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**200042 TBD.C**  
**'CHARGES OF DISCRIMINATION'**

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Unofficial Reporter

10/9/2000 - 10/15/2000

{MOST RECENT UPDATE: 5/3/2023}

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**200042 TBD.C 001**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Flaughner v. Publix*

**CITATION:** 200042 TBD.C 001

**DATE:** 10/10/2000

**STATE:** FL

**CASE NO:** 21-03092 (FCHR)  
03-000002 (DOAH)

**CASE TYPE:** Employment Discrimination

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

**FILENAME:** 03000002010203i06094921.pdf

**PAGES:** 1

**CAUSE:** N



# CHARGE OF DISCRIMINATION

03-0008  
 AGENCY CHARGE NUMBER  
 FEPA  
 EEOC 151A10108

If you are affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

Florida Commission on Human Rel. and EEOC  
 State or local Agency, if any 03 JAN -2

**FILED**  
 DIVISION OF  
 ADMINISTRATIVE  
 HEARINGS

NAME (Indicate Mr., Ms., Mrs.) **Mr. Andrew Flaughter**  
 STREET ADDRESS **708 Harrington Lake Dr., South Venice, FL 34293**  
 CITY, STATE AND ZIP CODE **VENICE, FL 34293**  
 TELEPHONE (Include Area Code) **(941) 492-3657**  
 DATE OF BIRTH

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 **Publix Store #384**  
 NUMBER OF EMPLOYEES, MEMBERS **Cat D (501 +)**  
 TELEPHONE (Include Area Code) **(941) 497-6048**  
 STREET ADDRESS **4173 S Tamiami Tr, Venice, FL 34293**  
 CITY, STATE AND ZIP CODE  
 COUNTY **115**

NAME  
 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 **08/28/1999**    LATEST **08/28/1999**  
 CONTINUING ACTION

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

I. On 8/28/99 I was discharged from my position as Baker. I had been employed for over 14 years at the time. I was also harassed on a daily basis because of my disability.

II. I was never given a reason for the termination or for the harassment.

III. I believe that I was discriminated against because of my disability in violation of the Americans with Disabilities Act of 1990, as amended.



**James Benedick**  
 Commission # CC 794827  
 Expires JAN. 24, 2003  
 BONDED THRU  
 ATLANTIC BONDING CO. INC.

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.  
*Andrew Flaughter*  
 Date **Oct 10th 2000**  
 Charging Party (Signature)

SIGNATURE OF COMPLAINANT  
*Andrew Flaughter*

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
 (Month) day and year  
*10/10/00*

**200042 TBD.C 002**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Bradham v. Cypress Chase North Condo*

**CITATION:** 200042 TBD.C 002

**DATE:** 10/11/2000

**STATE:** FL

**CASE NO:** 20-90870H (FCHR)

01-003750 (DOAH)

**CASE TYPE:** Housing Discrimination

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

**FILENAME:** 01003750092101i01163644-COD.pdf

**PAGES:** 2

**CAUSE:** N



October 11, 2000

FILED

01 SEP 21 AM 8:50

HOUSING DISCRIMINATION COMPLAINT

DIVISION OF  
ADMINISTRATIVE  
HEARINGS

CASE NUMBER: 04-00-1406-8

FCHR NUMBER: 20-90870H

1. Complainants

Patricia Bradham Winsome  
11421 N.W. 36th Place  
Sunrise, FL 33323

2. Other Aggrieved Persons

None.

3. The following is alleged to have occurred or is about to occur:

Discriminatory refusal to sell.  
Discriminatory terms, conditions, privileges, or services and  
facilities.

4. The alleged violation occurred because of:

Race.

5. Address and location of the property in question (or if no property is involved, the city and state where the discrimination occurred):

3321 N.W. 47 Terr.  
Apt.#230  
Lauderdale Lakes, FL 33319

6. Respondent(s)

Honora Bender  
Cypress Chase North Condo Association  
3301 N.W. 47 Terr.  
Lauderdale Lakes, FL 33319

Morris Stone  
President, Cypress Chase North Condo Association  
3301 N.W. 47th Terr.  
Lauderdale Lakes, FL 33319

7. The following is a brief and concise statement of the facts regarding the alleged violation:

I am a black female who is also a qualified applicant to purchase a condominium. I was pre-approved for the loan amount to purchase the subject condo and the Cypress Chase North Condo Association required me to pay six months of maintenance fees, in advance, as a condition for the sale of subject condo. I believe that the actions of the Cypress Chase Condo Association are in violation of the Fair Housing Act, as amended.

8. The most recent date on which the alleged discrimination occurred:

June 27, 2000.

9. Types of Federal Funds identified:

None.

10. The acts alleged in this complaint, if proven, may constitute a violation of the following:

Sections 804a and 804b or f of Title VIII of the Civil Rights Act of 1968 as amended by the Fair Housing Act of 1988.

Please sign and date this form:

I declare under penalty of perjury that I have read this complaint (including any attachments) and that it is true and correct.

  
\_\_\_\_\_  
Patricia Bradham Winsome

2/27/01  
(Date)

N O T E : HUD WILL FURNISH A COPY OF THIS COMPLAINT TO THE PERSON OR ORGANIZATION AGAINST WHOM IT IS FILED.

**200042 TBD.C 003**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Gilliam v. DCA*

**CITATION:** 200042 TBD.C 003

**DATE:** 10/9/2000

**STATE:** FL

**CASE NO:** 21-00083 (FCHR)

02-004318 (DOAH)

**CASE TYPE:** Employment Discrimination

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

**FILENAME:** 02004318110702i03124326.pdf

**PAGES:** 1

**CAUSE:** Y





**FLORIDA COMMISSION ON HUMAN RELATIONS**

325 South Knox Road, Suite 240, Building 7  
Tallahassee, Florida 32303-4149

*02-4318*

<b>CHARGE OF DISCRIMINATION</b>		FCHR No. <i>2100083</i> J. Moran	
Name (Indicate Mr., Ms., or Mrs.) Evant O. Gilliam, Sr.		Social Security # 264-94-1258	Date of Birth 8/12/51
Street Address 226 White Drive		Home Telephone Number 850/576-9081	
City, State, and Zip Code Tallahassee FL 32304		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 Department of Community Affairs	No. of Employees 15+	Telephone No. (area code) 850/922-2289
Street Address 555 Shumard Oak Boulevard	City, State, and Zip Code Tallahassee FL 32304	County Leon

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) 09/14/00
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**THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):**

**I. Personal Harm:**  
On September 14, 2000, I was notified that I will be terminated from my position as a System Programmer I.

**II. Respondent's Reasons for Personal Harm:**  
I was told I was being discharged because of the state reduction plan.

**III. Discrimination Statement:**  
I believe I have been discriminated against because of 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 reasons;

I was in the process of completing my probationary period when I was informed of my impending discharge. Although the reason given for my termination was the state reduction plan, my position will still be open once I am done. I know of at least 2 other white employees who had completed their probationary period a few weeks earlier and were not terminated.

I am the only black technician. Five other (white) employees are in Career Service positions which were recommended to be cut, but they will not be let go until June 2001 if at all. My position has also been recommended for termination, but this has not happened yet. Instead, I am being terminated effective October 9, 2000 (which is also the date that my probation ends). This is also in violation of the Information Technology Agreement between Respondent and the State Technology Office which prohibits Respondent from making any personnel transactions.

My supervisor was pleased with my performance.

OCT-9 PM 14:17

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

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
<i>Evant O. Gilliam, Sr.</i>	<i>10/9/00</i>

APPENDIX



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**ORIGINAL SOURCE**

<u>#</u>	<u>Item</u>	<u>Link</u>
1	Original Source	<a href="http://FCHR.MyFlorida.com">FCHR.MyFlorida.com</a>
2	Secondary Source	<a href="http://DOAH.State.FL.US">DOAH.State.FL.US</a>

**INTERACTIVE VERSION**

<u>#</u>	<u>Item</u>	<u>Link</u>
1	Web	<a href="http://TextBookDiscrimination.com/Reports/COD/">TextBookDiscrimination.com/Reports/COD/</a>

**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!

