

FLORIDA COMMISSION ON HUMAN RELATIONS

325 South Knox Road, Suite 240, Building 7
Tallahassee, Florida 32303-4149

02-4318

CHARGE OF DISCRIMINATION		FCHR No. <u>2100083</u> J. Moran	
Name (Indicate Mr., Ms., or Mrs.) Evant O. Gilliam, Sr.		Social Security # 264-94-1258	Date of Birth 8/12/51
Street Address 226 White Drive		Home Telephone Number 850/576-9081	
City, State, and Zip Code Tallahassee FL 32304		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 Department of Community Affairs	No. of Employees 15+	Telephone No. (area code) 850/922-2289
Street Address 555 Shumard Oak Boulevard	City, State, and Zip Code Tallahassee FL 32304	County Leon

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) 09/14/00
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THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. Personal Harm:
On September 14, 2000, I was notified that I will be terminated from my position as a System Programmer I.

II. Respondent's Reasons for Personal Harm:
I was told I was being discharged because of the state reduction plan.

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 and Title VII of the Federal Civil Rights Act for the following reasons;

I was in the process of completing my probationary period when I was informed of my impending discharge. Although the reason given for my termination was the state reduction plan, my position will still be open once I am done. I know of at least 2 other white employees who had completed their probationary period a few weeks earlier and were not terminated.

I am the only black technician. Five other (white) employees are in Career Service positions which were recommended to be cut, but they will not be let go until June 2001 if at all. My position has also been recommended for termination, but this has not happened yet. Instead, I am being terminated effective October 9, 2000 (which is also the date that my probation ends). This is also in violation of the Information Technology Agreement between Respondent and the State Technology Office which prohibits Respondent from making any personnel transactions.

My supervisor was pleased with my performance.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

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	DATE
<i>Evant O. Gilliam, Sr.</i>	10/9/00

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