

CHARGE OF DISCRIMINATION

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

AGENCY

FEPA
 EEOC

CHARGE NUMBER

150-011286

FLORIDA COMMISSION ON HUMAN RELATIONS

State or local Agency, if any

S.S. No.

and EEOC

15-75-0166

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

Ms. Michelle Hopkins

HOME TELEPHONE (Include Area Code)

407-522-7174

STREET ADDRESS

603 Summit Point, Apt. S-203

CITY, STATE AND ZIP CODE

DATE OF BIRTH

9-2-62

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

Universal Studios

NUMBER OF EMPLOYEES, MEMBERS

500 +

TELEPHONE (Include Area Code)

407-363-8000

STREET ADDRESS

1000 Universal Studios Plaza, Orlando, Florida 32819

CITY, STATE AND ZIP CODE

COUNTY

Orange

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 AGE

RETALIATION NATIONAL ORIGIN DISABILITY OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) LATEST (ALL)

Approx 5/98 1-30-01

CONTINUING ACTION

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

1. I am a 38--year-old black woman.
2. I was hired to work in the Merchandise Department as a sales associate by Universal Studios, ("Company") on or about June 4, 1994.
3. On or about July, 1997, I was promoted to supervisor in the Merchandise Department.
4. In February, 1998, I received the "Do It Now" award, the Company's employee of the month award for supervisors.
5. In May of 1998, I was demoted from my supervisor position to a "lead" position. When I asked my managers, Sonya Turner (white) and Darlene Dunkle (white), why I was being demoted, I was told that my position was being cut for "budgetary reasons."
6. Approximately three weeks later, the Company promoted a less-qualified and less-experienced white worker to Supervisor. The white supervisor assumed the responsibilities I had previously been assigned.

Colette Childers

My Commission CC914469

Expires February 28, 2004

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 I will 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

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)

Michelle Hopkins

2/12/01

7. I complained to Gary Crowley with the Human Resource office about the reshuffling in the merchandise department. He said he would "look into it." I was told several weeks later by Mark Erie, Assistant Director of Merchandise that I would be promoted again if I "proved [myself]." Erie stated that I must "prove myself" before promotion in spite of the fact that I had performed my supervisory responsibilities in an exemplary fashion.

8. Rather than promote me, the Company used me to train outside hires for supervisor positions. Almost all of the outside hires who were given supervisor positions were white.

9. In May, 1999, I again was given the Employee of the Month award. In the same month, I finally was promoted to a "Distributor" position. In July, 1999, I was promoted to Supervisor.

10. Almost immediately upon assuming the Supervisor position, I was submitted to a pattern and practice of race discrimination to which similarly-situated, non-black employees were not subjected. For example:

- i. Work assignments were unevenly and unfairly distributed so that I was required to supervise more staff and more Merchandise than similarly-situated, non-black Supervisors;
- ii. I was held to a different standard than were similarly-situated, non-black Supervisors.
- iii. I was subjected to oppressive and microscopic supervision whereas similarly-situated, non-black Supervisors were given great latitude.

11. On January 30, 2001, when I reported for work, I was told by the gate guard that I had been terminated and that I should go home. I was also told that HR would contact me.

12. Once home, I immediately called HR to discuss the situation. I was told by Tina Alienus (sp?) that I was terminated for taking time off and my time off was "unauthorized."

13. I had consulted with my supervisor prior to taking time off.

14. I was fired without warning. I was fired without progressive discipline. I was fired without discussion. I was fired without any consultation whatsoever. Similarly-situated, non-black supervisors generally are given warnings, subjected to progressive discipline and allowed to meet with supervisors prior to being subjected to termination of employment.

15. I believe I have been discriminated against in violation of the Title VII of the Civil Rights Act of 1964.

16. I believe I have been discriminated against in violation of the Florida Civil Rights Act of 1992 (Chapter 760, Florida Statutes.)

STATE OF FLORIDA)

COUNTY OF ORANGE)

Sworn to (or affirmed) and subscribed before me on February 12, 2001, by Michelle Hopkins who produced Florida DL # H12544628220.


Michelle Hopkins


NOTARY PUBLIC—STATE OF
FLORIDA