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**200043 TBD.C**  
**'CHARGES OF DISCRIMINATION'**

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Unofficial Reporter

10/16/2000 - 10/22/2000

{MOST RECENT UPDATE: 1/3/2023}

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**200043 TBD.C 001**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Khatri v. Del Frisco's Steak House*

**CITATION:** 200043 TBD.C 001

**DATE:** 10/20/2000

**STATE:** FL

**CASE NO:** 2100228 (FCHR)

01-004578 (DOAH)

**CASE TYPE:** Public Accommodations Discrimination

age	col	dis	fam	mar	nat	rac	rel	ret	sex	unk
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**FILENAME:** 01004578120301i05085636.pdf

**PAGES:** 3



**FLORIDA COMMISSION ON HUMAN RELATIONS**  
 3220 Knox Road, Suite 240, Building  
 Tallahassee, Florida 32303-4149

01-4578

<b>CHARGE OF DISCRIMINATION-PUBLIC ACCOMMODATION</b>		FCHR No.	
Name (Indicate Mr., Ms., or Mrs.) <b>Mr. Rajendra (Roger) Khatri</b>	Social Security Number <b>552-115-0112</b>	Date of Birth <b>6-18-59</b>	FILED 01 DEC 1999 AD Home Telephone Number (area code) please contact my attorney 407-896-1388 WORK (if possible to call you there)
Street Address <b>c/o attorney Jerome Hennigan</b>	City, State, and Zip Code <b>2220 Hillcrest Street, Orlando FL 32803</b>		

List the public lodging and/or public food service facility which discriminated against you.

Name <b>Del Frisco's Steak House</b>	Telephone Number (area code) <b>(407) 645-4443</b>
Street Address <b>729 Lee Road</b>	City, State, and Zip Code <b>Orlando FL 32710</b>
	County <b>US</b>

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input checked="" type="checkbox"/> RACE [ ] COLOR [ ] SEX [ ] RELIGION [ ] DISABILITY <input checked="" type="checkbox"/> NATIONAL ORIGIN [ ] CREED	Date Most Recent Or Continuing Discrimination Took Place. (month, day, year)
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THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM: **Emotional stress, frustration and upheaval caused by discriminatory act. Mental anguish and loss of dignity.**

II. RESPONDENT'S REASON FOR PERSONAL HARM:

III. DISCRIMINATION STATEMENT:

**Please see attached**

RECEIVED  
 FLORIDA COMMISSION ON  
 HUMAN RELATIONS  
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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

**Please see attached affidavit.**

FLORIDA COMMISSION ON HUMAN RELATIONS  
CONTINUATION OF PUBLIC ACCOMMODATION CHARGE

Complainant: Rajendra (Roger) Khatri

Focus of Complaint: Del Frisco's Steak House, Orlando, Florida

II Discrimination Statement:

On November 13, 2000 at approximately 8:00 p.m., I entered Del Frisco's Steak House with a friend. It was our intent to eat dinner there. Upon entering the restaurant I approached the hostess desk and requested a table for two. The hostess stated that there was a one hour wait and that the restaurant had a dress code requiring a collared shirt for anyone wanting to eat in the restaurant. The hostess then stated that I should go and buy myself a shirt. At the time, I was wearing a short sleeved, red and gray striped Ralph Lauren shirt. The shirt did not have the traditional pointed collar traditionally associated with dress shirts.

→ I had eaten at Del Frisco's before and had never been apprized or made aware of this presumed dress code requirement before. Nevertheless, I traveled to my home and changed into a collared shirt. Upon our return to the restaurant I noticed a couple leaving after having dinner. The gentleman was wearing a t-shirt with no collar. Needless, to say his t-shirt was a lot worse than the striped shirt I had earlier been denied entry in.

I once again approached the same hostess who had earlier denied us seating and asked why that man had been allowed to dine but I hadn't. The hostess replied, "They had a reservation and you are off the streets." I immediately demanded to speak to the owner but was told that the owner was in the rear of the restaurant and would not come to the front.

In the course of speaking with the hostess I noticed two dining tables where the men were not wearing collared shirts. At around this time the restaurant's owner, Russ, who I also believe to be known as William R. Christner, approached my companion. I greeted Russ and pointed out to him the several men who were seated and eating dinner without collared shirts. Russ acknowledged the fact that the men were indeed eating without wearing collared shirts and apologized for the way we were treated.

In the course of stating my personal affront and distaste for our treatment I explained to Russ that I was a Reserve Deputy with the Orange County Sheriff's Office and a personal friend of Sheriff Kevin Beary. It is common knowledge among the Central Florida law enforcement community that

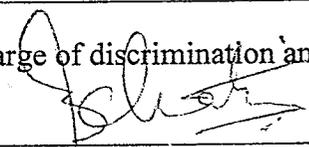
Russ is highly supportive of law enforcement in general and in particular of Orange County Sheriff Kevin Beary. I volunteered this information in an attempt to impress upon him the fact that his restaurant's actions were not simply against some anonymous person who would likely never have returned after being initially denied seating but rather against a person actively involved in the local business and law enforcement community. I thought that by pointing out my background that the restaurant and its staff would realize that they could not assume that their discriminatory actions would go unnoticed or unreported.

Russ indicated that our dinner bill would be taken care of by the restaurant. The one hour wait we were previously informed about simply vanished. As we were being seated I noticed several empty tables that were not occupied nor did they become occupied during our dinner. At the conclusion of the dinner I insisted on paying for our bill but the waitress would not accept my money.

My dining companion and I are of Indian descent and it is my firm belief that we were discriminated against because of our national origin. Del Frisco's attempted to prevent my entry by creating a dress code enforceable only against me and by misrepresenting the wait time necessary to be seated for dinner. Del Frisco's actions in attempting to prevent me from eating would have caused most people to simply leave and not return. It was only upon my return to the restaurant after putting on a collared shirt that the real motivation behind their actions became clear. Del Frisco's simply does not want people who reflect this country's expanding ethnic and cultural diversity.

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

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)

STATE OF FLORIDA  
COUNTY OF ORANGE

Before me this 18<sup>th</sup> day of October, 2000 personally appeared Rajendra Khatri who is personally known by me and who after taking an oath swore to the truthfulness of this document.

Notary Public:  
State of Florida at Large  
My Commission Expires:



Loris B Hancock  
My Commission CC916794  
Expires March 07 2004

**200043 TBD.C 002**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Pace v. Microtel Inn & Suites*

**CITATION:** 200043 TBD.C 002

**DATE:** 10/20/2000

**STATE:** FL

**CASE NO:** 2003693 (FCHR)  
02-001571 (DOAH)

**CASE TYPE:** Employment Discrimination

age	col	dis	fam	mar	nat	rac	rel	ret	sex	unk
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**FILENAME:** 02001571041802i04134758.pdf

**PAGES:** 1



FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, Suite 240, Building F

Tallahassee, Florida 32303-4149

02-1571

CHARGE OF DISCRIMINATION

COMMISSION ON HUMAN RELATIONS

FCHR No. 2003693 DG

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

Shelia Kay Pace

Social Security Number  
264-55-5510

Date of Birth  
06/26/63

Street Address

518 Country Lane

Home Telephone Number (area code)  
850-386-7108

City, State, and Zip Code

Tallahassee, Florida 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

Microtel Inn & Suites

No. of Employees  
15+

Telephone No. (area code)  
850-562-3800

Street Address

3216 North Monroe Street

City, State, and Zip Code

Tallahassee, Florida 32304

County

Leon

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 Took

Place (month, day, year) 08/16/00

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

**I. PERSONAL HARM:**

I was terminated from my position as Executive Housekeeper on August 16, 2000 by Denise Johnson the Manager.

**II. RESPONDENT'S REASON FOR PERSONAL HARM:**

Denise Johnson said she terminated me because I went out of town, when I was suppose to be the manager on duty and also because I sent my resume to a Post Office Box in Tallahassee Democrat. Denise said she put the ad in the paper to see if I was looking for another job. Denise stated she needed some that was going to back her up at the hotel.

**III. DISCRIMINATION STATEMENT:**

I believe I have been discriminated against because of my color, race (black) and retaliation 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. Denise fired all of the black desk clerks and hired her white friends. She told the employees she was doing this because it was best for the hotel. Denise started harassing me and trying to write me up for anything, I told her this was not right and I contacted one of the owners of the hotel, Mr. Pete Thomas Jr. and informed him of the situation. I was told by Mr. Thomas to keep doing my work and everything will be ok.

2. While at work on August 15, 2000, Denise wanted to meet with me, she had a write up in her hand, I was told by her that I went out of town this weekend and I was suppose to be the manager on duty, I told her I worked Saturday and called on Sunday to make sure everything was ok at the hotel and my number was posted if there were any problems. Denise said the hotel had problems and could not reach me. The Front Desk Clerk said there were no problems. I was sent home and told to return the next day and this is when I was terminated, I was called a little black heifer and told I was showing my color and told to leave the property. Denise created a hostile work environment.

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

*Shelia Kay Pace*

DATE

*10/17/00*

00 OCT 20 PM 3:01  
Division of Administrative Hearings  
**FILED**  
Date *4/18/08*

APPENDIX



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