

03-3146

CHARGE OF DISCRIMINATION

AGENCY

CHARGE NUMBER

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

FEPA
 EEOC

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

FILED
03 SEP -3 AM 8:15
RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS
00 NOV 27 PM 3:23

NAME (Indicate Mr., Ms., Mrs.)

HOME TELEPHONE (Include Area Code)

Mr. Rhueben J. Golph

(813) 910-2781

STREET ADDRESS

DIVISION OF ADMINISTRATIVE HEARINGS

CITY, STATE AND ZIP CODE

P. O. Box 172052, Tampa, FL 33672

DATE OF BIRTH

12/23/1956

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

NUMBER OF EMPLOYEES, MEMBERS

TELEPHONE (Include Area Code)

Wal Mart, Inc.

Cat D (501 +)

(813) 558-0994

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

2701 East Fletcher Avenue, Tampa, FL 33612

057

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 09/14/2000 LATEST 10/26/2000

CONTINUING ACTION

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

Personal Harm: Began working October 2, 2000.

Approximately September 14, 2000, I was injured on the job and no Injury Report was made and I was not placed on light duty. On October 26, 2000, I was demoted from my position of Sales Associate, to the position of People Greeter.

Respondent's Reason For Adverse Action:

Betty (last name unknown), Houseware Department Manager did not provide a reason for not completing an Injury Report and for not placing me on light duty as they did for Millie (last name unknown), Hispanic, female. William Rodriguez, former Assistant Manager, informed me that I was demoted because Betty (last name unknown), informed him that I was not doing anything. No reason was provided as to why Millie was treated more favorably.

Discrimination Statement:

I believe that I was discriminated against on the basis of my race, Black and sex, male, 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 swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

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

SIGNATURE OF COMPLAINANT

Rhueben J. Golph

Rhueben J. Golph

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

Date *X* Charging Party (Signature)

20 NOV 2000