

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

02-4316

CHARGE OF DISCRIMINATION

FCHR No. 2001721 Amended DG

Name (Indicate Mr., Ms., or Mrs.)
 John Wesley May

Social Security Number
 151-54-2697

Date of Birth
 04-28-59

Street Address
 4275 31st Avenue

Home Telephone Number (area code)
 561-564-9924

City, State, and Zip Code
 Vero Beach, Florida 32967

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 Disney Vero Beach Resort

No. of Employees
 15+

Telephone No. (area code)
 561-234-2000

Street Address
 9250 Island Grove Terrace

City, State, and Zip Code
 Vero Beach, Florida 32963

County
 Indian River

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) 05/04/99

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

I. PERSONAL HARM:

I was terminated from my employment in the Maintenance Department on 5/4/99.

II. RESPONDENT'S REASON FOR PERSONAL HARM:

The reason given was I was sleeping in a public place.

III. DISCRIMINATION STATEMENT :

I believe I have been discriminated against because of my race and sex 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. I was promised permanent employment by Disney after my ninety day probation period. On 02/16/99 my probation ended, I inquired about my status, both Kathy Marshall and Angela Gangor, my immediate supervisors assured me I was doing a good job and would be hired. During and following my probation Disney hired several white employees for second shift who received permanent status from their date of hire. On 3/18/99 my brother Clarence May was terminated from Disney in my department, which required me to work overtime, from 3/19/99 until my termination date.

2. At times I would nap on my one hour dinner break, in the east side breakroom. My co-worker would occasionally do the same. Dinner break would vary on a nightly basis depending on the accessibility and condition of the kitchen area. Rumors of third shift begin to circulate.

3. On the nights of 5/2/99-5/4/99, Ms. Tobass (a white co-worker) and I took dinner break in her van, which was parked in a non-congested public area, as directed by security. I parked my truck in the same area before, no one ever advise me that it was off limits. On May 4, 1999 dinner break was to cover a period from 3:15 to 4:15 a.m., Ms. Tobass brought an alarm clock, the clock was set for 4:15 at exactly 4:06 a.m. supervisor Robert Anderson and two security guards Elmer and Irv, approached and ordered us out of the van. He stated he that he looked through the front window and saw us both sleeping, a fact I did not dispute because I was on break. He stated I was being suspended pending further notice for sleeping in a public area on company time. I assured Mr. Anderson that break was over at 4:15 and Ms. Tobass showed him the alarm clock. She advised him that supervisor Angela Gangor stated dinner naps were acceptable since we are on our on time.

4. The next morning I was notified by Interim Personnel that I was fired for sleeping on the job. Ms. Tobass (white co-worker) was given her job back at Disney.

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

John W. May 3rd DATE *6-26-00*

00 JUN 29 PM 2:53