

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

FILED  
03 APR 30 AM 9:11  
DIVISION OF  
ADMINISTRATIVE  
HEARINGS

KHONESAVANH PHOMMACHANH,

EEOC Case No. 15DA200166

Petitioner,

FCHR Case No. 21-03623

v.

DOAH Case No. 02-3798 JBC

UNIVERSAL PROTECTIVE SERVICES,

FCHR Order No. 03-019

Respondent.

**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 January 14, 2003, issued in the above-styled matter by Administrative Law Judge Jeff B. Clark.

Findings of Fact and Conclusions of Law

Judge Clark's order reflects that Petitioner failed to comply with several orders issued by Judge Clark, including an Order to Show Cause why the matter should not be dismissed for Petitioner's failure to comply with those orders, that indicated that "Petitioner's failure to respond shall result in the dismissal of her Petition for Relief."

Judge Clark recommended that, "... the Florida Commission on Human Relations enter a final order dismissing Petitioner's Petition for Relief for her failure to comply with the several orders of this tribunal."

We adopt the Administrative Law Judge's findings of fact, conclusions of law, and recommendation as to the disposition of this matter.

Exceptions

Neither party filed exceptions to the Administrative Law Judge's Recommended Order of Dismissal.

Dismissal

The Petition 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 of appeal is found in Section 120.68, Florida Statutes, and in the Florida Rules of Appellate Procedure 9.110.

DONE AND ORDERED this 29<sup>th</sup> day of April, 2003.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Donna Elam, Panel Chairperson;  
Commissioner Leonie Hermantin; and  
Commissioner Mario M. Valle

Filed this 29<sup>th</sup> day of April, 2003,  
in Tallahassee, Florida.



Violet Crawford, Clerk  
Commission on Human Relations  
2009 Apalachee Parkway, Suite 100  
Tallahassee, FL 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 to Miami District Office (EEOC), One Biscayne Tower, 2 South Biscayne Blvd., Suite 2700, 27th Floor, Miami, FL 33131.

Copies furnished to:

Khonesavanh Phommachanh  
445 Springwood Court  
Longwood, FL 32750

Universal Protective Services  
c/o N. James Turner, Esq.  
200 East Robinson Street  
Suite 1110  
Orlando, FL 32801-4334

Jeff B. Clark, Administrative Law Judge, DOAH

James Mallae, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 29<sup>th</sup> day of April, 2003.

By: Violet Crawford  
Clerk of the Commission  
Florida Commission on Human Relations