

CHARGE OF DISCRIMINATION

AGENCY

CHARGE NUMBER

FEPA
 EEOC

151A10181

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

Florida Commission on Human Rel. and EEOC
State or local Agency, if any

FILED

01-2591

NAME (Indicate Mr., Ms., Mrs.) Ms. Donna J. Kay HOME TELEPHONE (Include Area Code) 01 JUL -2 PM 2:09(863) 297-5122

STREET ADDRESS 1533 Ave. G N. E., Winter Haven, FL 33881 CITY, STATE AND ZIP CODE FL 33881 DATE OF BIRTH 09/22/1953

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 Polk Cnty Board Of Cnty Commission NUMBER OF EMPLOYEES, MEMBERS Cat D (501 +) TELEPHONE (Include Area Code) (941) 534-4360

STREET ADDRESS Dept Of Human Services, 1290 Golfview Avenue, Bartow, FL 33830 CITY, STATE AND ZIP CODE FL 33830 COUNTY 105

NAME _____ TELEPHONE NUMBER (Include Area Code) _____

STREET ADDRESS _____ CITY, STATE AND ZIP CODE _____ COUNTY _____

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

RACE COLOR SEX RELIGION NATIONAL ORIGIN

RETALIATION AGE DISABILITY OTHER (Specify) _____

DATE DISCRIMINATION TOOK PLACE
EARLIEST 11/16/1999 LATEST 11/16/1999

CONTINUING ACTION

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

I. On November 16, 1999, I submitted a response regarding an internal EEO complaint filed against me for alleged race discrimination. On January 5, 2000, I received a written reprimand because of my response. Since that time, I have been subjected to derogatory comments and threats against my job. I have been employed since October 19, 1989.

II. Ann Darby, Division Director, indicated in the written reprimand that my response challenged the EEO investigator. Ms. Darby has made it clear that it is her job to intergrate the department and that I will know all about slavery.

III. I believe that I have been discriminated against due to my race, white, and retaliated against for participating in an internal EEO investigation regarding race discrimination, in violation of Title VII of the Civil Rights Act of 1964, as amended.

I 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)

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

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.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Month, day and year)

10/26/00 Donna Kay
Date Charging Party (Signature)

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Florida Commission on Human Relations
325 John Knox Road
Bldg. F, Room 240
Tallahassee, FL 32399

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
00 NOV 20 PM 1:21
01 JUL -2 PM 2:09

DATE 11/03/2000
EEOC CHARGE 151A10181
FEPA CHARGE

DIVISION OF ADMINISTRATIVE HEARINGS



SUBJECT: CHARGE TRANSMITTAL

Kay, Donna J (Charging Party) v. Polk Cnty Board Of Cnty Commission (Respondent)

Transmitted herewith is a charge of employment discrimination initially received by the:

EEOC _____ on 10/26/2000 (Date of Receipt)
(Name of FEPA)

Pursuant to the worksharing agreement, this charge is to be initially investigated by the EEOC.

Pursuant to the worksharing agreement, this charge is to be initially investigated by the FEPA.

The worksharing agreement does not determine which agency is to initially investigate the charge.

EEOC requests a waiver

FEPA waives

No waiver requested

FEPA will investigate the charge initially

Please complete the bottom portion of this form to acknowledge receipt of the charge and, where appropriate, to indicate whether the Agency will initially investigate the charge.

TYPED NAME OF EEOC OR FEPA DIRECTOR: Manuel Zurita
SIGNATURE: *Manuel Zurita*

Kay, Donna J (Charging Party) v. Polk Cnty Board Of Cnty Commission (Respondent)

To whom it may concern:

This will acknowledge receipt of the referenced charge and indicate this Agency's intention to initially investigate the charge

This will acknowledge receipt of the referenced charge and indicate this Agency's intention not to initially investigate the charge

This will acknowledge receipt of the referenced charge and request a waiver of initial investigation by the receiving agency.

This will acknowledge receipt of the referenced charge and indicate this agency's intention to dismiss/close/not docket the charge for the following reason:

TYPED NAME OF EEOC OR FEPA DIRECTOR: Derick Daniel
SIGNATURE: *Derick Daniel*

TO: EEOC - Tampa Area Office
501 East Polk Street
Room 1020
Tampa, Florida 33602

DATE _____
EEOC CHARGE 151A10181
FEPA CHARGE _____