

FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F

Tallahassee, Florida 32303-4149

CHARGE OF DISCRIMINATION-PUBLIC ACCOMMODATION		FCHR No.	
Name (Indicate Mr., Ms., or Mrs.) MR. JOHN COTTER		Social Security Number	Date of Birth 02/28/63
Street Address 2553 N. ATLANTIC AVE. #123		Home Telephone Number (area code) (386) 252-7326	
City, State, and Zip Code DAYTONA BEACH, FL. 32118		Work (if possible to call you there) N/A.	

List the public lodging and/or public food service facility which discriminated against you:

Name	Telephone Number (area code)
	03-1234
Street Address	City, State, and Zip Code

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

RACE COLOR SEX RELIGION DISABILITY NATIONAL ORIGIN CREED

Date Most Recent Or Continuing Discrimination Took Place. (month, day, year) **08/21/01**

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

I. PERSONAL HARM: **SEXUAL HARASSMENT AND HOSTILE WORKING CONDITIONS HAVE BEEN A MAJOR PROBLEM SINCE I SENT THE FIRST RELATED E-MAIL TO DAVID NATES - (SUPERVISOR AT THE TIME) IN APRIL OF THIS YEAR.**

II. RESPONDENT'S REASON FOR PERSONAL HARM: **IN EARLY AUGUST, DAVID NATES TOOK ME TO THE BETHUNE ROOM FOR A MEETING WITH TIM FITZPATRICK + JOSE MEDIAVILLA. TIM ASKED ME IF I WAS COMFORTABLE WORKING IN THE BOTTLE DEPT., AND I TOLD HIM THAT CONDITIONS WERE IMPROVING AND OUR PRODUCTION OUTPUT WAS MORE EFFICIENT THAN EVER.**

III. DISCRIMINATION STATEMENT: **TWO WEEKS LATER, (8/21) - I WAS TOLD I WOULD BE TRANSFERRED TO THE DRUM DEPT. - (HIGHEST TURN-OVER RATE DEPT. IN PLANT).**

I BELIEVE I HAVE BEEN DISCRIMINATED AGAINST BECAUSE OF MY RACE FOR THE FOLLOWING REASONS:

1.) **THELDRIN BRIGHT, LISA LINDSEY, AND CONNIE ADAMS HAVE A HISTORY DATING BACK TO THE OLD DELAND PLANT WHERE THEY WORKED TOGETHER AND BECAME CLOSE FRIENDS OVER THE YEARS. ALL THREE HAPPEN TO BE AFRICAN AMERICAN(S) THAT EVIDENTLY ENJOY WORKING IN THE BOTTLE DEPT. WITH AS FEW CAUCASIANS AS POSSIBLE. DONNA WOOD CAN EXPLAIN FURTHER FROM HER UNFORTUNATE EXPERIENCE, IF CONTACTED IN THE FUTURE.**

2.) **DURING ANOTHER BOTTLE DEPT. MEETING THAT COMES TO MIND, WHERE I WAS PRESENT; DAVE NATES AND TIM FITZPATRICK TOLD JOHNNY JOHNSON - ("J.J.") (A TEMP.) THAT HE WOULD BE TRANSFERRED TO THE DRUM DEPT. HE TOLD THEM HE WOULD QUIT BEFORE THAT HAPPENED. HE GOT HIS WAY, AND I COULD NOT. "J.J." I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S). IS BLACK, I AM NOT.**

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 **J. Cotter** DATE **9/7/01**