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**199838 TBD.C**  
**'CHARGES OF DISCRIMINATION'**

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Unofficial Reporter

9/14/1998 - 9/20/1998

{MOST RECENT UPDATE: 1/3/2023}

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**199838 TBD.C 001**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Mackey v. Genesis Energy*

**CITATION:** 199838 TBD.C 001

**DATE:** 9/14/1998

**STATE:** FL

**CASE NO:** 983308 (FCHR)

01-004386 (DOAH)

**CASE TYPE:** Employment Discrimination

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

**FILENAME:** 01004386110901i01162239.pdf

**PAGES:** 1



01-4386

<b>CHARGE OF DISCRIMINATION</b> This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.			AGENCY <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	CHARGE NUMBER 98-3308
			<b>FILED</b>	
Florida Commission on Human Relations and EEOC <i>State or Local Agency, if any</i>			01 NOV -9 PM 1:03	
NAME (Indicate Mr., Ms., Mrs.) Mr. Donald L. Mackey		HOME TELEPHONE (Include Area Code) 334-867-6595		
STREET ADDRESS 203 Blueberry Drive	CITY, STATE AND ZIP CODE Brewton, AL 36427		DEPARTMENT OF ADMINISTRATIVE HEARINGS DATE OF BIRTH 01-15-53	
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below)				
NAME Genesis Crude Oil, L.P.	NUMBER OF EMPLOYEES, MEMBERS 300+	TELEPHONE (Include Area Code) 850-675-4755		
STREET ADDRESS Post Office Box 518	CITY, STATE AND ZIP CODE Jay, FL 32565		COUNTY Santa Rosa	
NAME Genesis Crude Oil, L.P.	TELEPHONE NUMBER (Include Area Code) 713-860-2500			
STREET ADDRESS 500 Dallas, Suite 2500	CITY, STATE AND ZIP CODE Houston, TX 77002		COUNTY	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify)			DATE DISCRIMINATION TOOK PLACE EARLIEST _____ LATEST 7-6-98 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):				
<p>I. <u>Personal Harm</u>: I was terminated on July 6, 1998.</p> <p>II. <u>Respondent's Reason</u>: I was told I was terminated for failing to have the proper safety equipment on my truck; however, this is not true. I believe I was terminated due to my race, African-American.</p> <p>III. <u>Discrimination Statement</u>: I believe that I have been discriminated against due to my race, African-American, in violation of Title VII of the Civil Rights act, as amended.</p>				
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.			NOTARY - (When necessary for State and Local Requirements)	
I declare under penalty of perjury that the foregoing is true and correct.			I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
Date 9-10-98	Charging Party (Signature) 	SIGNATURE OF COMPLAINANT 	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)	

RECEIVED  
FLORIDA COMMISSION ON  
HUMAN RELATIONS  
98 SEP 14 PM 2:16

Notary Public, State of Florida  
My Comm. Expires Apr 22, 2001  
No. CC619906  
Bonded Thru: Official Notary Service  
1-(800) 723-0121

**199838 TBD.C 002**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Alexander v. Dynair Services*

**CITATION:** 199838 TBD.C 002

**DATE:** 9/15/1998

**STATE:** FL

**CASE NO:** 1998-3266 (FCHR)

00-001217 (DOAH)

**CASE TYPE:** Employment Discrimination

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

**FILENAME:** 00001217041800i01.pdf

**PAGES:** 2



Date: 4/18/00  
Pages: 3  
Speed: 11400 bps

Time: 1 PM  
Duration: 1 min 29 sec

FLORIDA COMMISSION ON HUMAN RELATIONS  
John Knox Road, Suite 240, Build  
Tallahassee, Florida 32303-4149

001217

<b>CHARGE OF DISCRIMINATION</b>		FCHR No. <u>98-3266</u>	
Name (Indicate Mr., Ms., or Mrs.) <u>MS. FELICIA A. ALEXANDER</u>		Social Security Number <u>267 59 6451</u>	Date of Birth <u>27 MAY 68</u>
Street Address <u>P.O. BOX 549</u>		Home Telephone Number (area code) <u>(407) 323 5720</u>	
City, State, and Zip Code <u>SANFORD, FLORIDA 32772</u>		Work (if possible to call you there) <u>NA</u>	
List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.			
Name <u>DYNAIR</u>	No. of Employees <u>15+</u>	Telephone No. (area code) <u>(407) 322 3693</u>	
Street Address <u>2747 CARRIER AVENUE</u>	City, State, and Zip Code	County <u>SEMINOLE</u>	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> DISABILITY <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> AGE <input type="checkbox"/> MARITAL STATUS <input type="checkbox"/> RETALIATION		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year)	
THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):  <u>See attached sheet A.</u>			
<p>RECEIVED FLORIDA COMMISSION ON HUMAN RELATIONS 98 SEP 18 PM 12:17</p>			
<b>I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).</b>			
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.		NOTARY- (Required for Filing) SUBSCRIBED AND SWORN TO BEFORE ME	
SIGNATURE OF COMPLAINANT <u>[Signature]</u>		<u>Felicia Alexander</u>	
DATE <u>9/15/98</u>		<u>15<sup>th</sup> OF September, 19 98</u>	

OFFICIAL SEAL  
INEZ FISHER  
My Commission Expires 04/28/99  
Commission # CC 112222

Date: 4/18/00

Time: 1:00 PM

Pages: 3

Duration: 1 min 29 sec

SHEET A

00-1217

I. PERSONAL HARM:

EXTREME EMBARRASSMENT, ANXIETY, AND GRIEF. THE SUPERVISORS THAT SCOURNED ME DID SHOW ACTS OF PREJUDICE AND DISLIKE TOWARDS ME. I WAS REPRIMANDED IN THE PUBLIC BEFORE A GREAT NUMBER OF MY CO WORKERS. THEIR ACTIONS ALSO DESTROYED MY MENTALITY, AFFECTED MY REPUTATION. IT WAS AS THOUGH I HAD BEEN TRIED, GUILTY, AND MOST DEFINATELY SENTENCED; THE WAY I WAS TOLD TO GO CLEAN OUT MY LOCKER, TURN IN MY BADGE, MY ACCESS SECURITY KEY, AND WAIT TO BE ESCORTED OUT.

II. RESPONDENTS REASON FOR PERSONAL HARM:

FELICIA, WE HAVE TO DO SOMETHING ABOUT THE SITUATION NOW, YOU WERE THE ONLY ONE TO LEAVE THE PREMISES, THE GARBAGE BAGS WERE NOT TRANSPARENT. "YOU HAVE TO HAVE TAKEN IT"; REFERRING TO THE STOLEN PURSE.

III. DISCRIMINATION STATEMENT:

- A. I WAS SINGLED OUT AS A THIEF OF A STOLEN PURSE WHEN THERE WERE APPROXIMATELY 50 OTHER EMPLOYEES HOUSING THE SAME AREA, WITH THE MAJORITY BEING WHITE AND SPANISH.
- B. I WAS NOT ALLOWED TO COME INTO WORK FOR MORE HOURS WHEN I ASKED CARMEN ALECEA, YET AT THE SAME INSTANT A SPANISH EMPLOYEE WAS GRANTED 2 DAYS EXTRA. THIS ACTION TOOK PLACE IN THE PRESENCE OF MYSELF, FELICIA ALEXANDER.
- C. BY CARMEN, I WAS TOLD TO CHANGE THE SIZE OF MY EARRINGS, WHEN A SPANISH EMPLOYEE WAS COMMENDED ON THE ONES SHE WORE THAT WAS TWICE THE SIZE OF THE ONES I WORE. THIS ACTION ALSO TOOK PLACE IN MY PRESENCE.
- D. AT THE CHRISTMAS PARTY, THE STATEMENT OF CARMEN WAS, "I DON'T WANT ANY AFRICAN AMERICANS TOUCHING THE FOOD" MADE ME FEEL THAT MY SOCIAL ABILITY WAS INACTIVE AND RESTRICTED, BECAUSE I AM, AN AFRICAN AMERICAN. THIS STATEMENT WAS ANNOUNCED IN MY PRESENCE, ALONG WITH A NUMBER OF MY FELLOW CO WORKERS.

THE SLANDER THAT OCCURED FROM JOE MASSARO, AND CARMEN ALECEA DEVoured MY CREDIBILITY AND INTEGRITY. I FEEL IT WAS A DEFAMATION OF MY CHRACTER. THIS DISCRIMINATORY TREATMENT IS A VIOLATION OF THE FLORIDA CIVIL RIGHTS ACT AS STATED IN CHAPTER 760, FLORIDA STATUTES.

APPENDIX





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**CONTACT INFORMATION**

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W: [www.TextBookDiscrimination.com](http://www.TextBookDiscrimination.com)

Congratulations! You're now **booked up** on these '*Charges of Discrimination*' that are pertinent to civil rights litigation!

