

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

00-3106

FILED  
 DIVISION OF  
 ADMINISTRATIVE  
 HEARINGS

**CHARGE OF DISCRIMINATION**

FCHR No. 98-3268 D. Davis

Name (Indicate Mr., Ms., or Mrs.)  
 Joseph Farris

00 JUL 31 AM 9:09

Social Security Number Date of Birth

Street Address  
 3010 Panama Drive

Home Telephone Number (area code)  
 850/455-2295

City, State, and Zip Code  
 Pensacola, FL 32526

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  
 Advanced Elastomer Systems, L.P.

No. of Employees  
 15+

Telephone No. (area code)  
 850/968-3900

Street Address  
 604 Chemstrand Rd.

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) 11/11/97

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

**I. PERSONAL HARM:**

On November 11, 1997, I was terminated from my position as Technician Operator. Prior to my termination I was denied promotions and subjected to harassment.

**II. RESPONDENT'S REASON FOR PERSONAL HARM:**

My employer stated I was below the expected level on my peer evaluation.

**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. My supervisor Charlie Brown treated Whites more favorably and allowed them to transfer to other positions when they weren't meeting standards or did nothing at all.
2. From the time I was hired I was harassed and accused of things I did not do such as, being coached before my interview because I did to well for a Black person.
3. I was denied promotions that I was well qualified for, but White were not denied promotions.

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.

NOTARY- (Required for Filing)  
 SUBSCRIBED AND SWORN TO BEFORE ME

SIGNATURE OF COMPLAINANT

*Joseph n Farris*

DATE

10/21/98

*James W. Everidge Jr.*

James W. Everidge Jr.  
 Notary Public, State of Florida  
 My Comm. Expires Jan 10, 2000  
 Comm. No. CC 522443

21<sup>st</sup> OF October, 19 98

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 COMM. ON HUMAN RELATIONS