

02-1006

CHARGE OF DISCRIMINATION

FILED

ENTER CHARGE NUMBER

FEPA
 EEOC

99V2083

This form is affected by the Privacy Act of 1974; see Privacy Act Statement on reverse before completing

02 MAR 13 AM 9:02

The Florida Commission on Human Relations

and EEOC

NAME (Indicate Mr., Ms., or Mrs.)

Margarito Mendoza

ADMINISTRATIVE HEARINGS

HOME TELEPHONE NO. (Include Area Code)
(904) 693-2015

STREET ADDRESS

7067 Queen of Hearts Court

CITY, STATE AND ZIP CODE

Jacksonville, FL 32210

DATE OF BIRTH

6-9-66

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

Quincy's Restaurant, Inc.

NO. OF EMPLOYEES/MEMBERS

15 plus

TELEPHONE NUMBER (Include Area Code)

(904) 786-6429

STREET ADDRESS

489 Peachtree N.E.

CITY, STATE AND ZIP CODE

Atlanta, Georgia

COUNTY

NAME

Advantica Restaurant Group, Inc.

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

203 East Main St., P-11-5

CITY, STATE AND ZIP CODE

Spartanburgh, S.C. 29319

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY OTHER (Specify)

DATE OF DISCRIMINATION TOOK PLACE
EARLIEST LATEST
8/4/98

CONTINUING ACTION

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

I worked for the Respondents' Quincy's Family Steakhouse Restaurant on Normandy Boulevard in Jacksonville, Florida as a cook from on or about 1990 until I was terminated on August 4 of 1998. During my employment, I was harassed based on my race and national origin (Mexican). My co-worker, Willie Muller, for example, would try to provoke a fight with me. During my employment, I was referred to as "Wetback," "spick" and sarcastic comments were made such as "don't squeeze the Taco."

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There was also an incident in which Mr. Muller became angry since he heard me speaking Spanish, and he threatened to beat my "ass." Shortly after this incident in which Willie Muller tried to provoke a fight with me, I was informed of my termination by General Manager, David Hause. Mr. Hause, General Manager, indicated to me that he valued me as an employee, but told me that the decision was made by the "big boss" apparently referring to Area Manager, Richard Taylor. Mr. Hause told me that Mr. Taylor did not want me to come back into the restaurant, and that he does not wish to hear my story.

The Defendant's articulated reason for my termination is mere pretext for discrimination based on race and national origin. Moreover, I would not have been terminated or harassed but for my race and national origin. I seek the full relief that I am entitled to under the law.

I also 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 - (When necessary for State and Local Requirements)

Margarito Mendoza 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. Mar

I declare under penalty or perjury that the foregoing is true and correct.

Date 7/20/99

Margarito Mendoza
Charging Party (Signature)

SIGNATURE OF COMPLAINANT

Margarito Mendoza - M532-556-66-209-D

Ronda J. D. Card (6/9/99)

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

Jean B. Hebert 7/20/99

OFFICIAL NOTARY SEAL
JEAN B HEBERT
NOTARY PUBLIC STATE OF FLORIDA
COMMISSION NO. CC586543
MY COMMISSION EXP. OCT. 1, 2000