

FLORIDA COMMISSION ON HUMAN RELATIONS

32 John Knox Road, Suite 240, Building
Tallahassee, Florida 32303-4149

02-1112

AMENDED CHARGE OF DISCRIMINATION		FCHR No. 2002001	J. Moran
Name (Indicate Mr., Ms., or Mrs.) Robert Cummings		Social Security # 377-54-3486	Date of Birth 8/26/50
Street Address 1019 Colonnade Avenue SE		Home Telephone Number (area code) 407/728-4439	
City, State, and Zip Code Palm Bay, FL 32909		Work (if possible to call you there)	

03 JUN -7 PM 2:25

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

Name Rockwell Collins Inc.	No. of Employees 15+	Telephone No. 407/768-7120
Street Address 1100 West Hibiscus Boulevard	City, State, and Zip Code Melbourne, FL 32901	County Brevard

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> DISABILITY <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> AGE <input type="checkbox"/> MARITAL STATUS <input type="checkbox"/> RETALIATION	DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 3/23/00
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THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:
Effective March 23, 2000, I was terminated from my position with Respondent.

II. Respondent's Reasons for Personal Harm:
I was told that I used the Internet after being instructed not to.

III. Discrimination Statement:
I believe I have been discriminated against because of Race - Black, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I was the only Black employee on site. To the best of my knowledge, I was also the only employee who was not allowed to use the Internet during breaks for personal reasons. Other employees were allowed access to the Internet without restriction. As far as I know, White employees were also allowed to deviate from the predetermined Lunch schedule without reprimand.
2. I was employed with Respondent for 4 years without receiving a promotion. I was told this was because I needed experience in 3 areas. However, I have experience in 5 areas. Newly hired White employees with less experience than myself were hired at higher levels.
3. On March 17, 2000, I was taken to Personnel and suspended because of an accusation that I was using the Internet excessively. I was discharged shortly thereafter.

02
MAY 20 AM 9:16
ADMINISTRATIVE SERVICES

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: *Robert P. Cummings* DATE: *6/5/00*