

FLORIDA COMMISSION ON HUMAN RELATIONS

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

02-1439

AMENDED CHARGE OF DISCRIMINATION		FCHR No. 2100147 J. Moran	
Name (Indicate Mr., Ms., or Mrs.) Patricia C. Lawlor		Division of Administrative Hearings Social Security # 063-48-2968	Date of Birth 5/13/54
Street Address 1215 Parker Avenue		Home Telephone Number (area code) 407/574-9369	
City, State, and Zip Code Deltona FL 32725		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 Florida United Methodist Children's Home	No. of Employees 15+	Telephone No.	
Street Address 51 Main Street	City, State, and Zip Code Enterprise FL 32725	County	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" 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) 10/15/99	

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4-10-02

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

I. Personal Harm:
On October 15, 1999, I was laid off from my position with Respondent.

I. Respondent's Reasons for Personal Harm:
I was told that there were budget cuts.

II. Discrimination Statement:

I believe I have been discriminated against because of my Sex - Female and Disability which is in violation of Chapter 60 of the Florida Civil Rights Act as amended for the following reasons:

I was hired on by the company in the engineering/maintenance department. I was the only female employee in the maintenance department. I have extensive experience in maintenance, as well as certifications in pool maintenance and class B driver's license.

During my employment I put up with many comments and innuendoes of a sexual nature, including sexist drawings and cartoons, expecting and hoping they would cease as I proved my worth as a fellow employee.

I requested on several occasions to be trained for use of heavy equipment, including a back hoe as well as a front end loader. Over a course of time, I was told that there was not enough time to train me. I was subsequently laid off on October 15, 1999 due to alleged budget cuts. Approximately 5 and 8 months prior to my being laid off, two male individuals were hired, one of whom I believe had little or no experience in maintenance and the other who had some experience. At least one of these individuals received the training I had previously requested, and was able to operate these machines within a month of being there. I had always been told that I would do the low end work (picking up trash, changing light bulbs, etc. because I had the least seniority. However, neither of the two male employees were hired to perform these duties.

I notified my employer of disability related problems I was experiencing as I was uncertain if I could drive while taking my medication. Approximately two weeks after this, I was laid off, after years of good evaluations.

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

Patricia C. Lawlor

10-27-00

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