



200114 TBD.C
'CHARGES OF DISCRIMINATION'

Unofficial Reporter

4/2/2001 - 4/8/2001

{MOST RECENT UPDATE: 1/19/2023}

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200114 TBD.C 001
'CHARGES OF DISCRIMINATION'

CAPTION: *Mangual v. Miami-Dade County*

CITATION: 200114 TBD.C 001

DATE: 4/2/2001

STATE: FL

N/A (FCHR)

CASE NO:

01-004014 (DOAH)

CASE TYPE: Employment Discrimination

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

FILENAME: 01004014101801i02085300.pdf

PAGES: 2

CAUSE: N



2-4014

CHARGE OF DISCRIMINATION

AGENCY

CHARGE NUMBER

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

FEPA

FEPC

RECEIVED
FLORIDA COMMISSION ON HUMAN RELATIONS

FILED 150 A1 1081

Florida Comm. on Human Relations and EEOC
State or local Agency, if any

OCT 18 8 52 AM '01
01 APR 12 PM 3:10

NAME (Indicate Mr., Ms., Mrs.)

HOME TELEPHONE (Include Area Code)

Mr. Carlos A. Mangual

(305) 895-5712

STREET ADDRESS

CITY, STATE AND ZIP CODE

1290 Ne 135th Street, North Miami, FL 33161

ADMINISTRATIVE HEARINGS

DATE OF BIRTH

03/08/1967

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

NUMBER OF EMPLOYEES, MEMBERS

TELEPHONE (Include Area Code)

Miami Dade County Consumer Service

Cat B (101-200)

(305) 375-1250

STREET ADDRESS

CITY, STATE AND ZIP CODE

140 W Flagler Street, Suite 901, Miami, FL 33128

COUNTY

086

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

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

DATE DISCRIMINATION TOOK PLACE
EARLIEST LATEST

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY OTHER (Specify)

06/09/2000 06/09/2000

CONTINUING ACTION

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

On June 9, 2000, I was demoted from my position of consumer protection officer to a parks security supervisor and my probation for a promotion was terminated.

The Assistant Director of Consumer Protection, Mario Goderich told me that I was being demoted because "your disability and liability you bring to this department" and he was terminating my probation for a promotion that I received.

I believe that I have been discriminated against because of my disability, by being demoted and probation being terminated, in violation of the Americans with Disabilities Act of 1990.

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.

SIGNATURE OF COMPLAINANT

2 April 2001
Carlos A. Mangual

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Month, day and year)

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS

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

01 APR 12 PM 3:10

DATE 04/04/2001

EEOC CHARGE 150A11681

FEPA CHARGE

FOR DUAL FILING

SUBJECT: CHARGE TRANSMITTAL

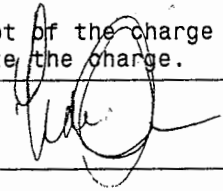
Mangual, Carlos A v. Miami Dade County Consumer Service
(Charging Party) (Respondent)

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

EEOC _____ on 04/02/2001
(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

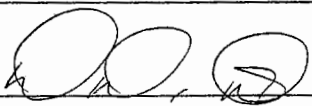
Please complete the bottom portion of this form to acknowledge receipt of the charge and, where appropriate, to indicate whether the Agency will initially investigate the charge.

TYPED NAME OF EEOC OR FEPA DIRECTOR	SIGNATURE
Federico Costales	

Mangual, Carlos A v. Miami Dade County Consumer Service
(Charging Party) (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
Derick Daniel	

DATE

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

EEOC CHARGE 150A11681
FEPA CHARGE

200114 TBD.C 002
'CHARGES OF DISCRIMINATION'

CAPTION: *Warren v. DOC*

CITATION: 200114 TBD.C 002

DATE: 4/3/2001

STATE: FL

CASE NO: 2101543 (FCHR)

02-003999 (DOAH)

CASE TYPE: Employment Discrimination

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

FILENAME: 02003999101502i06104147.pdf

PAGES: 1

CAUSE: N



02-3999

AMENDED CHARGE OF DISCRIMINATION		FCHR No. 2101543 J. Moran	
Name (Indicate Mr., Ms., or Mrs.) Tyraine Warren		Social Security # 591-20-4688	Date of Birth 11/30/67
Street Address 1322 Clay Street		Home Telephone Number (area code) 850/224-1841	
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 Century Correctional Institution	No. of Employees 15+	Telephone No. 850/256-2600
Street Address 400 Tedder Road	City, State, and Zip Code Century FL 32535	County Wakulla

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 checked="" type="checkbox"/> RETALIATION	DATE MOST RECENT CHARGING DISCRIMINATION TOOK PLACE (month, day, year) 3/3/01
--	---

RECEIVED
 FLORIDA COMMISSION ON
 HUMAN RELATIONS
 FEB 29 2:29 PM '01

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

I. Personal Harm:
 On March 3, 2001, I was terminated from my position as a Correctional Officer.

II. Respondent's Reasons for Personal Harm:
 I was told I was being terminated for alleged sexual harassment, prior disciplinary actions and sleeping on the job.

III. Discrimination Statement:
 I believe I have been discriminated against because of my Race - Black and Retaliation 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:

1. I was held to a different standard than white officers. My work schedule was originally 6:45 a - 2:45 a. However, I was working an extra 15 - 30 minutes a day. When he asked to be compensated for this, I was told to report from 7:00 a - 3:00 p. When I would attempt to leave I would be told there were still duties to be performed. The white officers were allowed to leave on time. They also got lunch break. I did not get a official lunch break, I had to stay with the inmates the whole time.
2. After complaining about the violation of both black employees and inmates rights, I experienced harassment and retaliation up through my termination.
3. In November 2000, I was notified that five female employees were accusing me of sexual harassment in 1999 (they cannot provide a specific date or time). I was not even at the work site when these allegations surfaced. Two of these five employees I had written up previously for solicitation of money for sex and breach of contract. All of these women admit that they were approached by investigators who solicited their complaints. I was fired based on questionable, incomplete and vague evidence.

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: *Tyraine A. Warren* DATE: 3-30-01

200114 TBD.C 003
'CHARGES OF DISCRIMINATION'

CAPTION: *Griffin v. DCFS*

CITATION: 200114 TBD.C 003

DATE: 4/6/2001

STATE: FL

CASE NO: 2101649 (FCHR)

02-004731 (DOAH)

CASE TYPE: Employment Discrimination

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

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PAGES: 3

CAUSE: N



FLORIDA COMMISSION ON HUMAN RELATIONS

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

09-4731

AMENDED CHARGE OF DISCRIMINATION

FCHR No. 2101649

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

02 DEC -5 PM 1:22

Social Security #
266-74-2775

Date of Birth
May 23, 1945

Street Address
3194 Notre Dame Street

ADMINISTRATIVE
HEADQUARTERS

Home Telephone Number (area code)
(850) 576-5390

City, State, and Zip Code
Tallahassee, Florida 32310

Work (if possible to call you there)
(850) 663-7544

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

Name
Florida State Hospital

No. of Employees
15+

Telephone No.
(850) 663-7585 or 663-7414

Street Address
P.O. Box 1000

City, State, and Zip Code
Chattahoochee, Florida
32324

County
Gadsden

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) Feb. & Mar., 2001

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

I. Personal Harm:

Please see Attachment "B"

II. Respondent's Reasons for Personal Harm:

Please see Attachment "B"

III. Discrimination Statement:

Please see Attachment "B"

RECEIVED
 FLORIDA COMMISSION ON
 HUMAN RELATIONS
 01 APR -6 AM 11:29

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



APRIL 6, 2001

AMENDED CHARGE OF DISCRIMINATION
(ATTACHMENT "B")

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
01 APR -6 AM 11:29

FILED
02 DEC -5 PM 1:22

THE PARTICULARS ARE:

I. Personal Harm:

I believe that I am the victim of discrimination because I have been repeatedly denied an equal opportunity for promotion to a "Human Service Counselor III" position at Florida State Hospital. This systematic denial of promotion continues to occur notwithstanding the fact that my education, abilities, skills, and knowledge meet or exceed the advertised requirements for this position. Even the fact that I was highly recommended, participated in the Hospital's Mentor program and was officially determined eligible for promotion were deemed inconsequential. This action coupled with previous arbitrary and capricious denials of an equal opportunity for promotion has caused me great emotional anguish which has adversely affected my job performance and my relationship with my family, friends and co-workers. Likewise, it has caused me to have depressive feelings of dejection and worthlessness. Additionally, it denied me an opportunity for a pay increase, the opportunity to work in a position commensurate with my qualifications and the opportunity to further develop my career. It is clear that a pattern of discrimination has been established wherein a person with my demographics (age, sex and race), is routinely denied the opportunity for employment as a "Human Service Counselor III" at Florida State Hospital. Therefore, I am submitting this complaint to "The Florida Commission on Human Relation" with the hope that an investigation will be conducted, the truth revealed, this form of blatant discrimination is discontinued, the persons responsible is held accountable, and I am made whole.

II. Respondents Reasons for Personal Harm:

In the most resent incidents in which I was discriminated against, I applied for three different "Human Service Counselor III" positions. Two positions were offered by Unit I, and one position was offered by Unit 4. For one of the positions I applied for at Unit I, I was given the following reason for the action taken against me: "Although the decision was very difficult to make, an applicant who possessed qualifications that better met our needs has been selected." I was not given a reason for the action taken against me, in the second position I applied for at Unit I. When the second position was re-advertised, I applied for it again. I was not given a reason for the action taken against me when the second position at Unit I was filled (after being re-advertised). No selection was made for the position I applied for at Unit 4. I was not given a reason. The position at Unit 4, has been re-advertised. I have re-applied for the "Human Service Counselor III" position that was re-advertised by Unit 4.

ATTACHMENT "B

III. Discrimination Statement:

I believe that my race, sex and/or age determined the action that was taken against me because in spite of my qualifications, I have been systematically denied promotion and the positions I applied for were awarded to women (some of whom were African American) and men under the age of fifty, who's qualifications were not significantly superior to mine. When one considers these most resent incidents, how they relate to my previous promotion denials, and other indicators it becomes abundantly clear to anyone with a just mind, that I have been, and continue to be discriminated against because of my race, sex and/or age.

APPENDIX



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CONTACT INFORMATION

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W: www.TextBookDiscrimination.com

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

