

12-15-04

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

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DIVISION OF  
ADMINISTRATIVE  
HEARINGS

ANDREA SPAINHOUR,

EEOC Case No. NONE

Petitioner,

FCHR Case No. 22-03154

v.

AT

DOAH Case No. 04-0509

LMR  
CWS

DEPARTMENT OF INSURANCE,

FCHR Order No. 05-008

Respondent.

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

Preliminary Matters

Petitioner Andrea Spainhour filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2001), alleging that Respondent Department of Insurance committed unlawful employment practices on the bases of Petitioner's sex (female) and age (50), and on the basis of retaliation, by creating a hostile working environment and by terminating Petitioner from her position.

The allegations set forth in the complaint were investigated, and, on January 9, 2004, the Executive Director issued his determination finding that there was no reasonable cause to believe that an unlawful employment practice had occurred.

Petitioner filed a Petition for Relief from an Unlawful Employment Practice, and the case was transmitted to the Division of Administrative Hearings for the conduct of a formal proceeding.

An evidentiary hearing was held by videoconference at locations in Fort Lauderdale, Florida, and Tallahassee, Florida, on October 8, 2004, before Administrative Law Judge Linda M. Rigot.

Judge Rigot issued a Recommended Order of dismissal, dated December 15, 2004.

The Commission panel designated below considered the record of this matter and determined the action to be taken on the Recommended Order.

Findings of Fact

We find the Administrative Law Judge's findings of fact to be supported by competent substantial evidence.

We adopt the Administrative Law Judge's findings of fact.

Conclusions of Law

We find the Administrative Law Judge's application of the law to the facts to result in a correct disposition of the matter.

We adopt the Administrative Law Judge's conclusions of law.

Exceptions

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

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

DONE AND ORDERED this 31<sup>st</sup> day of January, 2005.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Roosevelt Paige, Panel Chairperson;  
Commissioner Gayle Cannon; and  
Commissioner Dominique B. Saliba, M.D.

Filed this 31<sup>st</sup> day of January, 2005,  
in Tallahassee, Florida.



Violet Crawford, Clerk  
Commission on Human Relations  
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Tallahassee, FL 32301  
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Copies furnished to:

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c/o Mechele R. McBride, Esq.  
Division of Legal Services  
Department of Financial Services  
200 East Gaines Street  
Tallahassee, FL 32399-0333

Linda M. Rigot, Administrative Law Judge, DOAH

James Mallue, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 31<sup>st</sup> day of January, 2005.

By: *Vioht Crawford*  
Clerk of the Commission  
Florida Commission on Human Relations