

6-19-02

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

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LEED

GLINDA DELANCY,  
Petitioner,

AT

EEOC Case no. 15D995598  
FCHR Case no. 99-R328

v.

DOAH Case no. 02-1572

BREVARD COUNTY SCHOOL BOARD  
Respondent.

FCHR Order no. 02-054

Dmk-CWS

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

This matter is before the Commission for consideration of the Recommended Order of Dismissal dated June 19, 2002, issued in the above-styled matter by Administrative Law Judge Daniel M. Kilbride.

Findings of Fact and Conclusions of Law

Judge Kilbride's order states that Petitioner failed to appear at a formal hearing that she requested under Section 120.57(1), Florida Statutes. Diligent search and inquiry was made to discover the current whereabouts of Petitioner; however, she could not be located. Respondent moved to dismiss on the grounds that Petitioner, who has the burden of proof and the burden of going forward with the evidence, had voluntarily abandoned her request for any relief at issue in the proceeding by not appearing at the hearing and had, thereby, withdrawn her request.

With regard to the steps necessary for establishing that an unlawful employment practice has occurred, it has been stated, "The initial burden is upon Petitioner to establish a prima facie case of discrimination. Once Petitioner established a prima facie case, a presumption of unlawful discrimination is created. The burden then shifts to Respondent to show a legitimate, nondiscriminatory reason for its action. If Respondent carries this burden, Petitioner then must prove by a preponderance of the evidence that the reason offered by the Respondent is not its true reason, but only a pretext for discrimination." See conclusions of law adopted by a Commission panel in Spratlin vs. Washington Mutual Bank, d/b/a Great Western, 23 F.A.L.R. 3359, at 3364, 3365 (FCHR 201), citations from the quoted statement omitted

We adopt the Administrative Law Judge's finding as to the fact that the Petitioner did not wish to pursue the complaint and further conclude the Petitioner has failed to carry her burden of proof.

Exceptions

Neither party filed exceptions to the Administrative Law Judge's recommended order.

Dismissal

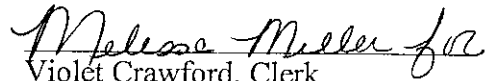
The Request for Relief and Complaint of Discrimination are DISMISSED with prejudice.

The parties have the right to seek judicial review of this Order. The Commission and the appropriate District Court of Appeal must receive notice of appeal within 30 days of the date this Order is filed with the Clerk of the Commission. Explanation of the right to appeal is found in Section 120.68, Florida Statutes, and in the Florida Rules of Appellate Procedure 9.110.

DONE AND ORDERED this 9<sup>th</sup> day of October, 2002.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS

Commissioner Rita Craig, Panel Chairperson  
Commissioner Roosevelt Paige  
Commissioner Billy Whitefox Stall

Filed this 9<sup>th</sup> day of October, 2002  
in Tallahassee, Florida.

  
Violet Crawford, Clerk  
Commission on Human Relations  
2009 Apalachee Parkway, Suite 100  
Tallahassee, Florida 32301  
(850) 488-7082

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, in writing, to Miami District Office (EEOC), One Biscayne Tower, 2 South Biscayne Blvd., Suite 2700, 27<sup>th</sup> Floor, Miami, FL 33131

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Daniel M. Kilbride, Administrative Law Judge

Jim Tait, Counsel to the Commission Panel