

02-580

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

FILED

02 FEB 16 2001

<b>AMENDED CHARGE OF DISCRIMINATION</b>		FCHR No. 2102246	J.M.
Name (Indicate Mr. Ms. or Mrs.) Denise Belcher		Social Security # 049 60 1203	Date of Birth 7 7 60
Street Address 1950 North Point Boulevard #614		Home Telephone Number (area code) 850 383 1642	
City, State, and Zip Code Tallahassee FL 32308		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 Bobby Allison Wireless	Number of Employees 500+	Telephone Number 850/671-2665	
Street Address 1500 Apalachee Parkway, Suite 1305	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 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 type="checkbox"/> RETALIATION		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 5 25 01	
THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):			
I. Personal Harm: I was suspended on May 22, 2001, then terminated from my position as a Store Manager on May 25, 2001.			
II. Respondent's Reason for Personal Harm I was informed I was being disciplined because of a customer complaint that I took a pacifier from a 2 year old and gave him candy.			
III. Discrimination Statement: I believe I have been discriminated against because of my race - black, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:			
<ol style="list-style-type: none"> <li>1. Although I did take the child's pacifier and give him candy, the customer blew the incident out of proportion. I was initially told I would be terminated. I was later told that I would be suspended until the decision could be confirmed by upper management. White employees have committed many more severe offenses that were never addressed (i.e. falsifying records, fraudulent behavior, theft).</li> <li>2. I was denied time off during a critical period, but white employees were allowed time off.</li> <li>3. During my time as a Manager in Training (December 2000 - March 2001), the District Manager, Shane Laird, a white male, did not train me adequately, and gave preference to another white manager, David Mathis. Even without training I exceeded daily and monthly goals, but was not given proper bonuses or recognition. I made numerous complaints to corporate human resources, store operations and the company president, but nothing was ever investigated. Yet I was immediately disciplined because of a customer complaint.</li> <li>4. On May 25, 2001, my termination was confirmed. I have since been replaced with a white male, Justin.</li> </ol>			
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
Denise Belcher			6/1/01

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