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**199628 TBD.C**  
**'CHARGES OF DISCRIMINATION'**

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Unofficial Reporter

{MOST RECENT UPDATE: 1/3/2023}

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**199628 TBD.C 001**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Maddox v. Chipola College*

**CITATION:** 199628 TBD.C 001

**DATE:** 7/8/1996

**STATE:** FL

**CASE NO:** 960675 (FCHR)  
01-003489 (DOAH)

**CASE TYPE:** Employment Discrimination

age	col	dis	fam	mar	nat	rac	rel	ret	sex	unk
<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>								

**FILENAME:** 01003489090401i03170425.pdf

**PAGES:** 1



FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F  
Tallahassee, Florida 32399-1570

01-3489

RECEIVED  
FLORIDA COMMISSION ON  
HUMAN RELATIONS

<b>CHARGE OF DISCRIMINATION</b>		1996	ECHR No. 908675
Name (Indicate Mr., Ms., or Mrs.) Ms. Janice W. Maddox		Telephone No. (area code) 904	
Street Address 2196 Indiana Avenue		Home 592-5139	
City, State, and Zip Code Grand Ridge, Florida 32442		Work (if possible to call you there) N/A	

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ADMINISTRATIVE  
HEARINGS  
MAY 8 8:56

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name Chipola Junior College	No. of Employees	Telephone No. (area code) 904/526-2761
Street Address 3094 Indian Circle	City, State and Zip Code Marianna, Florida 32446-2053	County Jackson

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> HANDICAP <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> AGE <input type="checkbox"/> MARITAL STATUS <input type="checkbox"/> RETALIATION	DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) July 11, 1995
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THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I believe that I have been discriminated and retaliated against because of my age and disability, and that my identifiable personal information was misused, which is a violation of the Florida Statutes 760.10, Florida Civil Rights Act of 1992 as amended, the Florida Education Equity Act of 1984, the ADA, the ADEA, the Family Rights and Privacy Act of 1974, and Federal Law(s) for the following reasons:

- 1) I was not called for an interview, though I exceeded the minimum qualifications, and applied before the position was closed. Thereafter, Respondent hired a female who was lesser qualified than me.
- 2) I am a female over the age of forty, and Respondent hired a younger female.
- 3) I am a disabled female, and Respondent denied me the position in favor of a female who is not disabled.
- 4) I believe Respondent denied me the position on July 11, 1995, as retaliation for my efforts to advocate for myself in the underlying matter on or about September 15, 1994.
- 5) I believe Respondent made an unfair determination in denying me the position, because the director of the office to which the job is assigned maintains identifiable personal information about me that is not accurate, relevant or complete.
- 6) I believe Respondent unfairly denied me the position, because the director of the office to which the job is assigned has disclosed identifiable personal information about me that is not accurate, relevant or complete, to a third party or parties without my prior knowledge or written consent.

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.  
 FAN# M320-439-44-681-0

NOTARY - *Kathleen Barry Wright*  
 (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME  
 Kathleen Barry Wright  
 MY COMMISSION # CD550137 EXPIRES  
 April 24, 2000  
 BONDED THRU TROY FAIR INSURANCE, INC.

*Janice W. Maddox* OF *July*, 1996

SIGNATURE OF COMPLAINANT  
*Janice W. Maddox*  
 DATE  
*July 8, 1996*

APPENDIX



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