

3-8-01

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

FILED

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Leigh A. Bain

AT

Petitioner,

DIVISION OF  
ADMINISTRATIVE  
HEARINGS  
EEOC Case NO. 77A-214  
FCHR Case NO. 77A-1807  
DOAH Case NO. 00-2656  
FCHR Order NO. 01-067

v.

PMR-CWS

Escambia County Utilities Commission

Respondent.

**FINAL ORDER DISMISSING PETITION FOR RELIEF FROM AN UNLAWFUL  
EMPLOYMENT PRACTICE**

**I. Panel of Commissioners**

The following 3 Commissioners participated in the disposition of this matter:

Commissioner Rita Craig, Panel Chairperson  
Commissioner Gayle Cannon  
Commissioner Roosevelt Paige

**II. Appearances**

For Petitioner: None

For Respondent: John A. Griffin, Esq.

**III. Preliminary Matters**

Petitioner filed a complaint of discrimination with this Commission, pursuant to F.S. Ch. 760, alleging Respondent committed an unlawful employment practice on the bases of retaliation.

Public deliberations were held by the Commission on November 1, 2001.

IV. Findings of Fact

The Judge's findings of fact are supported by competent substantial evidence. We adopt the Judge's findings of fact, and agree that the Respondent did not commit an unlawful employment practice.

V. Conclusions of Law

We adopt the Judge's conclusions of law.

VI. Exceptions

The exceptions of the Petitioner are denied, as they go only to the weight of the evidence or are irrelevant.

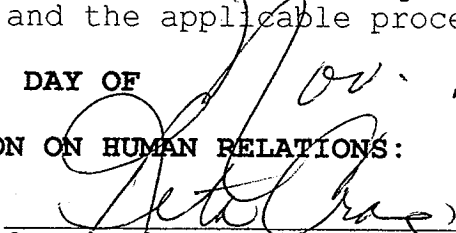
VII. Dismissal

Petitioner's Petition For Relief is **DISMISSED** with prejudice.


Each party is advised of their right to petition the Florida District Court of Appeal for judicial review of this Final Agency Order. Such Notice of Appeal must be filed within 30 days of the date that this order is filed with the Clerk of the Commission. See Section 120.68, Florida Statutes, and the Florida Rules of Appellate Procedure, Rule 9.110, for the complete requirements and rules on the right to appeal, and the applicable procedure.

DONE AND ORDERED THIS 1 DAY OF Nov, 2001

FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

  
\_\_\_\_\_  
Commissioner Rita Craig,  
Panel Chairperson  
Commissioner Gayle Cannon  
Commissioner Roosevelt Paige

Filed this 1 day of November 2001,  
in Tallahassee, Florida.

  
\_\_\_\_\_  
Violet Crawford  
Clerk of the Commission  
325 John Knox Rd., Suite 240  
Bldg. F  
Tallahassee, FL 32303-4149

NOTICE TO COMPLAINANT/PETITIONER

As your complaint was filed under Title VII of the Civil Rights Act of 1964, which is enforced by the U.S. Equal Employment Opportunity Commission (EEOC), you have the right to request EEOC to review this Commission's final agency action. To secure a "substantial weight review" by EEOC, you must request it in writing within 15 days of your receipt of this Order. Send your request to the Miami District Office (EEOC), One Biscayne Tower, 2 South Biscayne Blvd., Suite 2700, 27th Floor, Miami, FL 33131.

Copies furnished to:

R. John Westberry, Esq.  
Holt & Westberry  
1108-A North 12<sup>th</sup> Avenue  
Pensacola, FL 32501

John Griffin  
Carson & Adkins  
2958 Wellington Circle, North, Suite 2000  
Tallahassee, FL 32308-6885

Miles A. Lance, Legal Advisor for the Commission Panel

P. Michael Ruff, Administrative Law Judge