

FLORIDA COMMISSION ON HUMAN RELATIONS
 325 Jean Knox Road, Suite 240, Building
 Tallahassee, Florida 32303-4149

01-394

FILED

CHARGE OF DISCRIMINATION		FCHR No.	
Name (Indicate Mr., Ms., or Mrs.) MR. Matthew T. Hester		Social Security Number 479-08-3934	Date of Birth 10-01-75
Street Address 188 Riverbeach DR.		Home Telephone Number (area code) 904-672-4754	
City, State, and Zip Code Ormond Beach FL 32176		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 S.R. Perrott, Inc. / Marty Pauze	No. of Employees 15+ Approx. 100	Telephone No. (area code) 904-672-2275
Street Address 305 W Granada Blvd	City, State, and Zip Code Ormond Beach FL 32174	County Volusia

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 <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> HANDICAP <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> AGE <input type="checkbox"/> MARITAL STATUS <input type="checkbox"/> RETALIATION	Approx. April, 1998

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

I. PERSONAL HARM:

II. RESPONDENT'S REASON FOR PERSONAL HARM:

III. DISCRIMINATION STATEMENT: Attached is a list of examples of harassment that I endured while employed by S.R. Perrott, Inc. This harassment occurred on a daily basis until Marty Pauze was placed on a 90 day probationary period after admitting to the harassment.

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 FLORIDA COMMISSION ON
 HUMAN RELATIONS
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I 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: 8-24-98

NOTARY- (Required for Filing)
 SUBSCRIBED AND SWORN TO BEFORE ME
Pauline E. Grimes

PAULINE E. GRIMES
 MY COMMISSION # CC 593461
 EXPIRES: October 14, 2000
 Bonded Thru Notary Public Underwriters

INCIDENTS OF HARASSMENT

1. DURING RACE WEEK AT HOOTERS WE (myself and Marty Parze) were eating and the waitress asked me what I wanted, I didn't pay attention to her, because I was looking at another waitress, Marty said 'what are you looking at her for,' then he looked at the waitress and said 'he's gay'.
2. I came to work Feb. 17 1998 and I had a hickey on my neck and Marty introduced me to a new employee, Tim White, with the comment 'I hope he was worth it.'
3. Marty placed a gay publication on my desk one morning and when I got to work he said 'your magazine you left here is out on your desk'
4. When I would refill the coffee pot on a daily basis, I would be subjected to homosexual comments such as 'they'd love you at the barracks'; 'one day, you'll come out of the closet'; etc...

Exhibit "A"

5. During an employee event - 'family fun day' I brought a friend of mine - Alan Mashaw and Marty said 'oh, I finally get to meet your boyfriend'

6. One Friday, panday, my brother went to pick up my check because I was sick and Marty said 'I know how you Hester boys are, packing fudge'

7. On a daily basis I would be introduced to other employees, such as Karen Straight, as being gay. Also on a daily basis I would be subjected to comments like 'look at that ass' and 'they would love you at the barracks' on one occasion at the bar Southern during a promotion in which they were raffling off a Rusty Wallace go-cart Marty introduced me to his wife as being gay.

Marty always told me that I should go to the barracks 'and come out' meaning come out of the closet.