

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

00-4428

07 OCT 2001 3:27 PM

CHARGE OF DISCRIMINATION

FCHR No. 2001391 PM

MAY 5 AM 11:09

Name (Indicate Mr., Ms., or Mrs.)
 Ms. Pamela D. Tisdale

Social Security Number: 591-34-2778
 Date of Birth: 12/18/66

Street Address
 1555 Delancy Drive

Home Telephone Number (area code)
 (850) 893-1986

City, State, and Zip Code
 Tallahassee, Florida 32308

Work (if possible to call you there)
 (850) 576-7145 ext 129

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

Name
 Tallahassee Leon Shelter

No. of Employees
 15+

Telephone No. (area code)

Street Address
 W. Tennessee Street

City, State, and Zip Code
 Tallahassee, FL 32315

County
 Leon

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) 12/6/99

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

I. Personal Harm: I was employed by the Tallahassee Leon Shelter from May 5, 1998 until I was discharged from my position as senior counselor on December 6, 1999.

II. Respondent's reason for Personal Harm: I was told that my staff and I were no longer needed.

III. Discrimination Statement: I believe I was discriminated against because of my *Gender-Female*, which is a violation of the Florida Statute 760.10 and Title VII of the Federal Civil Rights Act of 1992 as amended, for the following reason(s):

1. I was discharged from my position abruptly after Mr. McElby told me, "Pam I no longer need you and your staff. I thought Kristy was religious, but I didn't know you were." (Kristy was on my staff and Mr. McElby did not like her having her Bible with her.)
2. I read an article in the newspaper about the shelter. Mr. McElby said in that article that he dismissed the staff because of funding. This did not seem true and was never voiced to the staff or included in the memo when we were discharged. Mr. McElby then hired a man who was homeless and staying at the shelter to replace me, instead of allowing me or one of the ladies on staff to remain. My position required me to work with the women at the center. It was inappropriate to hire a man to spend the night as the Live-in manager for the women and teenage girls section. I believe my position was taken and given to a man because Mr. McElby feels men are superior to women.

(PLEASE SEE ATTACHED FOR ADDITIONAL INFO)

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.

Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT

Pamela D. Tisdale

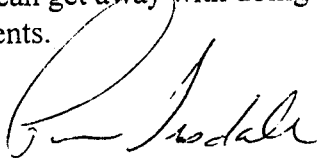
DATE

5/5/01

On December 6, 1999, I proceeded to work as usually. I enter the Women center at 5:00pm. I unlocked the door with my key and entered. When I entered I found Mel Elby, the Director and a White male in the front room. I spoke and went on doing what I normally do when I come in. The front room had been rearranged from the way the staff had it set up. I didn't ask any questions. I began to prepare for opening as usually. Five minutes later Mel Elby, comes in the back area where I was placing candy canes on the table and stated " Pam I no longer need you and your staff. I thought Kristi was religious, but I didn't know you were." Pam stated, " Excuse me I love the Lord." He replied I do too. I asked him why he was terminated my staff and I. He replied again, I no longer need your staff and you. I asked why? He said nothing, then I asked who will be here with the residents. He " stated I have a man from next door who will be the Live-in-manager." I then asked why would you place a man from next door over here with women and teenage girls. He said nothing. Mel Elby, then stated Pam I will pay you for this period plus two weeks pay. He left and about 15 minutes later Sarah, his assistant comes and ask me if I was going to call my staff and tell them they were not needed any more. I told Sarah I would not be calling anyone because he needed to tell them why he was terminating them. I was given a Memorandum and check 30 minutes after I was there from Sarah. The Memorandum read as follow: Effectively immediately, we are discontinuing all hourly rate employees at the Women center. Enclosed you will find a check for payment of hours worked this pay period, plus two weeks pay in lieu of notice. Thank you for your service.

I feel this was unfair and discriminatory against my staff and I. He had no reason at all for terminated the entire staff. I believe he doesn't like women, because he feels inferior of women. We have had three Directors to resign on the account of Mel Elby. Reading the article in the paper about the shelter. Mel Elby, States he cut the staff because of funding. If that was true he didn't voice that to me nor was it written in my memorandum that was given that day. If it were a cut back why would he hire another person from next door instead of allowing one of the staff members from the Women Center stay and work?

I feel an investigation should take place to see actually what Mel Elby is doing. If he can get away with doing this to staff members no wonder what is happening to the residents.



Pamela Tisdale