to go. I informed Labor Relations to find another job and was asked if I wanted to interview for a $15,000 less Admin Assist position. I was the only DIA non-essential employee from March 13-June 3 and got wrote up June 15.

I do not have the option of working from home.

I did not have this problem until Ms. Boyer became the new CEO.

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

Karen Patrice Underwood
Karen Underwood

August 28, 2020

ATTACHMENT 1016

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001261

DATE ENTERED: 4/8/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001261/21001261COD-040821-11233699.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 SEP 10 AM 10:48

A. PERSONAL INFORMATION	**FCHR No.** 202126731	
Name Ms. Sherine Wright	**E-Mail Address** sherinewright@bellsouth.net	**Date of Birth** 12/27/1979
Mailing Address PO Box 640631	**Home Telephone Number (area code)** +1 (786) 376-4043	
City, State, and Zip Code Miami, FL 33164	**Work (if possible to call you there)** -	

B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name McDonald's Restaurants of Florida, Inc.	**(Restaurant, Club, Lodging)**	**Telephone Number** +1 (772) 466-7001	
Street Address (Florida location) 7001 Okeechobee Rd		**City, State and Zip Code** Fort Pierce, FL 34945	**County** St Lucie

C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)
☒ RACE ☒ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION
☒ NATIONAL ORIGIN ☐ FAMILIAR STATUS

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) 01/25/2020

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s): Complainant (CP), is an African American Female who visited Respondent on 01/05/2020, via their drive through option. CP ordered her meals and instructed Respondent to ensure that there were no pickles nor onions included in their meals. CP informed that that both she and her child have a medical condition and that they would have a negative reaction to them. The manger on duty confirmed that the order was as requested, and CP began her journey home. During CP's journey home she began to eat the food she purchased from Respondent and realized that Respondent had placed the two vegetables she specially requested be removed from her meal. Both CP and her child began to experience a negative reaction from consuming the food and due to reaction CP's child required medical attention. CP immediately contacted Respondent and informed of what had occurred and requested a refund however, Respondent refused and instead offered to replace CP's meals; the agreement was made on 01/05/2020, and on 01/10/2020, Respondent replaced CP's meals as agreed on. CP was in the process of checking her order when the Manger (a different one) assured CP that the order was correct and that she personally saw to it. CP left after being assured that order was correct to later find out that it was again, made incorrectly and that this time it included extra of the vegetables she requested be left of her meal. Respondent once again refused to refund CP but instead replace the meal. On 01/20/2020, CP went to get her replacement only to be discriminated against when the first Manager she encountered was there and made the comment of , "you black people are just nothing, but trouble" Respondent then ordered CP to vacate the premises at once or they would call law enforcement. CP was lured back into the lobby under false pretense of them wanting to resolve her issue and once she was inside, they locked her in and refused to let her leave. Respondent even made the false allegation that CP was posing an immediate threat. During this time CP had her minor child in the vehicle. Due to Respondent discriminatory actions, CP was held in police custody for hours and her child left hungry in police custody. CP states the event was traumatic for both her child and herself.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Sherine Wright **DATE** September 10, 2020

ATTACHMENT 1017

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001300

DATE ENTERED: 4/14/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001300/21001300COD-041421-10012845.PDF

PAGE(S): 1

FCHR # 202126948 VH

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

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FLORIDA COMMISSION ON HUMAN RELATIONS
2020 SEP 14 PM 1:07

Charge Presented To:	Agency(ies) Charge No(s):
☐ FEPA	
☒ EEOC	846-2020-08492

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Annette Y. Johnson	**(904) 389-7973**	**1953**

Street Address / City, State and ZIP Code

635 Luna Court, Jacksonville, FL 32205

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name	No. Employees, Members	Phone No. *(Include Area Code)*
TREND OFFSET PRINTING COMPANY	**50+**	**(904) 696-8675**

Street Address / City, State and ZIP Code

10301 Bush Drive North, Jacksonville, FL 32218

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☒ AGE ☐ DISABILITY ☐ GENETIC INFORMATION
☐ OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
9/28/19	**10/01/2019**

☐ CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

I am being discriminated against because of my age (65), gender (female), race (African American) and in retaliation for complaining about improper conduct.

I was employed for over 15 years as a Laborer/General Helper at Trend Offset Printing. On or around September 28, 2019, after I clocked out of work, I took a box out of the trash at work to use to take vegetables to my aunt. I grabbed the box at the end of my shift during a rush. I needed to place vegetables that I had left in my refrigerator in a box because the bags of vegetables had broken open. Unfortunately, I didn't realize that there was a cell phone in the box that I took out of the trash until after I removed my vegetables from the bag at my aunt's house. I had my own personal refrigerator at work and I stored the vegetables in my refrigerator.

Apparently, the cell phone was in the box that was discarded in the trash. Upon my return to work, I immediately turned the phone in and advised the supervisor that day, Doug, of the matter. A few days later the Human Resources Manager accused me of theft and discharged me. I was replaced by someone outside of my protected age and gender category. I later learned that a younger black male, about in his late 20's, was hired as my replacement. To add, Laura LNU (white female, age - 40), committed a terminable offense by walking off the job. Unlike me, Laura was never disciplined, and she was allowed to return to work. I was not granted the same opportunity. In retrospect, I was falsely accused of an infraction that I did not commit.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

9/10/2020 Annette Y. Johnson
Date *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

Annette Y. Johnson

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE *(month, day, year)*
9/10/20 Verified FDC Annette Yvonne Johnson
State of Florida Duval County

Cynthia Terry

CYNTHIA TERRY
Commission # GG 908869
Expires August 28, 2023
Bonded Thru Troy Fain Insurance 800-385-7019

ATTACHMENT 1018

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001356

DATE ENTERED: 4/20/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001356/21001356COD-042021-04412488.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2020 OCT 20 PM 3:45

A. PERSONAL INFORMATION		
Name Terry L. Doss	**FCHR No.** 202126984 **E-Mail Address** tdos124@gmail.com	**Date of Birth** April 09, 1971
Mailing Address 12 Adkinson Drive	**Home Telephone Number (area code)** -	
City, State, and Zip Code Pensacola, FL 32506	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Eden Cabaret	**Number of Employees** 15+	**Telephone Number** +1 (850) 466-3055
Street Address (Branch/Office in Florida) 4001 N Davis Hwy	**City, State and Zip Code** Pensacola, FL 32053	**County** Escambia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based on my race (Black). I began working for Eden Cabaret in May 2019 in maintenance and was the only African American employee at the time. During my employment, Mr. McEvoy had me up keep maintenance for his entertainment club and other rental properties. I watched Mr. McEvoy pay other workers, but he refused to pay me. These employees who received pay were white. When I complained about my wages, I was fired (August 19, 2020). I texted Mr. McEvoy in August, September, and October 2019 concerning my wages but have not received them as of today. My last text message to Mr. McEvoy is from October 30, 2019.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE

Terry Doss — 10/20/2020

ATTACHMENT 1019

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001360

DATE ENTERED: 4/21/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/001360/21001360HDC-042121-12453917.PDF

PAGE(S): 1

Housing Discrimination Complaint

Inquiry Number: 628561

1. **Complainants:**

   Mike Walker and Yalanda Woods
   5410 SE Celestial Circle
   Stuart, FL 34997

2. **Complainant Representatives:**

   None.

3. **Other Aggrieved Parties:**

   Child Walker

4. **The following is alleged to have occurred or is about to occur:**

   - Discriminatory acts under Section 818 (coercion, Etc.)

5. **The alleged violation occurred because of:**

   - Retaliation

6. **Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):**

   5410 SE Celestial Circle
   Stuart, FL 34997

7. **Respondents:**

   Gary Lee Mandehr, Secretary
   c/o Meyer Estates and Meyer Mobile Homeowner's Association, Inc.
   5351 SE Celestial Circle
   Stuart, FL 34997

   Michael Van Brocklin, President
   c/o Meyer Estates and Meyer Mobile Homeowner's Association, Inc.
   5351 SE Celestial Cir.
   Stuart, FL 34997, FL 34997

ATTACHMENT 1020

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001376

DATE ENTERED: 4/22/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001376/21001376ECD-042321-12113951.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2020 OCT 12 AM 10:47

A. PERSONAL INFORMATION	FCHR No. 202127017
Name Quanesha L. Thomas	**E-Mail Address** mrs.dalmas2494@gmail.com
Mailing Address 929 Gilmore Ave Apt 53	**Home Telephone Number (area code)** +1 (407) 807-2322
City, State, and Zip Code Lakeland, FL 33801	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
Family Dollar	15+	+1 (863) 603-7204
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
921 E Memorial Blvd	Lakeland, FL 33801	Polk

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) 05/04/2020

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Complainant (CP), an African American female, began her employment with Respondent on 03/24/2019, and held the position of Cashier. CP was subjected to different terms and conditions of employment because of her pregnancy. CP became pregnant and notified her Manager, Anderson Guzman. CP states during her pregnancy she worked long hours and did overtime. CP had to request a leave of absence earlier than expected due to going into labor early. CP states she left on 12/20/2019, and filled out the necessary paperwork but, it was denied twice. Respondent cited policy, stating CP had not worked for them long enough to qualify for a leave of absence. However, Mr. Guzman informed CP that he would give her 90-days to come back to work. CP understood this as still being employed, but someone would work in her stead until her return. Some time had lapsed, and CP was given the ok to return to work. CP notified Mr. Guzman and he informed her that she needed to fill out another application and wait; CP filled out the application on 05/04/2020. CP was eventually called and told that she failed the background check however, CP had worked for Respondent for almost a year prior to her leave. CP had a misdemeanor back in 2014, which has been closed. CP believes Mr. Guzman discriminated against her because of her pregnancy and or condition relating to pregnancy. CP states prior to her leave he had reduced her hours to just one day or half a day.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Quanesha Thomas

DATE 10-09-2020

ATTACHMENT 1021

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001406

DATE ENTERED: 4/27/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001406/21001406ECD-042721-04194059.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2020 OCT -2 AM 8:44

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	**FCHR No.**	
Name: Bonia Baptiste	**E-Mail Address** Boniabaptiste@gmail.co	**Date of Birth** 08-05-1975
Mailing Address: 5436 Texas Ave -	**Home Telephone Number (area code)** 239-784-0132	
City, State, and Zip Code. Naples, FL 34113 -	**Work (if possible to call you there)** **239-417-6277**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name **Department of Juvenile justice**	**Number of Employees** **5000 and more**	**Telephone Number** 239-417-6277
Street Address (Branch/Office in Florida) 3351 Tamiami trail	**City, State and Zip Code** Naples, Fl 34112	**County** Collier

CCAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☒ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☒ NATIONAL ORIGIN ☒AGE ☐MARITAL STATUS ☒ RETALIATION	**(month, day, year) August 27, 2020**

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Please see attachment

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Bonia Baptiste	10/01/2020

ATTACHMENT 1022

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001409

DATE ENTERED: 4/27/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001409/21001409ECD-042721-04215574.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 OCT 23 PM 1:02

A. PERSONAL INFORMATION	**FCHR No.** 202127033 MS	
Name Vanessa Puccini	**E-Mail Address** vanessac.puccini@gmail.com	**Date of Birth** December 22, 1989
Mailing Address 4650 Saint Croix Ln Apt 727	**Home Telephone Number (area code)** +1 (239) 293-1043	
City, State, and Zip Code Naples, FL 34109	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Brook's Burger	**Number of Employees**	**Telephone Number** +1 (239) 289-8017
Street Address (Branch/Office in Florida) 845 Vanderbilt Rd	**City, State and Zip Code** Naples, FL 34109	**County** Collier

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION	Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am Black and of Haitian descent. I believe I am being discriminated against because of my race and national origin. I began my employment with Respondent in November 2016. My current position title is Server. On September 18, 2020, Gary Stevens (an owner) and Marie Giebelhouse confronted me about my past three paychecks, stating that I have been overpaid. They also said that because I did not mention it, that was an indication that I was defrauding the company. I had previously been being paid that extra amount due to the COVID shutdown. Marie Giebelhouse previously mentioned that the extra pay would be coming to an end soon, however, she did not give specifics as to when it would end. There has been a continuous pattern of discrimination from Gary and Marie towards me. Marie would continuously give me the slow section every shift until I spoke up about it. I was the only employee sent home for a week without pay. I was told it was because I left a customer on hold on the phone too long. Other employees were not disciplined even when they have more severe violations such as drinking alcohol on the job. I also had to pay customers' bills twice because they left without paying and I am the only one who must do this as well. Mr. Stevens once said to me that this is the reason companies don't want to work with Haitians.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Vanessa Puccini	10/23/2020

ATTACHMENT 1023

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001482

DATE ENTERED: 5/5/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001482/21001482HDC-050621-09592392.PDF

PAGE(S): 2

7. **Respondents:**

Gail Moore, Property Manager
FirstService Residential, Inc.
c/o Whispering Oaks Condominium Association, Inc.
13752 Orange Sunset Drive
Tampa, FL 33616

FirstService Residential, Inc.
c/o Corporation Service Company, Registered Agent
1201 Hays St.
Tallahassee, FL 33024

Whispering Oaks Condominium Association, Inc.
c/o Ronald H. Trybus, Registered Agent
1505 N Florida Avenue
Tampa, FL 33602

8. **The following is a brief and concise statement of the facts regarding the alleged violation:**

Complainant Natalie Rosario (Black-Hispanic) belongs to a class of persons whom the Fair Housing Act (the Act) protects from unlawful discrimination because of race and national origin. Complainant resides at Whispering Oaks Condominiums located at 13832 Orange Sunset Drive, Unit 202, Tampa (Hillsborough County), Florida. The property is subject to the rules and regulations of Respondent Whispering Oaks Condominium Association, Inc., and managed by Respondent Firstservice Residential, Inc., through Respondent Gail Moore (Caucasian), Property Manager. Complainant asserted since August 2019, she has been the victim of harassment and stalking by her Caucasian neighbor, to the point where she had to request a restraining order to get him to stop. Complainant alleges on July 13, 2020, she reported her neighbor's behavior to Respondent Moore, but Respondent Moore reportedly dismissed the accusations and has done nothing to rectify the situation, except informing Complainant that, " if it was me, I would move", and "I can't do anything for you, because you are not an owner". Complainant alleges Respondent Moore treats her differently than non-Hispanic residents and owners, and believes if she were Caucasian Respondent Moore would have intervened to stop the harassment and stalking. Complainant feels Respondents collectively discriminated against her because of race and national origin in violation of the Act.

9. **The most recent date on which the alleged discrimination occurred:**

August 03, 2020, and is continuing.

ATTACHMENT 1024

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001484

DATE ENTERED: 5/5/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001484/21001484COD-050621-10032029.PDF

PAGE(S): 1

EEOC Form 5 (11/09)

Case 202127269

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2020 OCT 22 PM 1:31

☐ FEPA
☒ EEOC

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Joey Boyd	**(863)206-1717**	**08/05/1982**

Street Address	City, State and ZIP Code
4790 Elon Crescent	**Lakeland, FL 33810**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. *(Include Area Code)*
Lowe's Companies, Inc.	**50+**	**(863)513-1161**

Street Address	City, State and ZIP Code
3600 North Rd. 98	**Lakeland, FL 33809**

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address	City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

☒ RACE ☒ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ GENETIC INFORMATION
☐ OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE
Earliest — Latest
Feb 2020
☒ CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

Statement of Harm:

Charging Party ("CP") is African American male. Charging Party worked for Lowe's as a Lumber Associate from around January 2019 until his unlawful termination on or around February 18, 2020. During Charging Party's employment, he has been subjected to disparate treatment by Respondent on account of his race and color. During CP's employment, several false complaints and allegations were made about CP to HR which lead to investigations. CP made a complaint about his co-worker who was making several racist statements to CP and others. In return, this co-worker made complaints to HR about CP in retaliation.
Soon thereafter, CP was terminated, and his co-worker stayed employed. Clearly, CP was subject to adverse employment action by Respondent, including but not limited to, being terminated for engaging in protected activity under Title VII, the FCRA and Section 1981. Respondent's reason for termination is pretext.

Statement of Discrimination:
Charging Party has been subjected to unlawful discrimination and retaliation in violation of Title VII of the Civil Rights Act of 1964 ("Title VII") and the Florida Civil Rights Act of 1992 ("FCRA") based on his race and color.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

10 / 21 / 2020
Date — *Charging Party Signature*

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

Doc ID: 39eed837015243a5544f15712b385c551502a35c

ATTACHMENT 1025

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001491

DATE ENTERED: 5/5/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001491/21001491COD-050621-03254486.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2021 JAN 19 PM 12:36

A. PERSONAL INFORMATION	**FCHR No. 202127938**	
Name Ronald D. Jones	**E-Mail Address** r_d_jones@live.com	**Date of Birth** July 18, 1958
Mailing Address 1821 Mckelvy St	**Home Telephone Number (area code)** +1 (850) 364-0209	
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Florida Department of Education	15+	+1 (850) 245-0571
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
325 West Gaines Street	Tallahassee, Florida 32399	Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) January 10, 2020

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

CP believes he has been discriminated against because of his race- African American, sex-Male, age (62) and retaliated against for filing charges with the Florida Commission on Human Relations. CP has been working within the Gadsden County School system as a substitute teacher since 01/2008, and has teaching experience. CP applied for several Social Studies positions but was never offered an interview. CP reported that he had a criminal record on his case and was referred to the Education Practices Commission. CP had already been through and completed the process back on 12/14/2009, but was made to do it all over again with Krystal White (Investigator) with Respondent. Ms. White stated, "you received clearance from our office on 08/07/2019. If you have questions regarding your certificate, you will need to contact the Bureau of Educator Certification." Ms. White did not notify CP or let him know in any way that he had been cleared. After being questioned about it, Ms. White sent CP a copy on 09/29/2020, over a year later of the letter that only had CP's name but, no address nor email. CP believes not notified and that it was done intentionally against him for filing a case against Respondent in Federal court.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Ronald Jones David

DATE 01/19/2021

ATTACHMENT 1026

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001492

DATE ENTERED: 5/5/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001492/21001492COD-050621-03274315.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2020 OCT 28 AM 8:41

A. PERSONAL INFORMATION	FCHR No. 202127187	
Name Ronald D. Jones	**E-Mail Address** r_d_jones@live.com	**Date of Birth** July 18, 1958
Mailing Address 1821 Mckelvy St	**Home Telephone Number (area code)** +1 (850) 627-3932	
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
James A. Shanks Middle School	15	+1 (850) 875-8737
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1400 West King Street	Quincy, FL 32351	Gadsden

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based on my race (Black), Sex (male), and age (over 40). I also believe I am being retaliated against for filing a complaint with the Florida Commission on Human Relations. I have been working within the Gadsden County School system since January 2008 as a substitute teacher and have teaching experience. Around or in October 2020, I applied for a Social Studies position at James A. Shanks Middle School but was not offered an interview by Principal Maurice.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Ronald Jones David **DATE** 10/28/2020

ATTACHMENT 1027

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001493

DATE ENTERED: 5/5/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001493/21001493COD-050621-03292965.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 OCT 28 AM 8:41

A. PERSONAL INFORMATION	**FCHR No. 202127176**	
Name Ronald D. Jones	**E-Mail Address** r_d_jones@live.com	**Date of Birth** July 18, 1958
Mailing Address 1821 Mckelvy St	**Home Telephone Number (area code)** +1 (850) 627-3932	
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Havana Magnet School	**Number of Employees** **15+**	**Telephone Number** +1 (850) 622-2720
Street Address (Branch/Office in Florida) 1210 Kemp Road	**City, State and Zip Code** Havana, FL 32333	**County** Gadsden

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION	**(month, day, year)** Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based on my race (Black), Sex (male), and age (over 40). I also believe I am being retaliated against for filing a complaint with the Florida Commission on Human Relations. I have been working within the Gadsden County School system since January 2008 as a substitute teacher and have teaching experience. Around or in January 2020, I applied for a Social Studies position at Havana Magnet School but was not offered an interview by Principal Parish Williams.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Ronald D. Jones	10/28/2020

ATTACHMENT 1028

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001494

DATE ENTERED: 5/5/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/001494/21001494M-050621-03315852.PDF

PAGE(S):

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

2020 OCT -5 PM 4:47

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		FCHR No. 202126763	
Name Ms. Susan Sauers		**E-Mail Address** suzianderic@yahoo.com	**Date of Birth** -
Mailing Address 7512 Country Road 175		**Home Telephone Number (area code)** +1 (386) 316-5157	
City, State, and Zip Code Sebring, FL 33876		**Work (if possible to call you there)** -	

B. List the public lodging, private club and/or public food service facility that discriminated against you.

Name Walmart	(Restaurant, Club, Lodging)	Telephone Number -	
Street Address (Florida location) 3525 US Hwy 27 N	**City, State and Zip Code** Sebring, FL 33870	**County** Highlands	

C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☒ HANDICAP ☐ RELIGION
☐ NATIONAL ORIGIN ☐ FAMILIAR STATUS

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) Ongoing

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I believe I have been discriminated against based on my race (White), sex (female), and disability. Most recently, on September 18, 2020, my husband and I was harassed by a Walmart employee. We have been harassed since September 2019. In October 2019, while visiting the Sebring Walmart, I noticed I was being watched by a Walmart employee while looking at phone cases. I went to Walmart's customer services and explained my disability to avoid any future incidents. After reporting my disability, my husband and I continue to be harassed when shopping at the Avon Park and Sebring Walmart. For example, one employee (Black) pointily stated, "those are the people I am talking about..." On another occasion, we were ambushed by three employees at Sebring. At the Avon Park store, security also shouted at us "this ain't Sebring, homie!" This includes being followed around the store.

We have spoken to management at both locations and contacted Walmart's Cares Line on multiple occasions about our treatment at Walmart, but they have not successfully resolved our issues. One employee, Nakeem Brown (Black), has continued his harassment outside of Walmart, including cussing at my husband while on the road.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
S Sauers	10/02/20

ATTACHMENT 1029

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001495

DATE ENTERED: 5/5/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/001495/21001495M-050621-03372134.PDF

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Date Stamp (FCHR Use Only)

2020 OCT -5 PM 4:46

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		**FCHR No. 202126761**	
Name Ms. Susan Sauers		**E-Mail Address** suzianderic@yahoo.com	**Date of Birth** -
Mailing Address 7512 Country Road 175		**Home Telephone Number (area code)** +1 (386) 316-5157	
City, State, and Zip Code Sebring, FL 33876		**Work (if possible to call you there)** -	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Walmart Store #03887	**(Restaurant, Club, Lodging)**	**Telephone Number** +1 (863) 453-4177	
Street Address (Florida location) 1041 US Hwy 27 N		**City, State and Zip Code** Avon Park, FL 33825	**County** Highlands
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☒ SEX ☒ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)** Ongoing	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I believe I have been discriminated against based on my race (White), sex (female), and disability. Most recently, on September 18, 2020, my husband and I was harassed by a Walmart employee. We have been harassed since September 2019. In October 2019, while visiting the Sebring Walmart, I noticed I was being watched by a Walmart employee while looking at phone cases. I went to Walmart's customer services and explained my disability to avoid any future incidents. After speaking with customer services, I was began being harassed and followed while shopping. This harassment started at the Sebring store and continued when we visited the Avon Park Walmart location. For example, one employee (Black) pointily stated, "those are the people I am talking about..." On another occasion, we were ambushed by three employees at the Sebring Walmart. At the Avon Park store, security also shouted at us "this ain't Sebring, homie!" This includes being followed around the store.

My husband and I have reached out to upper management at both locations and Walmart Care's line to resolve this ongoing issue but have not been successful. This harassment has now escalated to my husband being harassed and cursed at while on the road by a Walmart employee, Nakeem Brown (Black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
S Sauers	10/02/20

ATTACHMENT 1030

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001496

DATE ENTERED: 5/6/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001496/21001496COD-050621-03393532.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 OCT 28 AM 8:41

A. PERSONAL INFORMATION	**FCHR No. 202127184**	
Name Ronald D. Jones	**E-Mail Address** r_d_jones@live.com	**Date of Birth** July 18, 1958
Mailing Address 1821 Mckelvy St	**Home Telephone Number (area code)** +1 (850) 627-3932	
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Carter-Parramore Academy	**Number of Employees** 15+	**Telephone Number** +1 (850) 627-6030
Street Address (Branch/Office in Florida) 631 S. Steward Street	**City, State and Zip Code** Quincy, FL 32351	**County** Gadsden

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION	**(month, day, year)** Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based on my race (Black), Sex (male), and age (over 40). I also believe I am being retaliated against for filing a complaint with the Florida Commission on Human Relations. I have been working within the Gadsden County School system since January 2008 as a substitute teacher and have teaching experience. Around or in January 2020, I applied for a Social Studies/History position but was not offered an interview by Principal Willie Jackson.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Ronald Jones David	10/28/2020

ATTACHMENT 1031

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001497

DATE ENTERED: 5/6/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/001497/21001497M-050621-03412351.PDF

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FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
2020 OCT -5 PM 4:48

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		**FCHR No. 202126760**	
Name Mr. Eric Sauers		**E-Mail Address** suzianderic@yahoo.com	**Date of Birth** -
Mailing Address 7512 Country Road 175		**Home Telephone Number (area code)** +1 (386) 316-5157	
City, State, and Zip Code Sebring, FL 33876		**Work (if possible to call you there)** -	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Walmart Store #03887	**(Restaurant, Club, Lodging)**	**Telephone Number** +1 (863) 453-4177	
Street Address (Florida location) 1041 US Hwy 27 N		**City, State and Zip Code** Avon Park, FL 33825	**County** Highlands
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☒ SEX ☒ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAR STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)** Ongoing	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I believe I have been discriminated against based on my race (White), sex (male), and disability. Most recently, on September 18, 2020, my wife and I was harassed by a Walmart employee. We have been harassed since September 2019. In October 2019, while visiting the Sebring Walmart, my wife noticed she was being watched by a Walmart employee while looking at phone cases. She went to Walmart's customer services and explained her disability to avoid any future incidents. After speaking with customer service, we began to be harassed and followed while shopping. This harassment started at the Sebring store and continued when we visited the Avon Park Walmart location. For example, one employee (Black) pointily stated, "those are the people I am talking about..." On another occasion, we were ambushed by three employees at the Sebring Walmart. At the Avon Park store, a security also shouted at us "this ain't Sebring, homie!" This includes being followed around the store.

My wife and I have reached out to upper management at both locations and Walmart Care's line to resolve this ongoing issue but have not been successful. This harassment has now escalated to me being harassed and cursed at while on the road by a Walmart employee, Nakeem Brown (Black).

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Eric Sauers	10/2/20

ATTACHMENT 1032

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001498

DATE ENTERED: 5/6/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/001498/21001498M-050621-03433247.PDF

PAGE(S):

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 OCT -5 PM 4:47

A. PERSONAL INFORMATION		**FCHR No. 202126762**	
Name Mr. Eric Sauers		**E-Mail Address** suzlanderic@yahoo.com	**Date of Birth** -
Mailing Address 7512 Country Road 175		**Home Telephone Number (area code)** +1 (386) 316-5157	
City, State, and Zip Code Sebring, FL 33876		**Work (if possible to call you there)** -	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Walmart	**(Restaurant, Club, Lodging)**	**Telephone Number** -	
Street Address (Florida location) 3525 US Hwy 27 N	**City, State and Zip Code** Sebring, FL 33870	**County** Highlands	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☒ SEX ☒ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAL STATUS	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)** Ongoing		

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

I believe I have been discriminated against based on my race (White), sex (male), and disability. Most recently, on September 18, 2020, my wife and I was harassed by a Walmart employee. We have been harassed since September 2019. On or around October 2019, while visiting the Sebring Walmart, my wife noticed she was being watched by a Walmart employee while looking at phone cases. She went to Walmart's customer services and explained her disability to avoid any future incidents. After reporting her disability, my wife and I continue to be harassed by employees when shopping at the Avon Park and Sebring Walmart. For example, one employee (Black) pointily stated, "those are the people I am talking about..." On another occasion, we were ambushed by three employees at the Sebring Walmart. At the Avon Park store, security also shouted at us "this ain't Sebring, homie!" This includes being followed around the store.

We have spoken to management at both locations and contacted Walmart's Cares Line on multiple occasions about our treatment at Walmart, but they have not successfully resolved our issues. One employee, Nakeem Brown (Black), has continued his harassment outside of Walmart, including shouting obscenities at me while on the road.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT — DATE

Eric Sauers 10/2/20

ATTACHMENT 1033

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001563

DATE ENTERED: 5/12/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/001563/21001563HDC-051221-03032269.PDF

PAGE(S): 2

7. Respondents:

820 Third St., Inc. A Condominium
c/o Bakalar & Associates, PA, Registered Agent
12472 West Atlantic Blvd
Coral Springs, FL 33071

The Wall Management, Corp.
c/o De-Luiz, Orlando, Registered Agent
Suite 220
220 - 71 Street
Miami Beach, FL 33141

Royal Management Group, LLC
c/o Keri L Horvat, Registered Agent
Suite 300
2525 Ponce De Leon Boulevard
Coral Gables, FL 33134

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainant Allen Kaplan identifies as a person of the White race and of the Jewish religion. Complainant also possesses a physical disability as defined by the Fair Housing Act. As such, Complainant belongs to a class of persons whom the Fair Housing Act ("the Act") protects from unlawful discrimination by virtue of race, religion, and disability. Complainant owns a condo located at 820 3rd Street Miami Beach, Florida 33139, which is under the rules and regulations of Respondent 820 Third St., Inc. A Condominium and Respondent the Wall Management, Corp. Complainant identified Respondent Royal Management Group as the prior management company.

Complainant alleged that Respondents on January 23, 2020 sent out official notices via email in Spanish. Complainant alleged he made a request to have all notices and emails sent to him in English and it was ignored. Complainant further alleged that on September 30, 2019 and October 9, 2019, Respondents sent emails to Complainant on his Jewish Holidays. Complainant alleged that Respondents were aware of his religious faith and had made a request to not receive any notices or emails on those holidays. Complainant alleged that on June 27, 2020, Respondents once more posted a notice on his door during one of his religious holidays. Complainant alleged that he was notified on October 2, 2020, that contractors and the City would be installing and preforming an inspection for impact windows in all the apartments. Complainant alleged that due to

ATTACHMENT 1034

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001625

DATE ENTERED: 5/19/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001625/21001625HDC-051921-1117356.PDF

PAGE(S): 2

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainant Pamela Allen identifies as a person of African American/Black race. As such, Complainant belongs to a class of persons whom the Fair Housing Act ("the Act") protects from unlawful discrimination by virtue of race. Complainant owns a single-family home located at 4204 Quail Nest Lane New Smyrna Beach, FL 32168; which is under the jurisdiction of city enforcement office Respondent Building and Code Administration. Complainant identified Respondent Kerry Leuzinger as the Director and Chief Building official and as white.

Complainant alleged that she applied for a permit to re-shingle her home. Complainant alleged that her permit was denied, and she appealed it on March 4, 2020. Complainant alleged that during the appeal process, she learned that Respondent Kerry Leuzinger attempted to purchase the subject property while it was in Auction. Complainant alleged she won the Auction and took ownership of the property. Complainant alleged that when Respondent learned a black woman won the Auction of the property, he deliberately began to interfere and hinder Complainants Civil Fair Housing Rights by falsely denying and/or delaying her ability to re-shingle her home as allowed by the Florida Building code. Complainant alleged that Respondent hindered her ability to re-sell the property, thereby causing financial hardship and loss. As such, Complainant believes that Respondents subjected her to discriminatory terms, conditions, privileges, or services based on her race.

9. The most recent date on which the alleged discrimination occurred:

March 04, 2020

10. Types of Federal Funding Identified: None

11. The acts alleged in this complaint, if proven, may constitute a violation of the following sections:

804b or f of Title VIII of the Civil Rights Act of 1968 as amended by the Fair Housing Act of 1988.

ATTACHMENT 1035

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001718

DATE ENTERED: 5/27/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/001718/21001718COD-052821-01223359.PDF

PAGE(S): 3

On April 15, 2019 Gonzalez-Parrilla, significantly downgraded my office space, a space where I met with grieving families, with no meaningful reason for the downgrade.

In around August 9, 2019 Gonzalez-Parrilla reduced my salary by $22,000. This reduction was done on the final day, Dr. Geis, the medical director that gave me my raise, worked for Brooks. The reason given for this action was that my salary was outside the pay grade range HR created for psychologists and the ranges could not be changed. I requested a meeting with the CEO, COO and director of Human Resources. Two meetings were held in September 2019 with Human Resources representatives who stated the matter was "bumped up" to the Human Resources Director, Andie. I contacted Andie myself and was told "there is no need for this conversation whatsoever." No meetings with the CEO, COO or director of Human Resources were scheduled.

On October 16-17, 2019, I reached out to the research compliance office to inquire about status of research if a person resigns. I was then contacted by Human Resources who offered to pay me for 30 days-notice if I leave immediately as well as for the 200 paid leave days I had accumulated.

On October 29-31, 2019, Gonzalez-Parrilla had remote access disabled and I could not even write a "goodbye" email to the team I loved. She prematurely deactivated my access card to the doctors' parking lot and the entrance to the building as well, so I could not touch base with my research team members.

November 1, 2019 was the agreed to date for my 30-day notice with November 30, 2019 being my last day.

I believe my constructive discharge was on account of my age - over 40, my race - non-Hispanic and my gender, woman. I was continuously treated less favorably than similarly situated younger, Hispanic, and male team members, and I was discriminated against based on my age, gender (female) and race (Caucasian) in violation of the Florida Civil Rights Act, Chapter 760.10 et. seq., Fla. Stat.

I want this charge filed with the EEOC, Florida Commission on Human Relations, and the local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – *When necessary for State and Local Agency Requirements*
I declare under penalty of perjury that the above is true and correct. 10/29/2020 [signature] *Date* *Charging Party Signature*	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE *(month, day, year)*

EEOC FORM 5 (REV. 3/01)
4829-3160-7504, v. 1

2020 OCT 30 PM 12:28
FLORIDA COMMISSION ON HUMAN RELATIONS
RECEIVED

ATTACHMENT 1036

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001772

DATE ENTERED: 6/3/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001772/21001772COD-060321-0436576.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2020 OCT 27 AM 9:13

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		FCHR No. 202127107
Name Nasseam M. James	**E-Mail Address** Nmcphersonjames@gmail.com	**Date of Birth** -
Mailing Address 652 Vitoria Road	**Home Telephone Number (area code)** 863-521-0080	
City, State, and Zip Code Davenport, FL 33837	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Florida Department of Health	**Number of Employees** 15+	**Telephone Number** 850-245-4002
Street Address (Branch/Office in Florida) EO Section 4052 Bald Cypress Way Bin A-02	**City, State and Zip Code** Tallahassee, FL, 32399	**County** Leon

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) August 04, 2020

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American female. I was discriminated against for these reasons. I began working for Respondent on November 26, 2012. I served as the Deputy and Assistant CHD Director since February 2018. In February 2019, my immediate supervisor retired. I was informed that his replacement had already been selected and that I would serve as Interim until the new Administrator started. The new Administrator (Raul Pino) transferred from Connecticut. Mr. Pino immediately began making comments about changes he wanted to make, including terminating the Executive Assistant who is an African American female. At one point, I went to Mr. Pino regarding issues that I was having with staff not following through on requests and task and I was being told that he changed it. Mr. Pino told me that He is the Health Officer, and he can change anything he wants to. He then stated that he would evaluate if he needed two Assistant Directors or any at all since the roles seemed to have been getting confused. He also stated that he had inquired about replacing his direct reports and was told he could do that since we were appoints (I was not an appoint) but he needed to wait. The months following the initial discussion were a series of microaggressions, slights, and disparate treatment directed at me. Mr. Pino began to turn the environment into an extremely hostile environment. In addition, I became concerned with situations involving others that seemed to be motivated by race, gender, or retaliation and I expressed these confidentially to HR and County Health Systems. In February 2020, I complained to the HR team about his treatment and the situation was referred to the DOH EO Manager. When a discussion was had with him about the situation, he became upset and began separating me from the other leadership even more. Mr. Pino told me after that he was told he "needed to be careful how he spoke to people". Mr. Pino told me if I continued to complain to Tallahassee I would have to leave, and we wouldn't be able to work together. I continued to complain about his treatment of me to HR and Tallahassee and on August 4, 2020, he handed me a dismissal letter from his Supervisor (Beth Peterniti). Mr. Pino stated that he decided to remove me from my position.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT [signature] **DATE** 10/22/20

ATTACHMENT 1037

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001786

DATE ENTERED: 6/4/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001786/21001786COD-060421-03351725.PDF

PAGE(S): 1

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HUMAN RELATIONS
2019 NOV 14 PM 4:25

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

A. PERSONAL INFORMATION	FCHR No.	201921606 MS
Name	E-Mail Address	Date of Birth
Angela D. Jones	jihadwatson@gmail.com Watson (AS.)	August 28, 1972
Mailing Address	Home Telephone Number (area code)	
115 Christie Lane	352-702-6435	
City, State, and Zip Code	Work (if possible to call you there)	
Panama, FL 32404		

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name	Number of Employees	Telephone Number
Grand Boulevard Health and Rehabilitation Center	15+	+1 (850) 267-2887
Street Address (Branch/Office in Florida)	City, State and Zip Code	County
138 Sandestin Ln	Miramar Beach, FL 32550	Escambia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	DATE MOST RECENT DISCRIMINATION TOOK PLACE	
RACE COLOR SEX RELIGION DISABILITY/HANDICAP NATIONAL ORIGIN AGE MARITAL STATUS RETALIATION	(month, day, year)	July 12, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American female over the age of 40. I was discriminated against for these reasons. I began working for Respondent on May 15, 2019 as a Certified Nursing Assistant. On June 16, 2019, I was suspended for an incident that occurred in regard to a resident. From that point forward, Respondent lodged an attack against me by attacking my character. I was accused of being a criminal, not having proper license and stating that I deliberately did not check a box on the application. I was accused of having been arrested in a town where I had not been arrested. I was treated with great hostility by management. There was and still is other employees who are white who had similar incidents and were not treated the way I was treated. I was terminated on July 12, 2019.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT A. D. J. DATE 11/13/2019

EMPLOYMENT COMPLAINT OF DISCRIMINATION

FCHR Charge Form – Revised January 9, 2015

ATTACHMENT 1038

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-001996

DATE ENTERED: 6/22/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/001996/21001996COD-062321-12443457.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2020 NOV 16 PM 2:36

A. PERSONAL INFORMATION	**FCHR No. 202127353**	
Name Whitney Grant	**E-Mail Address** wgrant422@gmail.com	**Date of Birth** April 22, 1989
Mailing Address 1220 Windward Drive	**Home Telephone Number (area code)** -	
City, State, and Zip Code Apopka, FL 32703	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
City of Apopka, Florida	15+	+1 (407) 703-1700
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
120 E. Main Street	Apopka, FL 32703	Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based on my race (Black), age (under 40) and have been retaliated against. I was hired on April 23, 2019, as an HR Specialist II for the City of Apopka (the City). I had high hopes and was reassured in the interview that my experience and education was an asset to the City that could only grow and improve the HR department. When I started, there was no director. I was doing the job satisfactorily and was left alone to run HR before the previous managers the City set in place. Shortly after, they promoted a Caucasian female, temporarily hired through the staffing agency and currently in school for Human Resources. She could not fulfill her duties and separated from the City. I was left to complete all the tasks for HR and kept the department running. When the opportunity presented itself, I applied for the HR Manager's position and was denied. I feel this happened due to my race and age. Instead, I was overlooked, and the City hired another Caucasian Director, who did not hold the same credentials as I did. This Director was employed for about 4 months before being let go by the City for raising issues of inappropriate conduct in the workplace. Shortly after her termination, the position was not posted. Instead, the City placed another Caucasian female with no experience in HR and offered her a $21,000 raise to run a department in which she does not know about. I have spoken up about the way I was discriminated against and the City's lack of diversity. To no avail, no one has addressed any of these concerns. Instead, I have been retaliated against and not given the position for a job I have already been doing for the last year.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE** 11-13-20

ATTACHMENT 1039

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-002415

DATE ENTERED: 8/5/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/002415/21002415COD-080521-02093205.PDF

PAGE(S): 1

Victor

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2021 JAN -8 PM 2:02

A. PERSONAL INFORMATION		**FCHR No. 202127635**
Name Trittonia R. Hunt	**E-Mail Address** trihunt123@gmail.com	**Date of Birth** August 24, 1979
Mailing Address 2887 Doe Run Trail	**Home Telephone Number (area code)** -	
City, State, and Zip Code Orange City, FL 32763	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name SCPS	**Number of Employees** **15+**	**Telephone Number** +1 (407) 320-0000
Street Address (Branch/Office in Florida) 400 E. Lake Mary Blvd.	**City, State and Zip Code** Sanford, FL 32773	**County** Seminole

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	Ongoing

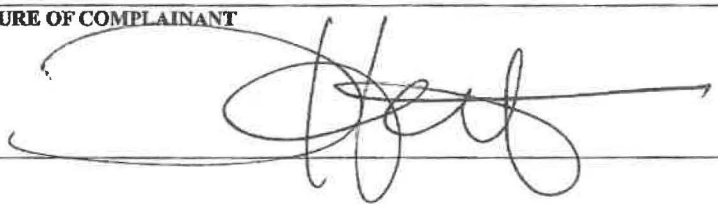
D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Complainant (CP), an African American female, began her employment with Seminole County Public Schools on 08/16/2019 and held the position of ESE Teacher. CP was subjected to disparate treatment, hostile work environment and retaliation because of her race and disability. CP was subjected to a hostile work environment at the hands of but not limited to, Mr. Barton, Ms. Morales, Mr. Cush and Mrs. Mumey (Principal). CP was physically assaulted by a student in her class over and over and the student was only removed after he assaulted a Caucasian student. CP found the word "nigger" written on her white board; it is to be noted that no students were present only teachers. On 09/23/2020, CP received racial and violent threats in a text voice memo after a "horrific" ESE PLC meeting. Mrs. Mumey has referred to CP as an "angry black woman," would not allow her to take a lunch, gave her "unjust" reprimands for contacting the district when instructed to by other personal. Ms. Wood, Ms. Morales and Ms. Carter required CP to do more work than others on the ESE team and CP was retaliated against for filling a complaint with the SCPS district office by Mrs. Mumey. On 10/21/2020, CP requested ADA accommodations. CP states an investigation has been conducted and has concluded however, there are errors and discrepancies. Also, CP received two documents one which states there was hostile work environment and one that states there wasn't.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
	1-7-2021

ATTACHMENT 1040

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-002546

DATE ENTERED: 8/23/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/002546/21002546COD-082321-04425651.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

20212823 Victor

Date Stamp (FCHR Use Only)

FLORIDA COMMISSION ON HUMAN RELATIONS

2021 JAN 29 PM 12:35

A. PERSONAL INFORMATION		**FCHR No.**
Name Matalyn Johnson	**E-Mail Address** jmatalyn@yahoo.com	**Date of Birth** 06/26/67
Mailing Address -489 Friendship Drive	**Home Telephone Number (area code)** (407) 451-3943	
City, State, and Zip Code -Orlando, FL 32835	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name UCEDA School of Orlando OBT, Inc.	**Number of Employees** **15+**	**Telephone Number** (407) 270-6701
Street Address (Branch/Office in Florida) -12934 Deertrace Avenue, Suite B	**City, State and Zip Code** Orlando-FL, 32837 -	**County** Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) January 29, 2021

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act and/or the Americans with Disabilities Act as applicable for the following reason(s): I am an African-American woman and I am a member of a protected class. I have a disability regarding my speech. My disability has been certified by a medical professional.

I am both highly educated and highly experienced. While attending Florida A&M University, my major was in English and my minor was in Spanish. Currently, I'm employed teaching ESL classes for Orange County Public Schools (hereinafter "OCPS"). My teaching resume and experience goes back twenty (20) years. I applied for a position with the above named company for a teaching position I was qualified for. The job would have entailed me performing the same functions that I currently occupy for OCPS. I was not hired for the job despite my credentials and the employer continued to seek applicants with my qualifications.

I was referred to the job by Mr. Angel Rodriguez. At the time, he was occupying the position and his boss asked him for a referral. He knew me from working at an OCPS and knew my credentials. Mr. Rodriguez did not have any special certifications nor was he the best at pronunciation. Despite these limitations, he was hired for the position and was currently occupying it.

Mr. Ricardo Sanchez was the corporate representative who conducted the interview. The interview went well so, I thought I would be hired. Unfortunately, I was not. Mr. Sanchez sent a text message communication to Mr. Rodriguez that stated I was not hired due to my pronunciation. He also made reference to me not being Brazilian. These actions are a direct violation of the statute above. Mr. Sanchez and the above-named company discriminated against me for the above reasons and did not hire me for the position. UCEDA School of Orlando OBT, Inc. engaged in an unlawful discriminatory practice and I have suffered harm and damages because of it. Any stated reason by the employer for not hiring me is simply a pretext to cover for their discrimination.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

ATTACHMENT 1041

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-002719

DATE ENTERED: 9/9/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/002719/21002719COD-090921-12571505.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS 2019 NOV -5 AM 8:13

A. PERSONAL INFORMATION	**FCHR No. 202022105**
Name Ella Campbell	**E-Mail Address** mahoganymotivations@gmail.com
Mailing Address 948 Vineridge Run #212	**Home Telephone Number (area code)** +1 (407) 334-6997
City, State, and Zip Code Altamonte Springs, FL 32714	**Work (if possible to call you there)**

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Carrier Enterprise, LLC	**15+**	+1 (407) 532-7072
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
2000 Parks Oaks Ave	Orlando, FL 32808	Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) October 29, 2019

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

Complainant (CP), an African American female, began her employment with Respondent on 04/15/2015 and holds the position of Credit & Collections Analyst. CP is subjected to disparate treatment, retaliation, different terms and conditions of employment and is held to a different standard because of her race. CP performs the duties and responsibilities of her position in a satisfactory manner and has not been the subject of any disciplinary issues. CP states that she is not allowed to perform the duties described in her job description which is hindering her from growing and being promoted. CP believes she is being retaliated against by her Supervisor Jamie Jones for reporting and ultimately getting Jamie's friend terminated for using the N-word. CP states her co-worker Rebecca (Caucasian) is treated more favorably than her, even though they have the same title and duties. Rebecca does less work and is provided training and assistance while CP is denied training and assistance. CP is a Whistleblower and feels that Respondent is retaliating against her due to her filing a Whistleblower; Respondent was fined. CP states she has filed at least 2 complaints with Respondent; the first was addressed and however, the second one regarding Jamie prohibiting her for being able to advance in her job has yet to be addressed. CP states that the African American employees are treated differently than their similar situated counterparts who are of a different race. CP has voiced her concerns, but no remedial action has been taken to resolve the discriminatory practices by Respondent. Subsequently, as of Oct. 29th, CP has been terminated and believes that because of the timing, it is linked to the protected activity of which she participated. The reason CFO John Shamanis gave for the termination was insubordination for not responding to an email, while also admitting that he encouraged Supervisor Jamie Jones not to respond to CP's emails. There were no performance issues discussed. CFO John Shamanis conducted the termination without the backing of HR and complained that CP did not "fit in" with what he was implementing for CE Credit Dept. An intercompany complaint was filed on Sept. 26th, of which no investigation was launched.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

ATTACHMENT 1042

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-002912

DATE ENTERED: 9/22/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/002912/21002912COD-092221-04453403.PDF

PAGE(S): 1

Alicia Maxwell

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: [X] FEPA [ ] EEOC

Agency(ies) Charge No(s):

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2021 MAR -1 PM 12:40

Florida Commission on Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Mr. Terrell Williams	**(954) 817-2718**	**1974**

Street Address	City, State and ZIP Code
772 NE 162nd Street	**North Miami Beach, Florida 33162**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. *(Include Area Code)*
PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS	**500+**	**(561) 616-6888**

Street Address	City, State and ZIP Code
100 Australian Avenue, West Palm Beach, FL 33406	

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [X] COLOR [X] SEX [ ] RELIGION [X] NATIONAL ORIGIN

[ ] RETALIATION [ ] AGE [ ] DISABILITY [ ] GENETIC INFORMATION

[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
03-04-2019	**02-19-2020**

[ ] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

On numerous occasions I was subjected to harassment and discriminatory treatment by my employer under direction of Code Enforcement Director Santos-Alborná and most of the officers with the exception of myself and a handful of other African-Americans are or were either white or Hispanic. When I was rehired in March of 2019, I was not allowed to negotiate my starting salary despite exceeding the minimum qualifications for the Code Enforcement Officer position, however other individuals that were hired before and after my hiring were able to negotiate the starting salary. These individuals were mostly white or Hispanic. No explanation was given as to why others were allowed to negotiate, but I was not. While employed, I was denied the opportunity for paid training, however other White and Hispanic employees were allowed to attend the training under the guise of having seniority within the department. The paid training, specifically Legal Issues in Code Enforcement, I felt was necessary for my professional growth and future employment opportunities within the department. Under Director Santos-Alborná, his entire Senior Code Enforcement team from the date of his hiring up until my termination had Senior Code Enforcement Officers all of which were white, and while Santos-Alborná had several opportunities to diversify his Senior Code Enforcement Officer team, he did not. I was told that it was implied by Director Santos-Alborná he was "going to give me the rope to hang myself" and that he did not want me "to pass" the one year probationary period for the position. While I was employed, my supervisor was changed a total of 3 times, however other White or Hispanic employees did not undergo a change to another supervisor without a request to do so. I was counseled several times for allegedly violating work policies, and for several of these alleged violations I was not made aware of until my date of termination, however other individuals who allegedly violated these policies were not disciplined in the same manner as I was. In July 2019, I requested a transfer from the Department citing my uncomfortableness in regards to working under the direction of Code Enforcement Director Santos-Alborná. I was told there were no openings to transfer into, nor was I asked why I was uncomfortable or referred to Human Resources. On February 19, 2020 I was terminated using manufactured and alleged violations of departmental work policies as represented by Code Enforcement Director Santos-Alborná. I was not provided an opportunity for a rebuttal, or to voice my concern that it was more about my race, skin color, and national origin, rather than my job performance and training.

I believe that I was discriminated against due to my race (Black), Color (Black) and national origin (American) which is in violation of the Civil Rights Act of 1964 as amended, and Florida Civil Rights Act of 1992 as Amended

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

2/17/2021
Date

Charging Party Signature

ATTACHMENT 1043

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-002946

DATE ENTERED: 9/27/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/002946/21002946HDC-092721-0113131.PDF

PAGE(S): 2

Taylor Morrison of Florida, Inc.
c/o Nrai Services, Inc., Registered Agent
1200 South Pine Island Road
Plantation, FL 33324

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainant Andrea Simpson identifies herself as African American. Complaint sought to purchase a home from Taylor Morrison of Florida, Inc. in Broward, County Florida. Complainant belongs to a class of persons who the Fair Housing Act ("the Act") protects from unlawful discrimination because of race. The Complainant sought to purchase a home from Taylor Morrison of Florida, Inc. (Respondent Builder). Complainant's contacts were Respondent Jose Perez (Hispanic), Sales Manager, and Mayra Cuevas (Hispanic), Sales Agent.

According to Complainant, on July 4, 2020, she had a scheduled appointment for 11 am with Respondent Perez. The Complainant stated Respondent Perez told her to drive around the neighborhood while Respondent Perez was working with a Hispanic family. The Complainant stated she declined and chose to stay, and she overheard a conversation in which the Hispanic family was sold a home on lot #427. The Complainant noted the racial demographics of the community is Hispanic and Caucasian. The Complainant stated she had been approved for a home loan and inquired about purchasing a lot and was told by Respondent Perez that lot #427 was the last lot. The Complainant also alleged Respondent Perez stated the other six lots available were unsold and were not available for sale. The Complainant alleged Respondent Cuevas informed her that the lots were all reserved and she could not reserve a lot, and the waiting list no longer existed. The Complainant later returned to the lots and realized the lots were still unsold. The Complainant feels the Respondents did not want to sell her a home in the neighborhood because she is African American. The Complainant believes the Respondents collectively discriminated against her due to race in violation of the Act.

9. The most recent date on which the alleged discrimination occurred:

July 04, 2020, and is continuing.

10. Types of Federal Funding Identified: None

ATTACHMENT 1044

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-002970

DATE ENTERED: 9/29/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/002970/21002970COD-092921-11113319.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2021 FEB 24 AM 10:37

A. PERSONAL INFORMATION		FCHR No. 202128360 MS
Name Jamari J. Graham	**E-Mail Address** jgraham7413@gmail.com	**Date of Birth** November 13, 1996
Mailing Address 2221 17th Ave S	**Home Telephone Number (area code)** +1 (727) 709-0315	
City, State, and Zip Code St. Petersburg, FL 33712	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name St. Petersburg Police Department	**Number of Employees** 15+	**Telephone Number** +1 (727) 893-7780
Street Address (Branch/Office in Florida) 1301 First Avenue North	**City, State and Zip Code** St. Petersburg, FL 33705	**County** Pinellas

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) September 15, 2020

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

On 9/15/2020, I was two weeks away from graduating the Police Academy. I feel that I was treated differently because not only was I treated like an already convicted criminal, but there was no consideration present or future for my wellbeing. There was no investigation into the allegations, and it was assumed that I was guilty of the alleged charges. Upon being questioned by the Assistant Chief of Police, I informed him truthfully about my conduct at a conference. I was treated differently because I offered to show him evidence exonerating me, he refused. I offered to have him call the organizers, he refused. In my short time with the department, I witnessed officers and other cadets go through situations where they only received oral reprimands and not terminated immediately. For a few weeks in the Academy, I was the only African American male. The Assistant Chief told me "nothing I had done was illegal, unethical or immoral." A major who was with him stated, "imagine how this would look in the future..." She was insinuated the comments that I had allegedly stated in the self-defense seminar on how they would look in the future IF I was involved with anything. I know that had I been any other race, I would have received a warning or reprimand as I had witnessed in the past. During the meeting, it was alleged that I had ties to the Black Lives Matter organization, in which I don't. I knew that coming into Law Enforcement at a time that I did, that there would be lots of pressure from the African American community inside and outside the department. As I only had good intentions in applying for the position with the St. Petersburg Police Department and teaching the self-defense seminar, it was apparent that my intentions and goals of enriching the community did not matter. During my time with the St. Petersburg Police department, in any incident that I observed or witnessed had they ever reacted so strongly and negatively towards the subject, except for me, an African American male who was vilified in a room full of my comrades and friends, some of which cut their associations with me as a result of the Chief's statements.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Jamari J Graham DATE 2/23/21

ATTACHMENT 1045

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-002971

DATE ENTERED: 9/29/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/002971/21002971COD-092921-10443501.PDF

PAGE(S): 1,3

DocuSign Envelope ID: 880C3B37-EBE8-42CE-8068-C7FCE3CD60D4

202128814

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

[X] FEPA
[X] EEOC

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2021 MAR 18 PM 2:27

Florida Commission On Human Relations and EEOC

State or local Agency, if any

Name *(indicate Mr., Ms., Mrs.)*	Home Phone *(Incl. Area Code)*	Date of Birth
Mr. Elijah Benbow	(803) 727-0754	08/07/1973

Street Address: 5818 Dale Creek Ln, Riverview, FL 33578 — City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name	No. Employees, Members	Phone No. *(Include Area Code)*
Walmart Supercenter	15+	(813) 872-6992

Street Address: 1505 N Dale Mabry Hwy, Tampa, FL 33607 — City, State and ZIP Code

Name	No. Employees, Members	Phone No. *(Include Area Code)*

Street Address — City, State and ZIP Code

DISCRIMINATION BASED ON *(Check appropriate box(es).)*

[X] RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] NATIONAL ORIGIN
[X] RETALIATION [ ] AGE [X] DISABILITY [ ] GENETIC INFORMATION
[ ] OTHER *(Specify)*

DATE(S) DISCRIMINATION TOOK PLACE

Earliest	Latest
5/1/2020	12/21/2020

[X] CONTINUING ACTION

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s)):*

Statement of Harm: Walmart discriminated against me on the basis of my disability and race (African American).

Walmart also retaliated against me for utilizing protected medical leave. I utilized protected medical leave for my [redacted] disability intermittently. In 5/2020, Craig (Store Manager, Caucasian) and Kevin (Front End Assistant Manager, Caucasian) began working at my location. Immediately, they began to criticize and reprimand me about my protected medical leave use, stating that my attendance needed improvement despite the fact that my absences were disability related and covered by protected medical leave. They also began to reduce my hours.

In 7/2020, I reported my concerns of discrimination and lack of hours to the ethics hotline. In response, Paula (Assistant Manager) attempted to claim that I was not getting hours because I was not available to work Sundays and Mondays, which is when the store needed employees. However, my similarly situated, non-disabled, non-African American counterparts were permitted to not work Sundays and Mondays and were not being reprimanded or having their hours reduced. Additionally, I did not work Mondays in order to attend doctors' appointments. Thus, Walmart was reducing my hours out of discriminatory animus for my need for reasonable accommodations.

Continued on page 2

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

3/16/2021
Date

DocuSigned by:
Elijah Benbow
B8D5FBB3CFD3424...
Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

DocuSign Envelope ID: 880C3B37-EBE8-42CE-8068-C7FCE3CD60D4

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

[X] FEPA
[X] EEOC

Florida Commission On Human Relations and EEOC

State or local Agency, if any

THE PARTICULARS ARE *(If additional paper is needed, attach extra sheet(s))*:

Continued from page 2

A person with a disability is defined as:

1. A person with a physical or mental impairment that substantially limits one or more major life activities; or
2. A person with a record of such a physical or mental impairment; or
3. A person who is regarded as having such an impairment.

I qualify as a person with a disability as defined by one or more of the above.

Statement of Discrimination: I believe I have been discriminated against because of my disability in violation of Title I of the Americans with Disabilities Act of 1990 and race (African American) in violation of Title VII of the Civil Rights Act of 1964 and the Florida Civil Rights Act of 1992

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FLORIDA COMMISSION ON
HUMAN RELATIONS
2021 MAR 18 PM 2:28

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

3/16/2021
Date

DocuSigned by:
Elisha Benson
B8D5FBB3CFD3424...
Charging Party Signature

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(*month, day, year*)

ATTACHMENT 1046

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003040

DATE ENTERED: 10/5/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/003040/21003040M-100521-04213905.PDF

PAGE(S): 2

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2021 MAR -4 AM 8:50

TO: Florida Commission on Human Relations/ Discrimination Charge

Employee: Rhodora Yvette Flayou
2371 Aztec Dr W
Jacksonville, FL 32246

Employer: Sawgrass County Club
10034 Golf Club Dr
Ponte Vedra Beach, FL 32082

RE: Discriminatory charge based upon discrimination due to age, race, national origin, gender and disability due to a pattern of discriminatory actions including, but not limited to:

On or about April of 2016, I was injured when I fell down the stairs at the club. This was witnessed and reported to Manager Jared Miller who did not file a worker's compensation claim despite reporting it directly to him.

Managers Jared Miller, Charles Cook and Perry Kenney and Sawgrass Country Club ("hereinafter SCC) all had knowledge of my physical and medical disabilities due to, *inter alia*, a medical diagnosis as well as a back injury that was suffered while employed with SCC. Despite this knowledge I was denied leave, harassed with scheduling and other actions such as false write-ups concerning new employees wherein I was falsely accused of telling another employee to go home.

Another example includes denial of leave and disparate treatment on or about September 2017 when I requested to visit my newborn grand-daughter despite similar requests being granted to other employees. I also had to bring my sick and elderly mother back to the Philippines in 2018 and was harassed due to a flight issue even though other employees were allowed flexibility, understanding and compassion in similar or lesser circumstances. Sadly, my mother eventually passed away a few months ago.

On or about March 3, 2020 I was advised that I was being terminated for an alleged theft. I have been an employee of Sawgrass for over 30 years and dedicated my life to this organization. This is a false accusation aimed at terminating my employment without due cause based upon my age, race, national origin, gender and/or disability. I requested to see the videotape they claimed to have but I was never given the opportunity to view any alleged video or provide any context to any of these false accusations. I was only told to resign or I would be terminated. This was a pretextual attempt to violate my employment rights, defame my character and reputation, retaliate and end my life career due to discriminatory reasons. After I was terminated I also believe I was replaced with younger employee(s) and of the opposite gender. Before I was terminated, I was the only person of Filipino descent working in my position.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

Yvette Flayou

March 2, 2021

ATTACHMENT 1047

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003098

DATE ENTERED: 10/11/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/003098/21003098M-101221-04470582.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2021 MAR 18 PM 2:21

A. PERSONAL INFORMATION		**FCHR No. 202128425**	
Name Mr. Jeramery Bass		**E-Mail Address** Robert.Strickland@lawyer.com	**Date of Birth** March 31, 1988
Mailing Address 10215 N. Hyaleah Road		**Home Telephone Number (area code)** (727) 417-6574	
City, State, and Zip Code Tampa, FL 33617		**Work (if possible to call you there)** -	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Walmart	**(Restaurant, Club, Lodging)**	**Telephone Number** +1 (800) 527-0566	
Street Address (Florida location) 1510 N. Hubert Avenue	**City, State and Zip Code** Tampa, FL 33607	**County** Hillsborough	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☒ COLOR ☒ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAR STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)** December 11, 2020	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

On the above mentioned incident date, I legally entered Walmart located at 1510 N Hubert Ave., Tampa, Fl., 33607 to purchase a Playstation 5, "PS5". I asked the cashier of the electronics department for a PS5 and I notified the cashier that he would like to wait in line for a PS5. The cashier notified the client that the back manager completes the unloading of the trucks and that the back manager has knowledge of whether or not there are any PS5s available. I then sat in a chair provided by Walmart and waited peacefully to purchase a PS5.

Around 2:30pm, the presumed to be electronics floor manager, who appeared to be Hispanic asked to assist. I notified her that he was waiting for the PS5. This manager advised I that there were **"NO"** PS5s available. Around 3:00pm, the electronics floor manager came in conversational distance of myself and advised another Hispanic woman that I was waiting in line arbitrarily for the PS5. The manager also advised the Hispanic woman that there were no PS5s in the store for me to purchase and laughed at me for continuing to "waste time waiting", as said by the floor manager.

Around 4:00pm, I witnessed a white Walmart employee come from the back of the store with a PS5. I then stood up from his seated position because he assumed that the PS5 was for him, as he was the first patron in line. The white Walmart employee, then places his hand up and signals in a stop position to me, and said "no, no, no," to me. The white Walmart employee places the PS5 on the register in the electronics section for another Hispanic woman to purchase. The Hispanic woman was not in line prior to the arrival of myself, I was the first patron in line for a PS5 on the incident date. I then walk to the register and notified the employees that he was in line first and that he would like to know why the Hispanic woman was able to purchase a PS5 prior to him. The employees refused to address me and refused to provide me with a PS5. After the cashier completed the purchase of the PS5 for the Hispanic woman, the employee notified me that he has to go to the back of the store and that he will return.

I then returned to the front of the line to wait for an additional PS5. A few moments later, the Hispanic floor manager, addresses me and advised him again that there are no PS5s and that Walmart is not selling any PS5s on that day. The Hispanic floor manager, then goes to the back of the store and returns from the back with

ATTACHMENT 1048

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003226

DATE ENTERED: 10/21/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/003226/21003226COD-102121-05272455.PDF

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
2021 APR 14 PM 4:52

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		
Name Mary White	**FCHR No.** 202128955 **E-Mail Address** marywhite1970.mw@gmail.com	**Date of Birth** April 27, 1970
Mailing Address 6351 Judkins Drive	**Home Telephone Number (area code)** +1 (706) 304-6332	
City, State, and Zip Code Pensacola, FL 32504	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name De Luna Health and Rehabilitation Center	**Number of Employees** 15+	**Telephone Number** +1 (850) 430-0600
Street Address (Branch/Office in Florida) 9310 Fowler Avenue F	**City, State and Zip Code** Pensacola, FL 32534	**County** Escambia

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) March 28, 2021

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based on race (black). At De Luna Health and Rehabilitation Center (DLHR), black employees are treated differently than white employees. For example, on March 23, 2021, while I was charting at the nurse's station, supervisor Dee questioned why I was working there. White Supervisors Dee and Linda allow white CNAs to do whatever they want. This includes allowing them to sit at the nurse's station, use their phones, choose which days they have off, and are given the first choice at which shift they work. Black employees are not afforded these options. When it comes to the shift choices, we are always placed on the hardest floors. I have always worked on 5 Flag, while white employees on placed on Cave. In addition to this, black and white employees are scheduled to work on different weekend shifts. Another example of the difference in treatment includes being assigned 16 patients, while a white employee was given four (4).

On March 22, 2021, I have completed paperwork for bereavement pay under DLHR's bereavement leave policy. On March 30, 2021, when I called to ask about my bereavement pay, I was told by a white employee, Summer, that she had a similar situation in September 2020, but she was paid for her time out. As of now, I have not received my bereavement pay.

Due to the mistreatment at DLHR, two weeks after I was hired, I submitted my resignation letter. My attempt to quit was ignored by management. I submitted another resignation letter. This time, Supervisor Dee told me to avoid a call from HR, not to quit, but stay on as a PRN employee. At the direction of Supervisor Dee, around March 21, 2021, I requested to go PRN. My request to go PRN did not happen as supervisor Dee called me in to work until April 4, 2021. I am still on the schedule though I have expressed to DLHR management my intentions to quit.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

ATTACHMENT 1049

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003294

DATE ENTERED: 10/28/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/003294/21003294COD-110321-03471134.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2021 APR -2 AM 9:38

A. PERSONAL INFORMATION	**FCHR No. 202128588 MS**	
Name Rebecka Maignan	**E-Mail Address** rebeckamaignan@aol.com	**Date of Birth** January 19, 1991
Mailing Address 515 SW 8th Avenue	**Home Telephone Number (area code)** (561) 271-8223	
City, State, and Zip Code Delray Beach, FL 33444	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Palm Beach School District Police Department	**Number of Employees** **15+**	**Telephone Number** (561) 271-8223
Street Address (Branch/Office in Florida) 3300 Forest Hill Blvd	**City, State and Zip Code** West Palm Beach, FL 33406	**County** Palm Beach

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION	**(month, day, year)** 1-22-21

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I began my employment with Respondent as a Police Aide on March 2, 2020. I was later promoted to another position (Quartermaster). Captain Scopelitis decided to have me dismissed after I wrote a rebuttal to the evaluation, I received from him on January 7, 2021. In the rebuttal I told the department how he was treating me since I started working in that position.

Captain Scopelitis constantly talked down to me, shouted at me and stated that I don't have any rank when I attempt to give an opinion on issues. He would also state how young or inexperienced I am when it came to something we didn't agreed on. I was made to work in the back of the building by myself where there wasn't a decent workspace, and it was dirty, and a moldy room was next to where I worked. Captain Scopelitis was very passive aggressive towards me and he also had a lot of micro-aggression towards me. He talked down to me or he would speak over me when I was talking. He didn't do this to anyone else that I could observe. Captain Scopelitis was very rude in general but extra rude to me. Captain Scopelitis is an older white male and I'm a younger black female.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE** 4/1/21

ATTACHMENT 1050

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003466

DATE ENTERED: 11/15/2021

RACE: *non-black*

LINK: doah.state.fl.us/DocDoc/2021/003466/21003466NOD-111621-09304005.pdf

PAGE(S): 1

Ron DeSantis
Governor

State of Florida
Florida Commission on Human Relations
An Equal Opportunity Employer • Affirmative Action Employer
4075 Esplanade Way • Room 110 • Tallahassee, Florida 32399-7020
(850) 488-7082 / FAX: (850) 487-1007
http://fchr.state.fl.us
United in One Goal: Equal Opportunity and Mutual Respect

Mario Garza
Chair
Cheyanne Costilla
Executive Director

FCHR No. 202128956
EEOC No. 15D202100485

Harley Ricketson
6024 Seaboard Avenue
Jacksonville, FL 32244

COMPLAINANT

Salem Nationalease
c/o Vanessa Merced, HR Recruiter
4350 Idlewild Industrial Drive
Winston Salem, NC 27105

RESPONDENT

DETERMINATION: NO REASONABLE CAUSE

Complainant filed a complaint of discrimination with the Florida Commission on Human Relations (Commission) alleging that Respondent committed unlawful discrimination whereby Complainant was subjected to a hostile work environment and different terms and conditions of employment on the bases of his race (white) and age (62), and that he suffered retaliation in violation of the Florida Civil Rights Act of 1992. As required in Rule 60Y-5.004(1), Florida Administrative Code (F.A.C.), the Commission's Office of Employment Investigations completed an investigation of this matter, which is reported in the Investigative Memorandum. The Commission's Office of General Counsel reviewed all available evidence and the Investigative Memorandum, and made a recommendation to me, as Executive Director of the Commission, that it is unlikely that unlawful discrimination occurred in this matter.

Pursuant to the authority delegated to me in Rule 60Y-5.004(3), F.A.C., I accept the Office of General Counsel's recommendation and issue this Determination: No Reasonable Cause. Based upon this determination, the Clerk shall serve both the Determination and the attached Notice of Determination upon the parties.

Cheyanne Costilla

Cheyanne Costilla, Executive Director

Dated: Oct. 8, 2021

COMMISSIONERS

Monica Cepero *Fort Lauderdale*	**Libby Farmer** *Tallahassee*	**Mario Garza** *Chair* *Lakewood Ranch*	**Dawn Hanson** *Tallahassee*
Larry Hart *Fort Myers*	**Darrick McGhee** *Vice Chair* *Tallahassee*	**Kenyetta Mullins Moye** *Tallahassee*	**Vivian Myrtetus** *Miami*
Pamela Payne *Jacksonville*	**Jay Pichard** *Tallahassee*	**Angela Primiano** *Hollywood*	

ATTACHMENT 1051

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003556

DATE ENTERED: 11/22/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/003556/21003556M-112221-03032148.pdf

PAGE(S): 2

evenings during their stay – with no issues at all – Mr. Lynch became unusually concerned that Mr. Taylor and Mr. Malone (two African American men) were located near his personal vehicle, a white Trailblazer. This was confirmed by a review of the body cam recordings taken the police officers who reported to the 911 call placed by Mr. Lynch.

After approximately one hour of closely surveilling their car, Mr. Lynch (who was not wearing a hotel uniform or ID) approached the vehicle, confronted Mr. Taylor and Mr. Malone and demanded proof they were staying at the hotel. Mr. Taylor and Mr. Malone did not recognize him and reasonably refused to comply. Mr. Lynch later said he felt that he had been disrespected (he later told the police that "They're not gonna talk to me like that!"). Mr. Lynch immediately called 911 to report "two black men" trespassing in the parking lot, as confirmed by a review of the 911 recording.

Perry police officers arrived and promptly confirmed that Mr. Taylor and Mr. Malone were registered guests of the hotel. Mr. Lynch still insisted on having them evicted from the premises. The Perry Hampton Inn Guest Services/Front Office Manager, Jaimie Lynch (Mr. Lynch's sister), was eventually called and told the police to evict Mr. Taylor and Mr. Malone and to have them criminally trespassed, even after it was confirmed that they were registered guests of the hotel.

After handcuffing Mr. Taylor and Mr. Malone, the police informed them that the hotel had a right to refuse service to anyone and ordered them to leave the premises. The body cam footage shows that the police officers sympathized with Mr. Taylor and Mr. Malone, agreeing that the Hampton Inn management was unfairly singling them out. The officers went so far as to encourage Mr. Taylor and Mr. Malone to report the incident to the corporate office. Notably, the police officers can be heard on the body cam recordings discussing previous issues involving the Night Manager, Mr. Lynch. The body cam footage also shows that Mr. Lynch confused the identities of the two gentlemen because, as he stated, they both "looked alike," even though Mr. Taylor is bald and Mr. Malone has long hair/braids and they do not look alike. Ultimately, Mr. Taylor and Mr. Malone were forced to return to their rooms to gather their belongings (while the police were waiting for them in the lobby), vacate the property, and book rooms at another hotel in the area late at night.

After being retained, the undersigned contacted the owners of Capital Florida Management LLC, Janki Mehta and Reepal Mehta, to discuss the incident but they never responded. The Guest Services/Front Office Manager, Ms. Lynch, did return a phone call during which she justified Mr. Lynch's conduct by explaining that the hotel has a problem with "homeless people" in the parking lot and with "local people" coming to the parking lot and loitering in their cars.

III. RACIAL PROFILING/DISCRIMINATION

The Florida Civil Rights Act and the federal Civil Rights Act of 1964 both make it illegal to discriminate on the basis of race in public accommodations such as hotels. This is a quintessential case of unlawful racial profiling/discrimination. The Night Manager made an assumption – based solely on race – that Mr. Taylor and Mr. Malone did not belong on the premises and that they were a threat to break into his personal vehicle in the parking lot. Hotel management had no problem whatsoever with White guests engaging in the exact same conduct as Mr. Taylor

E T.

ATTACHMENT 1052

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003609

DATE ENTERED: 11/30/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/003609/21003609COD-113021-11070552.pdf

PAGE(S): 1

Lana

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2021 APR 26 PM 1:15

A. PERSONAL INFORMATION		FCHR No. 202128983
Name Delroy Edwards	**E-Mail Address** snipestmp@yahoo.com	**Date of Birth** November 23, 1962
Mailing Address 3305 Spiller Avenue	**Home Telephone Number (area code)** (813) 621-1791	
City, State, and Zip Code Tampa, FL 33619	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Kinder Morgan	**Number of Employees**	**Telephone Number** +1 (813) 248-1146
Street Address (Branch/Office in Florida) 4310 Pendola Point Road	**City, State and Zip Code** Tampa, FL 33619	**County** Hillsborough

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☒ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) March 03, 2021

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based on race (black), national origin (Jamaican), and sex (male). During the month of February 2021, Kinder Morgan had issues with the bagging machines which required maintenance. On February 22, 2021, when I arrived at work, the machine not working. The bagging machine has had an issue in the past, but my supervisor showed me how to use a screwdriver to fix the problem. On this day, Jimmy, a white employee, was the one who used the screwdriver to attempt to fix the machine. When that did not work, I went and got an electrician. On February 26, 2021, it was said that someone had broken the machine. I was home from March 1 – 4, 2021. On March 4, 2021, I called my supervisor and he said I could come to work. On March 5, 2021, I completed a safety meeting. On this same day, I was terminated from by position due to the issues with the bagging machine. I was the only black employee fired for bag machine issue. There were other white employees worked on the machine, including using a screwdriver, and were not fired.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
Delroy A Edwards	4-18-21

ATTACHMENT 1053

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003693

DATE ENTERED: 12/8/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/003693/21003693HDC-120921-10460152.pdf

PAGE(S): 2

Community Housing Partners Corporation
c/o B&C Corporate Services of Central Florida, Inc., Registered Agent
390 North Orange Avenue, Suite 1400
Orlando, FL 32801

Vicki Burk, Property Manager
c/o Parkside Garden Apartments
Community Housing Partners Corporation
621 NW 2nd Street
Ocala, FL 34475

8. The following is a brief and concise statement of the facts regarding the alleged violation:

Complainant Shamer Robertson identified herself as a African American who rents a unit at Parkside Garden Apartments located at 621 NW 2nd Street, Unit 305 in Ocala, FL (Marion County). Complainant belongs to a class of persons whom the Fair Housing Act (the Act) protects from unlawful discrimination because of race. The subject property is owned by Respondent Community Housing Partners Corporation of Florida and managed by Respondent Community Housing Partners Corporation, through Respondent Vicki Burk, Property Manager.

According to the Complainant, on or about November 19, 2020, she reported her Hispanic neighbors for excessive noise. Complainant alleges Respondent Burk completely ignored her complaint. Complainant alleges on December 11, 2020, she reported the same neighbors for egging her vehicle. Complainant alleges Respondent Burk again refused to acknowledge or address her concern. Complainant stated she believes her complaints were ignored by Respondent Burk and she was subjected to continuous harassment based on race. Complainant stated both Respondent Burk and the neighbors she complained about are Hispanic. Complainant alleges Respondent Burk has a history of ignoring complaints against Hispanic tenants and allowing Hispanic tenants to break community rules, while holding non-Hispanic tenants to strict standards. Complainant stated the same neighbors continue to violate community noise policies with not action from Respondent Burk. Complainant believes the Respondents are discriminating against her based on race in violation of the Act.

9. The most recent date on which the alleged discrimination occurred:

December 11, 2020, and is continuing.

Imported, Signed and Shared by OP.Sign
Last update: 26 Mar 2021, by Guest

ATTACHMENT 1054

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003783

DATE ENTERED: 12/14/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/003783/21003783COD-121521-090920.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2021 MAY 13 PM 12:46

A. PERSONAL INFORMATION	**FCHR No.** 202129462 **MS**	
Name Whitney Grant	**E-Mail Address** wgrant422@gmail.com	**Date of Birth** April 22, 1989
Mailing Address 1220 Windward Drive	**Home Telephone Number (area code)** -	
City, State, and Zip Code Apopka, FL 32703	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
City of Apopka, Florida	15+	+1 (407) 703-1700
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
120 E. Main Street	Apopka, FL 32703	Orange

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I filed a previous complaint (202127353) with the Florida Commission on Human Relations with the allegations of age and race discrimination. Since the filing of that complaint, I have endured multiple acts of retaliation. Examples of these incidents include being locked out of systems so that I can no longer access my work; no longer having the same access that I once had to complete my job duties. I also sent emails stating that I felt I was being retaliated against and I did not receive a response to my emails.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT **DATE**

5-12-21

ATTACHMENT 1055

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003794

DATE ENTERED: 12/15/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/003794/21003794HDC-121521-04311829.pdf

PAGE(S): 1

May 19, 2021

Amended Housing Discrimination Complaint

Case Number: 202128578

1. Complainants:

Kelvin Jones
6321 Lenawee Street Apt D1
Callaway, FL 32404

Bertha Jones
6321 Lenawee Street Apt D1
Callaway, FL 32404

2. Complainant Representatives:

3. Other Aggrieved Parties:

Jacori C Wilson

Minor Child

4. The following is alleged to have occurred or is about to occur:

- Discriminatory terms, conditions, privileges, or services and facilities
- Failure to permit reasonable modification

5. The alleged violation occurred because of:

- Race
- Handicap

6. Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):

6321 Lenawee Street Apt D1
Callaway, FL 32404

ATTACHMENT 1056

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003839

DATE ENTERED: 12/22/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/003839/21003839COD-122221-01380256.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

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2021 JUN 21 AM 10: 33

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		FCHR No. 202129317
Name Ronald David Jones	**E-Mail Address** r_d_jones@live.com	**Date of Birth** July 18, 1958
Mailing Address 1821 Mckelvy St	**Home Telephone Number (area code)** +1 (850) 364-0209	
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
The School Board of Gadsden County	15+	+1 (850) 627-9651
Street Address (Branch/Office in Florida) 35 MLK Jr. Blvd	**City, State and Zip Code** Quincy, FL 32351	**County** Gadsden

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) Ongoing

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based on my race (Black), Sex (male), Sexual Orientation (straight) and age (over 40). I also believe I am being retaliated against for filing a Whistle Blower complaint and an Employment Discrimination Complaint with the Florida Commission on Human Relations, Federal Court, and Governor's Office. They don't hire heterosexual males and males over the age of 40.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Ronald David Jones **DATE** 06-21-2021

ATTACHMENT 1057

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 21-003868

DATE ENTERED: 12/28/2021

RACE: black

LINK: doah.state.fl.us/DocDoc/2021/003868/21003868COD-122921-11290264.pdf

PAGE(S): 1,3

20212/2017 Victor

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
FLORIDA COMMISSION ON HUMAN RELATIONS
2021 MAY 24 PM 4:46

A. PERSONAL INFORMATION		FCHR No.
Name Basirah Connor	E-Mail Address Basirahconnor1@gmail.com	Date of Birth - 3/9/82
Mailing Address - 698 NE 1st Ave. Apt. 908		Home Telephone Number (area code) - 646 204 6059
City, State, and Zip Code - Miami, FL 33132		Work (if possible to call you there)

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	Number of Employees	Telephone Number
STARBUCKS CORPORATION	> 15	-
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
- 2401 Utah Ave. S., MS: S-LA1, Suite 800	Seattle, WA 98134	-

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year) January 2019 - June 14, 2020

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

- - - Claimant refers to to her detailed statement attached hereto - - -

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	DATE
B. Connor	4/29/2021

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HUMAN RELATIONS
2021 MAY 24 PM 4:47

The name and address of the business against whom the charge is made is:

Starbucks Corporation
2401 Utah Ave. S.
MS: S-LA1
Suite 800
Seattle, WA 98134

The specific location where Ms. Connor initially worked is:

6320 Biscayne Blvd.
Miami, FL 33138.

The exact number of employees at the above entity is unknown, but upon information and belief, there are more than the statutory minimum.
A **Statement of Facts** is as follows: Upon information and belief, Claimant alleges as follows:

STATEMENT OF FACTS

1. Claimant Bashirah Connor (hereinafter referred to as "Claimant" and/or "Connor") is seeking damages and redress for the injuries she suffered as a result of being discriminated against by her employer on the basis of sexual harassment and retaliation.
2. Claimant is a bi-sexual adult African-American woman.
3. At all times material, Claimant is and was an employee of Respondent, Starbucks Coffee Company/ Starbucks Corporation (hereinafter "Respondent" and/or "Starbucks").
4. Respondent Starbucks is a business entity authorized to do business in the State of Florida. It is a Foreign For-Profit Corporation, based out of Seattle, Washington, but (for purposes of this claim) doing business in Miami, Florida.
5. On or about November 18, 2019, Claimant began working for Respondent as a Barista, in Long Island, New York. Claimant was initially offered the role of a Store Manager but opted to serve as a Barista instead, allowing her to split her focus with her education.

ATTACHMENT 1058

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 22-000016

DATE ENTERED: 1/4/2022

RACE: black

LINK: doah.state.fl.us/DocDoc/2022/000016/22000016ECD-010422-10564695.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2021 JUN 14 AM 9:00

A. PERSONAL INFORMATION		**FCHR No. 202129443**
Name Lauren Alexis Mitchell	**E-Mail Address** laumitchell92@gmail.com	**Date of Birth** 02/01/1992
Mailing Address 495 Mercury Ave. SE Apt. 205	**Home Telephone Number (area code)** -	
City, State, and Zip Code Palm Bay, FL 32909	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Aerotek	**15+**	+1 (321) 775-4123
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
27 E Hibiscus Blvd.	Melbourne, FL 32901	-

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) May 03, 2021

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

On 05/03/2021, Complainant (CP) came into work not knowing if she was sick or if it was her allergies. CP warned everyone and had a mask on, they told her to continue to work. CP left early after realizing that she was in fact ill. CP went to get a Covid test immediately and about an hour after that she had reported her results. CP was terminated, the reason given, was "poor judgement for going into work sick and the position wasn't a good fit." On 05/04, CP requested a written explanation of her termination but did not receive one. On 05/10, the reason for her termination was changed. Respondent stated that she signed a contract in which she had to report sickness to her recruiter however, no documentation was provided, and she could not find that information on any of the e-document she had. After CP requested to speak to someone higher in Management the Recruiter stated that she would not be considering CP for any further positions, CP believes this to be in retaliation. CP was discriminated against for her reporting to Respondent that she tested positive for Covid-19.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Lauren Mitchell **DATE** 6/9/21

ATTACHMENT 1059

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 22-000340

DATE ENTERED: 2/2/2022

RACE: black

LINK: doah.state.fl.us/DocDoc/2022/000340/22000340COD-020222-11255796.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

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2021 JUL -7 PM 1:40

Date Stamp (FCHR Use Only)

EMPLOYMENT COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION	**FCHR No. 202129846 MS**	
Name Lastarsha Shardae Taylor	**E-Mail Address** dineromoney86@gamil.com	**Date of Birth** November 06, 1986
Mailing Address 3324 Ave. Q NW Unit A	**Home Telephone Number (area code)** +1 (863) 247-4997	
City, State, and Zip Code Winter Haven, FL 33881	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Charter Communications	**Number of Employees** **15**	**Telephone Number** +1 (888) 406-7063
Street Address (Branch/Office in Florida) 1004 US 92 W	**City, State and Zip Code** Auburndale, FL 33881	**County** Polk

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	**(month, day, year)** April 01, 2021

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was discriminated against by individuals in my workplace and I feel as though I was singled out, targeted and penalized for having health issues and for taking FMLA. I was not allowed to work from home although work from home on a permanent basis although it was available, and my doctor completed all of the necessary forms. Pam Brown (Human Resources) told me to be mindful that work from home would be ending soon and that even though I had a health condition, it wasn't severe enough to work from home. I was also told that I was a distraction in the workplace because of my hair color and there was no hair color policy enforced at the time. Christina told me that I was lucky that I had a job at spectrum, because Disney world would not allow me to wear the length of nails I had on. On another occasion, I was told that the colors in my head was put in wrong. I was separated from the company while I was out of the office; I was not on a final warning. Pamela stated that they assumed I was not returning to work and they released me.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Lastarsha Taylor	06/30/2021

ATTACHMENT 1060

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 22-000365

DATE ENTERED: 2/4/2022

RACE: black

LINK: doah.state.fl.us/DocDoc/2022/000365/22000365M-020422-10465722.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 2021 JUL 20 AM 8:52

PUBLIC ACCOMMODATION COMPLAINT OF DISCRIMINATION

A. PERSONAL INFORMATION		**FCHR No. 202130010**	
Name Derrick Blassingame		**E-Mail Address** derrickblassingame@gmail.com	**Date of Birth** 06/10/1986
Mailing Address PO BOX 19224		**Home Telephone Number (area code)** **** (513) 908-8876	
City, State, and Zip Code Cincinnati, OH 45219		**Work (if possible to call you there)** ****	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Scottish Inn	**(Restaurant, Club, Lodging)**	**Telephone Number** +1 (904) 396-2301	
Street Address (Florida location) 2300 Phillips Hwy	**City, State and Zip Code** Jacksonville, FL 32207	**County** Duval	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ **RACE** ☐ **COLOR** ☐ **SEX** ☐ **HANDICAP** ☐ **RELIGION** ☒ **NATIONAL ORIGIN** ☐ **FAMILIAR STATUS**		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** **(month, day, year)** June 24, 2021	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

Complainant (CP), an African American Male visited Respondent on 06/24/2021, and was refused service because of his race. The front desk Manage called CP a "ni**er" as he attempted to confirm his reservation, he made through Priceline.com. The Front Desk Manager claimed CP needed to check out of the hotel and check back in at 3:00 PM.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT Derrick D. Blassingame

DATE 07/20/2021

ATTACHMENT 1061

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 22-000436

DATE ENTERED: 2/10/2022

RACE: black

LINK: doah.state.fl.us/DocDoc/2022/000436/22000436COD-021022-02240057.pdf

PAGE(S): 1

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FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
2021 JUL 29 PM 1:31

A. PERSONAL INFORMATION	**FCHR No.** 202230157 MS	
Name Chatorya Whitehurst	**E-Mail Address** torya595@gmail.com	**Date of Birth** August 12, 1982
Mailing Address 96534 Starfish Drive	**Home Telephone Number (area code)** +1 (757) 632-5256	
City, State, and Zip Code Yulee, FL 32097	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Micah's Place	**Number of Employees** 15+	**Telephone Number** +1 (904) 225-9979
Street Address (Branch/Office in Florida) 47634 State Road 200	**City, State and Zip Code** Fernandina Beach, FL 32097	**County** Nassau

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	(month, day, year) April 15, 2021

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was discriminated against because of my race. I began my employment with Respondent on July 25, 2017. My most recent position title was Shelter Advocate. Throughout my time there I was written up for the smallest things. I was never given a chance to explain my side of the story, it was automatically assumed that I was guilty. During a training session with a coworker and our return to the office, my coworker was questioned about me and my boyfriend. One question she was asked was did I or my boyfriend see the credit card? My coworker did not tell me about the incident until she was leaving the agency for fear that I would have said something, and she did not want to get involved. I was called a "nigger" by participants who have stayed in the shelter. The only response I received from the Executive Director was that she had been called worse. There was never any compassion for anything dealing with race. For four years I was made to work every weekend while I saw my white co-workers quit, comeback and still got better schedules. On April 15, 2021, I was terminated from employment. However, I was waiting on exemption papers, and I was not supposed to be at work after April 7, 2021. I was disqualified from work after a background check, and I had to complete the exemption process. Taylor Riffey and Heather Jones told me I could still come to work; I just couldn't be by myself. Three days later, I was fired.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Chatorya Whitehurst	7/29/21

ATTACHMENT 1062

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 22-000437

DATE ENTERED: 2/10/2022

RACE: black

LINK: doah.state.fl.us/DocDoc/2022/000437/22000437COD-021022-02275621.pdf

PAGE(S): 1

FLORIDA COMMISSION ON HUMAN RELATIONS

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EMPLOYMENT COMPLAINT OF DISCRIMINATION

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2021 JUL 21 PM 3:25

A. PERSONAL INFORMATION		**FCHR No. 202128990 MS**
Name Kevin Cruz	**E-Mail Address** kevinrcruz89@gmail.com	**Date of Birth** **** 8/30/1989
Mailing Address 121 SW 4th Avenue	**Home Telephone Number (area code)** +1 (954) 455-1683 (954) 228-4698	
City, State, and Zip Code Hallandale, FL 33009	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)

Name	**Number of Employees**	**Telephone Number**
Amazon	**15+**	+1 (888) 892-7180
Street Address (Branch/Office in Florida)	**City, State and Zip Code**	**County**
1900 NW 132nd Place	Doral, FL 33172	Miami-Dade

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☐ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) March 24, 2021

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I was discriminated on the basis of my disability and (Race) being black. When I went to my workplace to update medical documentation relating to my COVID leave. I was told "get the f*ck out", "nobody wants you here", "don't touch me". The police were called, management (Jeff Grant) grabbed my documents and hid them behind his back, then told the officer that I was trespassing". I asked one question "why are you treating me this way". Office Soto Cabellero replied "you need clearance". I replied, "I do, they just took my documents". They continued to state, "he's trespassing, he's falsifying documents." The purpose of my visit to the site was to provide my updated medical information to my team. My healthcare provider has not cleared me to return to work until 70 percent of the workforce have been vaccinated.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Kevin Cruz	7/21/2021
Kevin R. Cruz	7/21/21

ATTACHMENT 1063

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 22-000603

DATE ENTERED: 2/24/2022

RACE: black

LINK: doah.state.fl.us/DocDoc/2022/000603/22000603ECD-022422-02531681.pdf

PAGE(S): 1

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4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION	**FCHR No. 202230483**	
Name Ronald David Jones	**E-Mail Address** r_d_jones@live.com	**Date of Birth** July 18, 1958
Mailing Address 1821 Mckelvy St	**Home Telephone Number (area code)** +1 (850) 364-0209	
City, State, and Zip Code Quincy, FL 32351	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name The School Board of Gadsden County	**Number of Employees** 15+	**Telephone Number** +1 (850) 627-9651
Street Address (Branch/Office in Florida) 35 MLK Jr. Blvd	**City, State and Zip Code** Quincy, FL 32351	**County** Gadsden

C.CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)
☒ RACE ☐ COLOR ☒ SEX ☒ RELIGION ☐ DISABILITY/HANDICAP
☐ NATIONAL ORIGIN ☒ AGE ☐ MARITAL STATUS ☒ RETALIATION

DATE MOST RECENT DISCRIMINATION TOOK PLACE
(month, day, year) July 08, 2021

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I believe I have been discriminated against based on my race (Black), Sex (male), Sexual Orientation (heterosexual), Age (over 40) and Religion (African Hebrew-Israelite). I also believe I am being retaliated against for filing a Whistle Blower complaint and an employment discrimination complaint with the Florida Commission on Human Relations, Federal Court, and Governor's Office. I have been working within the Gadsden County School system since January 2008 as a substitute teacher and have teaching experience. On July 8, 2021, I applied for several Social Science Teaching positions at Gadsden Elementary Magnet School but was never offered an interview by Principal Allysun Davis.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT Ronald David Jones **DATE** 8-10-21

ATTACHMENT 1064

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 22-000820

DATE ENTERED: 3/16/2022

RACE: black

LINK: doah.state.fl.us/DocDoc/2022/000820/22000820M-031622-03552234.pdf

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2021 SEP 24 AM 8:58

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Room 110, Tallahassee, Florida 32399

Date Stamp (FCHR Use Only)

A. PERSONAL INFORMATION		**FCHR No. 202230775**	
Name Joseph Parrott		**E-Mail Address** parrottej@gmail.com	**Date of Birth** 12/17/1962
Mailing Address 1437 Delmar Street		**Home Telephone Number (area code)** +1 (770) 305-9608	
City, State, and Zip Code Jacksonville, FL 32205		**Work (if possible to call you there)** ****	
B. List the public lodging, private club and/or public food service facility that discriminated against you.			
Name Homewood Suites By Hilton	**(Restaurant, Club, Lodging)**	**Telephone Number** +1 (904) 396-6888	
Street Address (Florida location) 1201 King Avenue	**City, State and Zip Code** Jacksonville, FL 32207	**County** Duval	
C. CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) ☒ RACE ☐ COLOR ☐ SEX ☐ HANDICAP ☐ RELIGION ☐ NATIONAL ORIGIN ☐ FAMILIAR STATUS		**DATE MOST RECENT DISCRIMINATION TOOK PLACE** (month, day, year) July 21, 2021	

D. DISCRIMINATION STATEMENT

I believe I have been discriminated against pursuant to Florida Statute, Chapter 509/760 for the following reason(s):

Complainant (CP), an African American Male was subjected to discrimination and harassment because of his race. CP and his family checked into Respondent on 07/21/2021, Manager Michelle Collingsworth has racially profiled CP's wife, CP and other black guest. Ms. Collingsworth constantly singles CP and his family out in front of guests as well as staff informing them that their card on file declined authorization when in fact CP deposited money daily to ensure that there were funds available. The harassment began on or around 07/26 and continued. Ms. Collingsworth was asked to not embarrass CP and his family in front of others however, she continued. CP had asked Ms. Collingsworth if she was racist towards "black people", she denied it. Ms. Collingsworth asked CP if he wanted to speak to the General Manager (GM), and he replied that he did. CP spoke with GM Andres who apologized for their experience and stated he would speak with Ms. Collinsworth. CP has spent almost a month at Respondent's establishment and has witness Ms. Collinsworth offend many "black guests" as well as staff.

(Statement added by the CP)

On Sunday September 15th the manager Michelle embarrassed CP and his wife in front of guess and staff, threaten to put them out of the hotel for not paying the bill. Michelle continued to argue with them saying she wants her money or CP, and his family would need to leave immediately. Even after they showed her the bank statement and the receipt from ATM machine that over $1,500 was in the account. That did not matter to Michelle. Michelle called the room and CP missed the call on the hotel phone. Then Michelle decided to call the cell phone and tell CP's daughter that their account was past due harassing them. To this day she has not apologized or anything and the general manager Andreas continues to take up for her.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Joseph Parrott	9/23/2021

ATTACHMENT 1065

TRIBUNAL: Division of Administrative Hearings (FL)

CASE NO: 22-000971

DATE ENTERED: 3/29/2022

RACE: black

LINK: doah.state.fl.us/DocDoc/2022/000971/22000971COD-032922-0156243.pdf

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EMPLOYMENT COMPLAINT OF DISCRIMINATION

Date Stamp (FCHR Use Only)
2021 AUG 27

A. PERSONAL INFORMATION	**FCHR No. 202129876 MS**	
Name Walter Johnson	**E-Mail Address** wjhnsn76@gmail.com	**Date of Birth** July 23, 1956
Mailing Address 1159 Creek Wood Circle	**Home Telephone Number (area code)** (407) 731-7623	
City, State, and Zip Code St. Cloud, FL 34772	**Work (if possible to call you there)**	

B. BUSINESS INFORMATION (employer, labor organization, employment or government agency, etc.)		
Name Corserva	**Number of Employees** **15**	**Telephone Number** (407) 871-3882
Street Address (Branch/Office in Florida) 100 Technology Drive	**City, State and Zip Code** Trumbull, CT 06611	**County** -

C. CAUSE OF DISCRIMINATION BASED ON – Check appropriate box(es)	**DATE MOST RECENT DISCRIMINATION TOOK PLACE (month, day, year)**
☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ DISABILITY/HANDICAP ☐ NATIONAL ORIGIN ☐ AGE ☐ MARITAL STATUS ☒ RETALIATION	October 10, 2020

D. DISCRIMINATION STATEMENT:

I believe I have been discriminated against pursuant to Chapter 760 of the Florida Civil Rights Act, and/or Title VII of the Federal Civil Rights Act, and/or the Age Discrimination in Employment Act, and/or the Americans with Disabilities Act as applicable for the following reason(s):

I am an African American. I was discriminated against because of my race. I began my employment with Respondent on June 30, 2015. During the pandemic all of my co-workers (Caucasian) that called in or complained about not feeling well, were allowed to miss multiple days off and some were even sent home. I called to inform my supervisor that I was not feeling well and would be going home. At that time, he told me it was my call. When I returned to work on my next scheduled workday, I was informed that I was terminated. I was following CDC guidelines as well as company policy the was posted on every door of the facility. I also had days that were available to take off.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

E. VERIFICATION. Under penalties of perjury, I declare that I have read the foregoing complaint of discrimination and that the facts stated in it are true. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my complaint in accordance with their procedures.

SIGNATURE OF COMPLAINANT	**DATE**
Walter Johnson	25 Aug 2021