

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

02-1974

<b>AMENDED CHARGE OF DISCRIMINATION</b>		<b>FCHR No. 2101759</b>	<b>J.M.</b>
<b>Name (Indicate Mr. Ms. or Mrs.)</b> Ms. Mari Kuhnley		<b>Social Security #</b> 473 50 7394	<b>Date of Birth</b> 12 28 44
<b>Street Address</b> Post Office Box 564		<b>Home Telephone Number (area code)</b> 386 235 5393	
<b>City, State, and Zip Code</b> Daytona Beach FL 32115		<b>Work (if possible to call you there)</b>	
<b>List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you:</b>			
<b>Name</b> 7-11 Stores, Southland Corporation	<b>Number of Employees</b> 15+	<b>Telephone Number</b> 407/532-2067	
<b>Street Address</b> (Business Office) 206 Shady Place	<b>City, State and Zip Code</b> Daytona Beach FL 32114	<b>County</b> Volusia	
<b>CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es)</b> <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input 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		<b>DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE</b> (month, day, year)   12/22/00	

**Division of Administrative Hearings**  
**FILED**  
 5/15/02

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

**I. Personal Harm:**

On December 22, 2000 I was terminated from my position as a Sales Associate.

**II. Respondent's Reason for Personal Harm**

I was told I was being terminated because of my restrictions.

**III. Discrimination Statement:**

I believe I have been discriminated against because of my disability 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:

1. On my application for employment, I indicated that I had a disability. I was hired the same day. I was trained and assigned to the store located at 955 South Ridgewood. Because of my condition, I could not spend extended periods of time in the cooler. I was never given any disciplinary action. Although I worked at other locations, I was transferred to the Beach Street Store. On November 17, 2000, I helped out another store on Mason and Clyde Morris. I was terminated for ringing up my own items for consumption on camera.
2. I was reinstated shortly thereafter at the store on LPGA and Williamson. I was later told that the staff here was full and I was to be transferred to another store in Ormond Beach. I would not consent to the transfer, so I was removed from the schedule. On December 22, 2000, the manager, Alice, asked me why the outside grounds had not been cleaned up. I explained that it was my understanding that the 2<sup>nd</sup> shift employees would take care of this responsibility. She then asked about the stocking of the cooler. I told her that due to my disability I could not do this, nor could I swing the wet heavy mop. I was initially told that I would be accommodated. However, I received a message later that day. I called Alice only to learn that I had been "relieved of my duties." She recommended I contact Donald Driver.
3. On January 2, 2001 I spoke with Mr. Driver, who asked "why would a woman your age with your condition want to work?" He went on to say that I was terminated since my condition prevented me from stocking the coolers and mopping the floors.

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**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**

*Mari Kuhnley*

7/10/01