

01-2328

FLORIDA COMMISSION ON HUMAN RELATIONS

5 John Knox Road, Suite 240, Building
Tallahassee, Florida, 32399-1570

RECEIVED
08-30-96
9-16-96

CHARGE OF DISCRIMINATION		HUMAN RELATIONS	FCHR No. 1967B
Name (Indicate Mr., Ms., or Mrs.) Mrs. Diana V. Morales		1996 JUN 26 PM 2:28	Telephone No. (area code) (407) 299-6356 AM 8:52
Street Address 4610 Middlebrook Road/Apt. A		Home DIVISION OF ADMINISTRATIVE HEARINGS	
City, State, and Zip Code Orlando, Florida 32811		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 Joe Blasco Cosmetics	No. of Employees D 501+ Employees	Telephone No. (area code) (407) 363-7070
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Street Address 7340 Greenbriar Parkway	City, State and Zip Code Orlando, Florida 32819	County Orange
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CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year)
<input type="checkbox"/> RACE	<input type="checkbox"/> COLOR	5/10/95
<input checked="" type="checkbox"/> NATIONAL ORIGIN	<input checked="" type="checkbox"/> SEX	
<input type="checkbox"/> AGE	<input type="checkbox"/> RELIGION	
<input type="checkbox"/> MARITAL STATUS	<input type="checkbox"/> RETALIATION	

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. PERSONAL HARM:
On May 10, 1995, I was discharged. In May, 1995, I was sexually harassed while in my position as a Lab Assistant. I had worked for my former employer since October, 1993.

II. RESPONDENT'S REASON FOR PERSONAL HARM:
Per a letter received from Kenneth Larsen, Laboratory Manager, I was informed on May 10, 1995, that the information provided them from the U.S. Immigration and Naturalization Service regarding my residency was grounds for my dismissal. No reasons were given for the sexual harassment.

III. DISCRIMINATION STATEMENT:
I believe that I have been discriminated against in violation of the 1992 Florida Civil Rights Act as amended because of my Sex/Female, National Origin/Hispanic (Guatemalan), and my Disability by discharge and sexual harassment for the following reasons:

- 1) Upon my hire in October, 1993, my employer was made aware that my work visa, etc, was falsified; but, they hired me anyway. On March 15, 1994, I obtained a legitimate work visa and alien resident card.
- 2) From October, 1993, until May, 1995, I was subjected to unwanted sexual remarks, innuendoes and touching my Juan Jose DeLeone, (Male).
- 3) On several occasions, these incidents were reported to management; but, nothing was done.
- 4) On April 11, 1995, I became disabled due to an on-the-job injury. I have been diagnosed with a disability. I feel that the reason for my discharge was a pretext due to the complaints of sexual harassment and my disability.

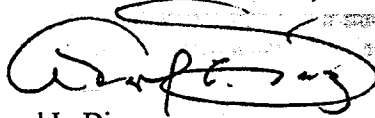
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT: *D. Morales*
DATE: **4-1-96**

NOTARY - (Required for Filing)
SUBSCRIBED AND CORRECTED IN PRESENCE OF ME
Betty Jean Jones
BETTY JEAN JONES
COMMISSION NUMBER
CC495275
MY COMMISSION EXP.
SEPT 13, 1999
1st OF April 1996

I Diana Morales wish to make known that what I am about to write is true. When I started to work for the company, the managers abused me. First of all, I informed management of the abuse by the packing supervisor(manager) and no believed me. I reported it to Teresa, the secretary, to Sally the assistant accountant, and the General Manager, Ken Larsen. I informed them that Juan José (Tony) had abused me. He had touched my breasts in the area where everything is put away, like a storage. I informed management and the answer they gave me was that I provoked him. He harassed me during my pregnancy, I reported it, (informed management), and they never ended it. This happened in the same company that I injured my finger on a pressure machine cleaning the oil off of it. I had several stitches and I was on disability (workers compensation). Then I injured my back because I lifted a can of hot wax. When I reported it, I was told that it did not happen there. I then asked a lawyer to assist me, then I was given medical attention. However, I was not treated well after all of this (happened). I was discharged with the excuse that I went to work there I was using immigration documents that were not mine, when they knew I went to Miami to request a work permit and it was granted (given to me). Yes, it is true I did work with documents that were not mine, they were false. However, I did request my real documents and these were changed and are authentic and I worked under my real name and a real work permit.

TRANSLATED TO THE BEST OF MY ABILITY, AUGUST 12, 1999



Angel L. Diaz
Inv. Spec. II

STATE OF _____

NAME VS _____

CITY/COUNTY OF _____

CASE NUMBER _____

FILED

AFFIDAVIT

00 JUL 24 AM 8:52

I, Liana Morales being first duly sworn upon my oath affirm and hereby say:
(Name)

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 Agency policy.

I am 25 years of age, my gender is F and my racial identity is Hispanic
(sex) (race)

I reside at 4610 Middlebrook Rd # A
(Number/Street)

City of Orlando, County of _____

State of FL, Zip Code 32811

My telephone number is (including area code) (407) 299-6356.

My statement concerns Soc Riasco
(Name of Union/Company/Agency)

located at 7340 Greenbriar Parkway
(Number/Street)

in Orlando FL 32811
(City) (State) (Zip)

My job classification is (if applicable) LAB assistant
(job title)

My immediate supervisor is (if applicable) Ken Larson
(Name) (job title)

Yo yo Liana Morales ago constar que lo que a continuacion voy ha escribir es la verdad, cuando yo enpece a trabajar en la compania, abusaron de mi los manager en primer lugar reporte abuso de parte del manger del departamento de empaque y no me creieron. lo reporte con Teresa secretaria, con Sally asistente de contabilidad, y con la manager de contabilidad, y con el manager general Ken Larsen. Les comuniqué que Juan Sosa (soni)

D.M. Page 1 of 3
(initials)

AFFIDAVIT (cont.)

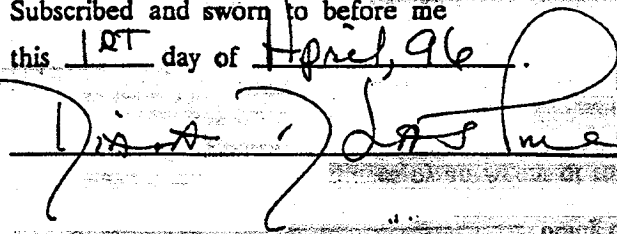
me abia abusado, me abia tocado los pechos en el salon donde se guarda Todo, como un storage lo reporte y la respuesta que me dieron fue que yo lo probocaba, me molesto todos los meses de mi embarazo yo lo reporte y nunca le pusieron un FIN,

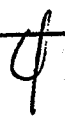
me sucedio en la misma compania que me preñe el dedo en una maquina de precision por limpiarle un liquido de aceite. me pusieron puntos. y estube en desabilita, y despues me golpie la espalda por levantar una cubeta de Guax, caliente. y cuando lo reporte me dijeron que no habia sido alli entonces, pedi ayuda a un abogado para que me ayudara a que me dieran atencion medica. y asi fue como me ayudaron. Pero me trataban muy

I have read and had an opportunity to correct this Affidavit consisting of _____ handwritten typed pages and swear that these facts are true and correct to the best of my knowledge and belief.



Subscribed and sworn to before me
this 12th day of April, 96





STATE OF _____
CITY/COUNTY OF _____

NAME VS _____
NUMBER _____

AFFIDAVIT (cont.)

mal despues de todo lo que sucedio
y me despidieron de mi trabajo
con la excusa de que cuando entre
a trabajar alli, entre con papeles de migra-
cion que no eran mios. cuando ellos
sabian que yo abia hido a miami
a solicitar permiso de trabajo y si
me lo dieron. Si es cierto que entre
a trabajar con papeles de migracion que
no eran mios. eran falsas, pero despues
que solicite los papeles mios yo los
cambia y trabaje con mi real nombre
y mi real permiso de trabajo.

I have read and had an opportunity to correct this Affidavit consisting of _____ handwritten
typed pages and swear that these facts are true and correct to the best of my knowledge and belief.

[Signature]

Subscribed and sworn to before me
this 1st day of April 1996.



DIANA R. LAWREN
COMMISSION # CC 487701
EXPIRES AUG 10, 1996
BONDED THRU
ATLANTIC BONDING CO., INC

FDL # M642-178-71-592



FLORIDA
DIANA VERONICA MORALES
4518 W. HUNTERBROOK ROAD
MIAMI, FL 33141-0000
03-27-96
01-31-1995
MIAMI 178-71-592-01
03-12-2001
03-22-1995