



200033 TBD.C
'CHARGES OF DISCRIMINATION'

Unofficial Reporter

8/7/2000 - 8/13/2000

{MOST RECENT UPDATE: 1/3/2023}

E: TextBookDiscrimination@gmail.com

W: www.TextBookDiscrimination.com

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

TABLE OF CONTENTS | 200033 TBD.C

ID	Caption	Page
001	<i>Baker v. Dollar General</i>	3
002	<i>Keys v. First Health Services</i>	5
003	<i>Rivero v. Dade County</i>	7
004	<i>Bailey v. Lakeland Ledger</i>	9
-	Appendix	11



200033 TBD.C 001
'CHARGES OF DISCRIMINATION'

CAPTION: *Baker v. Dollar General*

CITATION: 200033 TBD.C 001

DATE: 8/6/2000

STATE: FL

CASE NO: 2000059 (FCHR)

02-004177 (DOAH)

CASE TYPE: Employment Discrimination

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

FILENAME: 02004177102502i05091731.pdf

PAGES: 1



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

02-4177

AMENDED	CHARGE OF DISCRIMINATION	FCHR No. 2000059 DG	
Name (Indicate Mr., Ms., or Mrs.) Ms. Gale Baker		Social Security Number 267-33-7967	Date of Birth 09/7/59
Street Address 205 Mimosa Drive		Home Telephone Number (area code) 352-481-0321	
City, State, and Zip Code Hawthorne, Florida 32640		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 Dollar General Interlachen Florida (Branch)	No. of Employees 15+	Telephone No. (area code) 352-684-6670
Street Address Hwy 20 Interlachen	City, State, and Zip Code Interlachen, Florida 32640	County Putman

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) 10/12/98
---	--

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

I. PERSONAL HARM:
I was terminated from my position as Cashier on 10/12/98.

II. RESPONDENT'S REASON FOR PERSONAL HARM:
No reason given.

III. DISCRIMINATION STATEMENT:
I believe I have been discriminated against because of my race, black which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. I was hired by Arlene Beckham to work at Dollar General, she received another position at a different location. A employee by the name of Joy was made Manager. The following week I worked through my scheduled time and was never but back on the schedule. Joy informed me that payroll had been dropped and there wasn't enough to keep everyone on the schedule.
2. During the time I was taken off the schedule, a white lady was hired to work at the same store.
3. I was told by Ms. Susan McSweeny another employee that I was not going to be put back on the schedule because Joy said she hated me and all of my black people. She wished I did not have to come into the store.

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>Gale Baker</i>	DATE 8-6-00
---	----------------

200033 TBD.C 002
'CHARGES OF DISCRIMINATION'

CAPTION: *Keys v. First Health Services*

CITATION: 200033 TBD.C 002

DATE: 8/9/2000

STATE: FL

CASE NO: 2003563 (FCHR)

02-002748 (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: 02002748071102i05163755.pdf

PAGES: 1



FLORIDA COMMISSION ON HUMAN RELATIONS

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

02-2748

CHARGE OF DISCRIMINATION		FCHR No. DG. 2003563	
Name (Indicate Mr., Ms., or Mrs.) Ms. Cynthia Keys		Social Security Number 266-27-0347	Date of Birth 11/21/61
Street Address 11772 Grazing Buck Lane		Home Telephone Number (area code) 850-878-2156	
City, State, and Zip Code Tallahassee, Florida 32311		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 First Health Services Corp		No. of Employees 15+	Telephone No. (area code) 850-504-0700
Street Address 1560-6 Capital Circle NW		City, State, and Zip Code Tallahassee, Florida 32303	County Leon
CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)] <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" 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) 07/11/00 8-4-00	
THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):			
<p>I. PERSONAL HARM: I was terminated from my position as Computer Programmer Analyst on July 11, 2000. I was subjected to hostile working environment.</p> <p>II. RESPONDENT'S REASON FOR PERSONAL HARM: No reason was given for the action taken.</p> <p>III. DISCRIMINATION STATEMENT: I believe I have been discriminated against because of my sex, race (black) which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;</p> <p>1. I applied for a position as Team Leader IS Programming which would have been a promotion for me. I was already working as the Lead TPL Programmer Analyst / Assistant Team Leader. I was offered the job as Team Lead for the TPL with no increase. I turned the offer down, because there would be no pay increase until I had been in the position for six months, then I would be evaluated and based on that evaluation I would receive an increase but it would not be at the pay level of all other Team Leaders.</p> <p>2. The promotion was given to Neal Alspach (white male) with a salary increase. He had only been with the company six months, I have been with the company for almost two years.</p> <p>3. On July 11, 2000 I was to attend a 3:00 p.m. meeting about SDOH Response Diskettes Reports. I went to Neil (Team Leader) to inform him that I leave at 4:00 p.m. The meeting did not take place until around 3:40 p.m. I asked him did we have enough time to go over the reports or did we need to reschedule since it was almost time for me to leave. He gave no response.</p> <p>4. I ended up in the meeting with two white males and one yelling and pointing his finger in my face and his supervisor sitting not saying anything. I was told by Neil, let me get one thing straight, don't ever tell me what time you are scheduled to leave, he said I was scheduled to be there until the job was done.</p> <p>5. I spoke to the Human Resource Manager (Paul Shelley) who is white and he indicated to me that he could not listen to me and that I needed to work with Doug who is Neil supervisor on this or put my job in jeopardy or quit. He said I could take one of the three options. He said we will not allow one person to upset the whole office. I don't know of any white person or male that was ever treated this way.</p>			
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>Cynthia Keys</i>			DATE <i>9 Aug 00</i>

200033 TBD.C 003
'CHARGES OF DISCRIMINATION'

CAPTION: *Rivero v. Dade County*

CITATION: 200033 TBD.C 003

DATE: 8/10/2000

STATE: FL

CASE NO: 20-03562 (FCHR)

02-002311 (DOAH)

CASE TYPE: Employment Discrimination

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

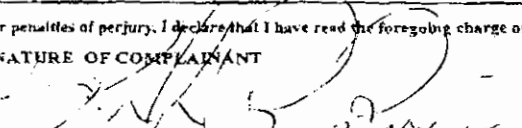
FILENAME: 02002311061202i05152323.pdf

PAGES: 1



02-2311

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

CHARGE OF DISCRIMINATION		FCHR No. <u>20 03502</u>	
Name (Indicate Mr., Ms., or Mrs.)	Ruben Rivero	Social Security Number	Date of Birth
		262-47-4832	JUN 01/16/1959
Street Address	601 S.E. 8th Street	Home Telephone Number (area code)	305.887.8478
City, State, and Zip Code	Hialeah, Florida 33010-5606	Work (if possible to call you there)	Unemployed/Disabled
List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.			
Name	Dade County Parks & Recreation	No. of Employees	Telephone No. (area code)
		15	305 251 0403
Street Address	12400 S.W. 152 Street	City, State, and Zip Code	Miami, Florida 33177
		County	Dade
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year)	
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> DISABILITY <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> AGE <input type="checkbox"/> MARITAL STATUS <input type="checkbox"/> RETALIATION		08/10/1999	
THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s))			
I. Personal Harm:			
I worked for Miami-Dade County Parks & Recreation Department as a Park Ranger from November 19, 1984 to January 26, 1986 then again on September 24, 1986 to August 10, 1999. After a year of employment I was told that my performance was very good, but I needed to improve on my absenteeism. I reminded my supervisor that I had a chronic illness, which he was aware of at the time that I was hired, and that I was under a physician's care. This same conversation occurred on the signing of every annual evaluation. My supervisor constantly tried to intimidate me and has frequently change my scheduled days through out my years within my department. There was going to be a position open for a supervisor within my department, because of a transfer of a supervisor to another department. My hours were reduced from 39 hours a week, to 16 hours on weekends and a younger inexperienced individual started training for the supervisor's position.			
II. Respondent's Reasons for Personal Harm:			
I recieved a letter stating that i was being terminated for abandonment of position.			
III. Discrimination Statement:			
I was discriminated against because of my straight-laced attitude and performance working in my job classification, and my chronic illness, which my employer was made aware of upon the time of my hiring. As a result of this illness I would loose time from work. The reason that was used by this said supervisor for the reduction of my hours was because of excess absenteeism. What happened was that a co-worker/friend of mine, which was in a supervisory position, transferred to another department and created the opening in question. What I believe the intentions were, if a less experience younger employee could be hired to fill that position they could be easily controlled, and would not shake the grip of the main supervisor. As a result of this ploy my hours were systematically reduced to the point that I suffered the loss of my wages and medical benefits resulting in my deterioration of my health preventing me from continuing my employment.			
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		DATE	
		08/10/2000	

JUN 2 2000
9:08

200033 TBD.C 004
'CHARGES OF DISCRIMINATION'

CAPTION: *Bailey v. Lakeland Ledger*

CITATION: 200033 TBD.C 004

DATE: 8/11/2000

STATE: FL

CASE NO: 20-03582 (FCHR)

03-000766 (DOAH)

CASE TYPE: Employment Discrimination

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

FILENAME: 03000766030403i05115901.pdf

PAGES: 1



03-0764

CHARGE OF DISCRIMINATION

FCHR No. 2003582

Name (Indicate Mr., Ms., or Mrs.)

MR. HORACE BAILEY JR.

FILED

Social Security Number

4

Date of Birth

8/6/62

Street Address

3016 DREWERY AVE.

03 MAR -4 PM 2:05

Home Telephone Number (area code)

NONE

City, State, and Zip Code

LAKELAND, Florida 33803

DIVISION
ADMINISTRATIVE
HEARINGS

Work (if possible to call you there)

NONE

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

Name

THE LEDGER (LAKELAND)

No. of Employees

1

Telephone No. (area code)

(863) 802-7000

Street Address

300 W. LIME STREET

City, State, and Zip Code

LAKELAND, Florida 33802

County

FLORIDA

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

RACE COLOR SEX RELIGION DISABILITY
 NATIONAL ORIGIN AGE MARITAL STATUS RETALIATION

DATE MOST RECENT OR CONTINUING DISCRIMINATION OCCURRED

PLACE (month, day, year)

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

I. Personal Harm: I WAS CONSTANTLY subjected to a hostile WORKING ENVIRONMENT CAUSED by my SUPERVISOR AND other EMPLOYEES. HE CONSTANTLY MADE RACIAL SLURS, AND OFTEN subjected to different WORK TERMS AND CONDITIONS, than OTHER NON-MINORITY (White) EMPLOYEES. WHEN I FILED AN INTERNAL GRIEVANCE, I WAS TERMINATED ON 8/12/99. UNABLE to GAIN employment, because of the bad job REFERENCES.

II. Respondent's Reasons for Personal Harm: I WAS TERMINATED for NOT ANSWERING him AND VIOLATION of company policy.

III. Discrimination Statement: I BELIEVE I HAVE BEEN DISCRIMINATED AGAINST because: 1) I'm A black albino, 2) I suffer from albinism, 3) By LAW I'm considered legally blind, (BA) I WAS THE ONLY EMPLOYEE, IN THE PRESSROOM MADE to TAKE AN EYE EXAM to KEEP my job. (BB) THE ONLY ONE IN THE PRESSROOM wrote up for getting hurt ON THE job. (BC) THE ONLY PIC REQUIRED to MAKE written reports of what happened ON my shift. (BD) WHEN I WAS acting PIC, my SUPERVISOR informed the OTHER EMPLOYEES that they did NOT HAVE to do AS they WERE told, by me, because I WAS NOT A SUPERVISOR, he WAS, AND HE RAN the shift. (BE) I did NOT receive PIC pay, WHEN the WHITE EMPLOYEES did. (BF) I WAS OFTEN called blind, by my SUPERVISOR, AND WAS teased for HAVING to TAKE 3 EYE EXAMS to KEEP my job (BG) THE ONLY EMPLOYEE SENT home for BEING 3 minutes late, WHEN the OTHER EMPLOYEES WERE NOT.

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW.

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

Horace Bailey

DATE

8/10/00

APR 11 11 11:28 AM '00

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!

