

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

AMENDED CHARGE OF DISCRIMINATION RECEIVED HUMAN RELATIONS 03		FCHR No. 2003247 J. Moran
Name (Indicate Mr., Ms., or Mrs.) Shandra Banks		Social Security # 00 OCT 27 PM 3:52 03-2101 DIVISION ADMINISTRATIVE HEARINGS
Street Address 3257 Mound Drive		Date of Birth 5/30/71
City, State, and Zip Code Tallahassee FL 32308		Home Telephone Number 850/422-1431 668-092
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 Leon County Board of County Commissioners	No. of Employees 15+	Telephone No. (area code) 850/488-7222
Street Address 301 S. Monroe Street	City, State, and Zip Code Tallahassee FL 32301	County Leon

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" 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 checked="" type="checkbox"/> RETALIATION	DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 4/21/00
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**THE PARTICULARS ARE** (If additional space is needed, attach extra sheet(s):

**I. Personal Harm:**

On April 21, 2000, I was constructively discharged (forced to resign) from my position as a Fiscal Assistant.

**II. Respondent's Reasons for Personal Harm:**

I was told by my supervisor that school was the reason for the decrease in my performance.

**III. Discrimination Statement:**

I believe I have been discriminated against because of my Sex - Female, Race - Black and Retaliation which is in violation of Chapter 760 of the Florida Civil Rights Act for the following reasons;

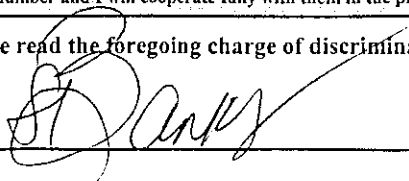
1. Between March 1998 and December 1999, I was the only female working in the Pretrial Release Office. During this time frame I was subjected to degrading comments regarding women. For example, comments were made to clients about my weight, and references were made about cooking and cleaning. I was verbally disciplined in front of staff. Male employees were not disciplined in this manner.
2. I was given a poor performance evaluation. My supervisor conducted the evaluation in the parking garage. My written evaluation had a negative rating, and I was not given a chance to respond. To my knowledge no other employee received their evaluation in a parking garage. The reason given for my poor rating was because I am in school. However, a white male (Jim Gilhooley) and female employee (Melissa Nunick) are also in school and both received outstanding ratings. Ms. Nunick was actually banned from her work place because, among other things, she cursed out a superior officer. She was transferred to our office but allowed to maintain her position. Mr. Gilhooley has missed work without reporting in more than once.
3. Shortly after complaining about the differential treatment, I began to experience several forms of retaliation. For instance, I was asked to stop parking in front of the building since this was only for managers. However, I noticed several non-management employees who continued to park there.

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



DATE

10/27/00