

CHARGE OF DISCRIMINATION

118-3075

AGENCY CHARGE NUMBER

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

FEPA
 EEOC

150992487

Florida Comm. on Human Relations **FILED** and EEOC
State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.) 02 SEP 23 PM 2:08 TELEPHONE (Include Area Code)

Mr. Doug Noe (407) 574-9279

STREET ADDRESS CITY, STATE AND ZIP CODE DATE OF BIRTH

1003 DeCarlo Drive, Deltona, FL 32725 **ADMINISTRATIVE HEARINGS** 06/19/1947

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)

Bellsouth Cat A (15-100) (404) 249-4020

STREET ADDRESS CITY, STATE AND ZIP CODE COUNTY

Suite 2000, 1155 Peachtree St. N.E., Atlanta, GA 30309 121

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

04/01/1998 03/29/1999

CONTINUING ACTION

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

I. I am 51 years old. The Respondent is subjecting me to a racially hostile working environment.

II. I am currently employed by the Respondent as an Area Manager and the supervision of Ronnie Wright (WM), General Manager. In March 1998 the office had a Manager's meeting in St. Petersburg, Fl and my wife accompanied me. She is a dark-skinned Spanish lady. Shortly thereafter, my Supervisor, Ronnie Wright, started making racial comments about my wife and other Black people. The comments included, but were not limited to, the following: "blacks are Jungle Bunnies", "blacks are worthless", "black people are the wrong types of people." He stated that the reason why my co-worker, Lee Severin was so black was that he had "shit coming through his skin". He asked me to refrain from bringing my wife to office functions because of the color of her skin. In retaliation, he refuses to pay me for my overtime and "Duty Manager time". Dave Perez, Area Manager who is younger than I am, gets paid for working overtime and on-call.

III. 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 of 1967.

Heath A. Denoncourt
HEATH A. DENONCOURT

99 APR 24 PM 3:59
 RECEIVED
 FLORIDA COMMISSION ON
 HUMAN RELATIONS

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 - (with necessary State and local Requirements)

Notary Public, State of Florida
My comm. exp. Feb. 25, 2003

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.

SIGNATURE OF COMPLAINANT

Doug Noe

Doug Noe

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)

Date 4-9-99 Charging Party (Signature)