

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

02-2845
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 FLORIDA COMMISSION ON
 HUMAN RELATIONS
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AMENDED CHARGE OF DISCRIMINATION FCHR No. _____ APT _____

Name (Indicate Mr. Ms. or Mrs.) Mrs. Carol D. Johnson	Social Security # 349-56-0927	Date of Birth 09/13/59
Street Address 115 Great Lakes Street	Home Telephone Number (area code) 850-544-2704	
City, State, and Zip Code Tallahassee, Florida 32305	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 IBEW-JATC	Number of Employees 15+	Telephone Number (850) 575-2528
Street Address 102 West 5 th Avenue	City, State and Zip Code Tallahassee, Florida 32303	County Leon

CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" 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 checked="" type="checkbox"/> RETALIATION	DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) October 23, 2001
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THE PARTICULARS ARE (If additional space is needed, attach extra sheets(s):

I. Personal Harm:
 I started to work for Respondent August 12, 1998. I was discriminatorily terminated October 23, 2001.

II. Respondent's Reason for Personal Harm
 Respondent erroneously stated I was terminated for missing an excessive amount of classes and that I refused job assignments.

III. Discrimination Statement:
 I believe I have been discriminated and retaliated against because of my Race (Black) and Gender (Female) which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. August 3, 1998, I was accepted into the International Brotherhood of Electrical Workers-Joint Apprenticeship Training Committee (IBEW-JATC). I began accepting job assignments as assigned by the JATC and attending required classes August 12, 1998.
2. On or about December 15, 2000, I wrote a letter to the JATC complaining about being treated discriminatorily on a particular job site (Hartsfield Electric). When I reported to the job assignment at Hartsfield, instead of being allowed to ply my trade as an electrical apprentice, I was made to carry out janitorial duties. My fellow apprentices, all White Males, were only assigned electrical duties. I was the only Black and the only Women present.
3. From August 12, 1998 to January 2001. I received numerous work reports (evaluations) from Hartsfield Electric; all of which were good. Subsequent to my discrimination complaint, however, I was retaliated against by being given a poor evaluation from Hartsfield. JATC allowed the discriminatory behavior by Hartsfield to go on unabated.
4. In a letter dated October 23, 2001, I was terminated from the JATC program for allegedly failing to attend classes and failing to respond to job placements.
5. For every absence I followed stated policy as established by the national JATC. When White co-workers followed this policy no disciplinary action was taken against them. I never refused or missed a job placement of which I was noticed.

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 *Carol D Johnson* **DATE** 11/7/01