

FLORIDA COMMISSION ON HUMAN RELATIONS

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

09-4731

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 2101649

Name (Indicate Mr., Ms., or Mrs.) Mr. Jerome Griffin

02 DEC -5 PM 1:22

Social Security #
266-74-2775

Date of Birth
May 23, 1945

Street Address
3194 Notre Dame Street

ADMINISTRATIVE
HEADQUARTERS

Home Telephone Number (area code)
(850) 576-5390

City, State, and Zip Code
Tallahassee, Florida 32310

Work (if possible to call you there)
(850) 663-7544

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name
Florida State Hospital

No. of Employees
15+

Telephone No.
(850) 663-7585 or 663-7414

Street Address
P.O. Box 1000

City, State, and Zip Code
Chattahoochee, Florida
32324

County
Gadsden

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es))
 RACE COLOR SEX RELIGION DISABILITY
 NATIONAL ORIGIN AGE MARITAL STATUS RETALIATION

DATE MOST RECENT OR CONTINUING
DISCRIMINATION TOOK PLACE
(month, day, year) Feb. & Mar., 2001

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

I. Personal Harm:

Please see Attachment "B"

II. Respondent's Reasons for Personal Harm:

Please see Attachment "B"

III. Discrimination Statement:

Please see Attachment "B"

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
01 APR -6 AM 11:29

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



APRIL 6, 2001

AMENDED CHARGE OF DISCRIMINATION
(ATTACHMENT "B")

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
01 APR -6 AM 11:29

FILED
02 DEC -5 PM 1:22

THE PARTICULARS ARE:

I. Personal Harm:

I believe that I am the victim of discrimination because I have been repeatedly denied an equal opportunity for promotion to a "Human Service Counselor III" position at Florida State Hospital. This systematic denial of promotion continues to occur notwithstanding the fact that my education, abilities, skills, and knowledge meet or exceed the advertised requirements for this position. Even the fact that I was highly recommended, participated in the Hospital's Mentor program and was officially determined eligible for promotion were deemed inconsequential. This action coupled with previous arbitrary and capricious denials of an equal opportunity for promotion has caused me great emotional anguish which has adversely affected my job performance and my relationship with my family, friends and co-workers. Likewise, it has caused me to have depressive feelings of dejection and worthlessness. Additionally, it denied me an opportunity for a pay increase, the opportunity to work in a position commensurate with my qualifications and the opportunity to further develop my career. It is clear that a pattern of discrimination has been established wherein a person with my demographics (age, sex and race), is routinely denied the opportunity for employment as a "Human Service Counselor III" at Florida State Hospital. Therefore, I am submitting this complaint to "The Florida Commission on Human Relation" with the hope that an investigation will be conducted, the truth revealed, this form of blatant discrimination is discontinued, the persons responsible is held accountable, and I am made whole.

II. Respondents Reasons for Personal Harm:

In the most resent incidents in which I was discriminated against, I applied for three different "Human Service Counselor III" positions. Two positions were offered by Unit I, and one position was offered by Unit 4. For one of the positions I applied for at Unit I, I was given the following reason for the action taken against me: "Although the decision was very difficult to make, an applicant who possessed qualifications that better met our needs has been selected." I was not given a reason for the action taken against me, in the second position I applied for at Unit I. When the second position was re-advertised, I applied for it again. I was not given a reason for the action taken against me when the second position at Unit I was filled (after being re-advertised). No selection was made for the position I applied for at Unit 4. I was not given a reason. The position at Unit 4, has been re-advertised. I have re-applied for the "Human Service Counselor III" position that was re-advertised by Unit 4.

ATTACHMENT "B

III. Discrimination Statement:

I believe that my race, sex and/or age determined the action that was taken against me because in spite of my qualifications, I have been systematically denied promotion and the positions I applied for were awarded to women (some of whom were African American) and men under the age of fifty, who's qualifications were not significantly superior to mine. When one considers these most resent incidents, how they relate to my previous promotion denials, and other indicators it becomes abundantly clear to anyone with a just mind, that I have been, and continue to be discriminated against because of my race, sex and/or age.