



**200011 TBD.C
'CHARGES OF DISCRIMINATION'**

Unofficial Reporter

3/6/2000 - 3/12/2000

{MOST RECENT UPDATE: 5/3/2023}

E: TextBookDiscrimination@gmail.com

W: www.TextBookDiscrimination.com

visit TBD's [website](#) for the most up-to-date information

TABLE OF CONTENTS | 200011 TBD.C

ID	Caption	Page
001	<i>Logsdon v. Sports Authority</i>	3
002	<i>Mirand v. American Express</i>	5
-	Appendix	8



200011 TBD.C 001
'CHARGES OF DISCRIMINATION'

CAPTION: *Logsdon v. Sports Authority*

CITATION: 200011 TBD.C 001

DATE: 3/11/2000

STATE: FL

CASE NO: 20-0249 (FCHR)

01-002371 (DOAH)

CASE TYPE: Employment Discrimination

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

FILENAME: 01002371061301i02.pdf

PAGES: 1

CAUSE: Y



FLORIDA COMMISSION ON HUMAN RELATIONS

3 John Knox Road, Suite 240, Building
Tallahassee, Florida 32303-4149

01-2371

AMENDED CHARGE OF DISCRIMINATION		FCHR No. 2001249	J. Moran
Name (Indicate Mr., Ms., or Mrs.) Thomas E. Logsdon		Social Security # 539348564	Date of Birth 5/1/39
Street Address 3005 E. Avery Street		Home Telephone Number (area code) 850/435-8827	
City, State, and Zip Code Pensacola, FL 32503		Work (if possible to call you there)	
List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.			
Name The Sports Authority	No. of Employees 15+	Telephone No. 850/494-1611	
Street Address 1220 Airport Boulevard	City, State, and Zip Code Pensacola, FL 32504	County Escambia	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input checked="" 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) 8/6/99	
<p>THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):</p> <p>I. Personal Harm: On August 6, 1999, I was terminated from my position with Respondent.</p> <p>II. Respondent's Reasons for Personal Harm: I was told that I was being terminated for writing "unsolicited letters" and creating a "hostile work environment."</p> <p>III. Discrimination Statement: I believe I have been discriminated against because of my Religion - Christianity, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended and Title VII of the Federal Civil Rights Act for the following reasons:</p> <ol style="list-style-type: none"> 1. Everyone in my office knew that on my Lunch hour I prayed in my office. I received no complaint for this practice. I even had three people who asked me to pray for them and tell them what the Lord said for them- Mr. Richard Ferguson, Store Manager, Ms. Christie Moore, Lower Office Associate and Mrs. Nadine Wesley, Associate. I gave each of them a narrative of what was spoken to me during my prayer time. No negative words were spoken to them. These 3 individuals sought me out and requested the information. I did not address any other employees with this information aside from the three who wanted it. 2. Other employees curse, write and speak in detail about sexual activities, yet they are only reprimanded. These actions can definitely create a hostile work environment. I was fired for sharing my views. 3. I was not allowed to defend myself at all. 			
I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).			
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.			
Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.			
SIGNATURE OF COMPLAINANT <i>Thomas E. Logsdon</i>			DATE 3-11-00

200011 TBD.C 002
'CHARGES OF DISCRIMINATION'

CAPTION: *Mirand v. American Express*

CITATION: 200011 TBD.C 002

DATE: 3/6/2000

STATE: FL

CASE NO: 20-03369 (FCHR)

00-003105 (DOAH)

CASE TYPE: Employment Discrimination

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

FILENAME: 00003105073100i03.pdf

PAGES: 2

CAUSE: N



00-3105
Dual filed with HC
CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act, Statement of the President's Commission on the Organization of the Government, 1974, completing this form.

AGENCY FEPA EEOC
CHARGE NUMBER
EM-310-2-00
15AA00086

Broward County Human Rights Div. and EEOC
State or local Agency, if any

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
00 MAR -6 PM 2:33

NAME (Indicate Mr., Ms., Mrs.) Ms. Irene Mirand HOME TELEPHONE (Include Area Code) (954) 455-3973
STREET ADDRESS 4001 S. Ocean Dr., #9e, Hollywood, FL 33019 CITY, STATE AND ZIP CODE Hollywood, FL 33019 DATE OF BIRTH 07/19/1957

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 American Express NUMBER OF EMPLOYEES, MEMBERS Cat C (201-500) TELEPHONE (Include Area Code)

STREET ADDRESS 14901 W 79 Court, Miami Lakes, FL 33016 CITY, STATE AND ZIP CODE Miami Lakes, FL 33016 COUNTY 025

NAME Am TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS CITY, STATE AND ZIP CODE COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))
 RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY OTHER (Specify)
DATE DISCRIMINATION TOOK PLACE
EARLIEST LATEST
01/21/2000
 CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

- 2000 Am
1. On January 10, ~~1999~~, I was denied a promotion to the position of Finance Analyst. On January 21, 2000, I was given a pre-termination letter. I filed a complaint against the respondent on June 28, 1999.
2. The respondent gave me no reason for denying me the promotion. I was disciplined because I failed to follow instructions.
3. I believed I was discriminated against in violation of Title VII of the Civil Rights Act of 1964, as amended, Section 704a and Florida Civil Rights Act (Chapter 760).

FILED
00 JUL 31 AM 9:10
DIVISION OF ADMINISTRATIVE HEARINGS

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 swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.
Date 02/10/2000 Charging Party (Signature) I. Mirand
SIGNATURE OF COMPLAINANT I. Mirand
SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Month, day and year)

70-3105
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Florida Comm. on Human Relations
Bldg. F, Suite 240
325 John Knox Road
Tallahassee, Florida 32303

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

DATE 03/02/2000

00 MAR -6 PM 2:33

EEOC CHARGE 15AA00086

FEPA CHARGE

FILED
90 JUL 31 AM 9:10
DIVISION OF
ADMINISTRATIVE
HEARINGS

FOR DUAL FILING

SUBJECT: CHARGE TRANSMITTAL

Mirand, Irene

(Charging Party)

v. American Express

(Respondent)

Transmitted herewith is a charge of employment discrimination initially received by the:

EEOC

15A Broward County Human Rights Div on 02/10/2000
(Name of FEPA) (Date of Receipt)

Pursuant to the worksharing agreement, this charge is to be initially investigated by the EEOC.

Pursuant to the worksharing agreement, this charge is to be initially investigated by the FEPA.

The worksharing agreement does not determine which agency is to initially investigate the charge.

EEOC requests a waiver

FEPA waives

No waiver requested

FEPA will investigate the charge initially

Please complete the bottom portion of this form to acknowledge receipt of the charge and, where appropriate, to indicate whether the Agency will initially investigate the charge.

TYPED NAME OF EEOC OR FEPA DIRECTOR

SIGNATURE

Federico Costales

Mirand, Irene

(Charging Party)

v. American Express

(Respondent)

To whom it may concern:

This will acknowledge receipt of the referenced charge and indicate this Agency's intention to initially investigate the charge

This will acknowledge receipt of the referenced charge and indicate this Agency's intention not to initially investigate the charge

This will acknowledge receipt of the referenced charge and request a waiver of initial investigation by the receiving agency.

This will acknowledge receipt of the referenced charge and indicate this agency's intention to dismiss/close/not docket the charge for the following reason:

TYPED NAME OF EEOC OR FEPA DIRECTOR

SIGNATURE

Ronald McElrath

TO: MIAMI DISTRICT OFFICE
One Biscayne Tower, Suite 2700
2 South Biscayne Blvd.
MIAMI, FLORIDA 33131

DATE 3/6/00

EEOC CHARGE 15AA00086

FEPA CHARGE

APPENDIX



COPYRIGHT NOTICE

TextBookDiscrimination.com is not the author of these public documents. Instead, TextBookDiscrimination.com merely re-printed and reformatted them for easier use.

ORIGINAL SOURCE

<u>#</u>	<u>Item</u>	<u>Link</u>
1	Original Source	FCHR.MyFlorida.com
2	Secondary Source	DOAH.State.FL.US

INTERACTIVE VERSION

<u>#</u>	<u>Item</u>	<u>Link</u>
1	Web	TextBookDiscrimination.com/Reports/COD/

CONTACT INFORMATION

E: TextBookDiscrimination@gmail.com
W: www.TextBookDiscrimination.com

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

