

SSN 261-45-4018 D.O.B 10-21-57

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FLORIDA COMMISSION ON HUMAN RELATIONS
325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32399-1570

FILED

CHARGE OF DISCRIMINATION		FCHR No. 900 8331
Name (Indicate Mr., Ms., or Mrs.) Mrs. Pamela Hatcher		Telephone No. (area code) 904-482-4290
Street Address 3695 Hwy 90 W.		Home 904-482-4290
City, State, and Zip Code Marianna, Florida 32446		Work (if possible to call you there) None

RECEIVED

SEP 11 1996

Florida Commission on Human Relations

DIVISION OF ADMINISTRATIVE HEARINGS

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Sunland Center/State of Florida HRS	No. of Employees	Telephone No. (area code) 904-482-9200
Street Address 3700 Williams Drive	City, State and Zip Code Marianna, Florida 32446	County Jackson

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> HANDICAP <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> AGE <input type="checkbox"/> MARITAL STATUS <input type="checkbox"/> RETALIATION	DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 08/26/96
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THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s))

I Personal Harm (SEE ATTACHED SHEET)

On August 27, 1996, I was denied hiring to the position of Centrix Operator. I had applied for the position on August 6, 1996.

II: Respondent's Reason for Adverse Action

Mr. Roland Fears, Personnel Tech, stated that I was denied employment because I had received a bad reference from one of my previous employers.

III: Discrimination Statement:

I believe that I have been discriminated against due to me sex, female and handicap, back impairment, for the following reasons:

1. I have over three years experience as an Operator. Yet, I was denied the position and a lesser qualified male, Mr. Ryals Baxter, who has just one year experience was hired.
2. The bad reference Mr. Fears mentioned was an ex-employer from three years ago who terminated my employment when I complained about eight thousand dollars he owed my husband. Mr. Fears was made aware of this situation, yet ignored that I other employers after the one that gave me reference, that praised my work.


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.	NOTARY-- (Required for Filing) SUBSCRIBED AND SWORN TO before me this 11th day of September 1996 MY COMMISSION # CC552482 EXPIRES May 2, 2000 BONDED THRU TROY FAIN INSURANCE, INC.
SIGNATURE OF COMPLAINANT Pamela Hatcher	DATE 09-11-96
NOTARY SIGNATURE John Albert Burnett	

Discrimination Statement Continued:

- I feel that had I been male that I would have been hired for the position that I applied for. I feel that the reference issue was pretextual to deny me employment in favor of a lesser qualified male.

James Halcher
09-11-96 H326 668 57 881 0

John Albert Burnett
John Albert Burnett
 John Albert Burnett
MY COMMISSION # CC552482 EXPIRES
May 2, 2000
BONDED THRU TROY FAIN INSURANCE, INC.