



200131 TBD.C
'CHARGES OF DISCRIMINATION'

Unofficial Reporter

7/30/2001 - 8/5/2001

{MOST RECENT UPDATE: 1/19/2023}

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200131 TBD.C 001
'CHARGES OF DISCRIMINATION'

CAPTION: *Williams v. Pugh & Associates*

CITATION: 200131 TBD.C 001

DATE: 8/1/2001

STATE: FL

CASE NO: 21-02976 (FCHR)

02-002501 (DOAH)

CASE TYPE: Employment Discrimination

| age | col | dis | fam | Mar | nat | rac | rel | ret | sex | unk |
|-----|-----|-----|-----|-----|-----|-------------------------------------|-----|-------------------------------------|-----|-----|
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PAGES: 1

CAUSE: N



CHARGE DISCRIMINATION

AGENCY

CHARGE NUMBER

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

RECEIVED
 FEDERAL BUREAU OF INVESTIGATION
 FLORIDA COMMISSION ON HUMAN RELATIONS

02-2501

Florida Commission on Human Rel.
 State or local Agency, if any

01 AUG -8 PM 2:1102

FILED
 JUN 19 PM 1:29

NAME (Indicate Mr., Ms., Mrs.) Mr. Alphonso Williams, Jr HOME TELEPHONE (Include Area Code) (850) 433-7627

STREET ADDRESS CITY, STATE AND ZIP CODE DATE OF BIRTH
 2415 North E. St., Pensacola, FL 32501 06/03/1953

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)
 L Pugh & Associates Cat A (15-100) (850) 478-2227

STREET ADDRESS CITY, STATE AND ZIP CODE COUNTY
 10183 N Palafox St, Pensacola, FL 32501 033

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
 RACE COLOR SEX RELIGION NATIONAL ORIGIN EARLIEST LATEST
 RETALIATION AGE DISABILITY OTHER (Specify) 01/01/1999 06/07/2001
 CONTINUING ACTION

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

I have been employed since 1997, beginning in 1999 to present, I have been subjected to racial slurs by Andy Pugh and Soni Sully. My pay was decreased from \$500. 00 a week to \$340.00 a week, I was forced to sign in/out when white employees were not and the truck that I was driving for work purposes was taken away. I started using my personal truck and was denied mileage when others were paid. I am the only black employee in the warehouse. Subsequently, I was discharged on June 7, 2001, after I complained to the owners wife, Sharon Pugh about the treatment.

II. Respondent's Reason for Adverse Action:

No reason was given.

III. Statement of Discrimination:

I believe I have been discriminated against because of my race, Black and retaliated against for complaining, in violation of Title VII of Civil Rights Act of 1964, as amended.

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.
 7-26-01 *Alphonso Williams*
 Date Charging Party (Signature)

SIGNATURE OF COMPLAINANT
Alphonso Williams
 SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Month, day and year)

200131 TBD.C 002
'CHARGES OF DISCRIMINATION'

CAPTION: *Kiesling v. Florida State University*

CITATION: 200131 TBD.C 002

DATE: 8/1/2001

STATE: FL

CASE NO: 21-02955 (FCHR)

03-000139 (DOAH)

CASE TYPE: Employment Discrimination

| age | col | dis | fam | mar | nat | rac | rel | ret | sex | unk |
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325 John Knox Road, Suite 240, Building B3
Tallahassee, Florida 32303-4149

FILED
JAN 18 2001
AM 11:08

CHARGE OF DISCRIMINATION

ECHR No 8

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

MR. DOUGLAS G. KIESLING

Social Security Number

Date of Birth

Street Address

542 TEAL LN. 03-0139

Home Telephone Number (area code)

(850) 877-3764

City, State, and Zip Code

TALLAHASSEE, FL 32308

Work (if possible to call you there)

N/A

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

Name

FSU DIV. OF FINANCE & ADMIN.

No. of Employees

~ 5000

Telephone No. (area code)

(850) 644-4444

Street Address

WEST TENN. ST.

City, State, and Zip Code

TALLAHASSEE, FL

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)

NOTICE 1-21-2000

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

AFFECTIVE: 8-7-2000

I. Personal Harm:

TERMINATION OF ("AT WILL") EMPLOYMENT

II. Respondent's Reasons for Personal Harm:

LAI D OFF -

"WITHOUT CAUSE" (EXCEPT) TO "BEST SERVE THE INTERESTS OF FSU."

III. Discrimination Statement:

SINGLED OUT:

- I WAS "THE OLDEST" EMPLOYED IN MY SECTION AND DEPARTMENT.

- MINE WAS THE ONLY TERMINATION, AS ABOVE (II), THAT I KNOW OF.

- I WAS THE ONLY "TERMINATED" EMPLOYEES IN MY DEPARTMENT "REASSIGNED TO OTHER DUTIES PRIOR" TO TERMINATION. - THEY RESIGNED WEEKS PRIOR TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED UNDER THE LAW(S). LATER.

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
01 AUG - 1 AM 11:08

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

Douglas Kiesling

7-25-01

200131 TBD.C 003
'CHARGES OF DISCRIMINATION'

CAPTION: *Hopkinson v. Slammer & Squire*

CITATION: 200131 TBD.C 003

DATE: 8/3/2001

STATE: FL

CASE NO: 21-02570 (FCHR)

02-004732 (DOAH)

CASE TYPE: Employment Discrimination

| age | col | dis | fam | mar | nat | rac | rel | ret | sex | unk |
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FLC A COMMISSION ON HUMAN RELATIONS

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

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DEC - 5 PM 1:21
ADMINISTRATIVE

| | | | |
|---|--|---|---------------------------|
| AMENDED CHARGE OF DISCRIMINATION | | FCHR No. 2102570 NW | |
| Name (Indicate Mr. Ms. or Mrs.) Mr. Steven P. McPrinson HOPKINSON | | Social Security # 219-33-0363 | Date of Birth 06/09/60 |
| Street Address 2878 North Third Street | | Home Telephone Number (area code) 904/829-5834 | |
| City, State, and Zip Code St. Augustine, Florida 32084 | | 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 Slammer & Squire at World Golf Village | Number of Employees 15+ | Telephone Number 904/940-6162 |
| Street Address 2 World Golf Place | City, State and Zip Code St. Augustine, Florida 32084 | County St. Johns |

| | |
|--|---|
| CAUSE OF DISCRIMINATION BASED ON - Check appropriate box(es) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> DISABILITY <input checked="" 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) 06/21/01 |
|--|---|

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

I. Personal Harm:
I have been subjected to different terms and conditions of my employment as a Line Cook. I have denied promotions and not even given an interview.

II. Respondent's Reason for Personal Harm
The alleged reason was insubordination.

III. Discrimination Statement:
I believe I have been discriminated against because of my national origin which is in violation of Federal Civil Rights Act 1992, as amended and Chapter 760 of the Florida Statutes for the following reasons:

1. I was subjected to comments by the Food & Beverage Manager regarding my national origin for example; "Limmies can't cook and only boil their food with salt".
2. I am also being denied access to Employer's Conflict Resolution Procedures as laid out in the company's employee handbook.
3. I have denied been promotion without even an interview. The position was given to someone who was less qualified in knowledge and experience than myself.
4. I was written up the Food & Beverage Manager and told that I had one or two write ups in my file already.

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
01 AUG - 3 PM 1:32

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: *Steven P. Hopkinson* DATE: 08/02/01

200131 TBD.C 004
'CHARGES OF DISCRIMINATION'

CAPTION: *Levine v. Barkley Financial*

CITATION: 200131 TBD.C 004

DATE: 8/3/2001

STATE: FL

CASE NO: 2102758 (FCHR)

03-002494 (DOAH)

CASE TYPE: Employment Discrimination

| age | col | dis | fam | mar | nat | rac | rel | ret | sex | unk |
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PAGES: 2

CAUSE: N



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

| | | | |
|---|--|---|---------------------------------|
| AMENDED CHARGE OF DISCRIMINATION | | FCHR No. 03 #4 2102758 10 AM 9:28 | J.M.M. |
| Name (Indicate Mr., Ms., or Mrs.) Ms. Randi G. Levine | | Social Security Number | Date of Birth 9-15-60 |
| Street Address 2994 Oak Tree Lane | | Home Telephone Number (area code) 03 2494 (954) 961-4451 | |
| City, State, and Zip Code Hollywood, FL 33021 | | Work (if possible to call you there) (954) 322-0911 | |
| List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you. | | | |
| Name Barkley Financial | No. of Employees 15+ | Telephone No. (area code) (954) 489-0888 | |
| Street Address 100 Cypress Creek Road Suite 820 | City, State, and Zip Code Ft. Lauderdale, FL 33309 | County Broward | |
| CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) <input 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 checked="" type="checkbox"/> RETALIATION | | DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 7-11-00 | |
| THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s): | | | |
| I. Personal Harm: On July 11, 2000, I was constructively discharged from my position as an A.P. Commodities Broker. I was subsequently fired from my new job as a result of conduct by Barkley. | | | |
| II. Respondent's Reasons for Personal Harm: No reasons given. | | | |
| III. Discrimination Statement: SEE ATTACHMENT "1" | | | |
| I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED 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>Randi Levine</i> | | | DATE 8/3/01 |

ATTACHMENT "1"

I believe I have been discriminated against because of my sex (female) and retaliation which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

1. I believe I was forced to work in an environment where the male supervisors consistently used foul language, and told dirty sexually explicit jokes. They also passed around sexually explicit materials. Along with the male supervisors, company owners Stuart Rubin, Steve Schwartz and Patrick Parker, were constantly in the office propositioning female staff members for sexual relations.

2. On one occasion while Mr. Patrick Parker was visibly intoxicated, stated to me "I want those tits! I've always wanted those tits!" He then pushed me against the wall and grabbed me by the throat. I cried and pushed Mr. Parker away. When the other owner, Stuart Rubin, returned from a business trip the following Monday (it had been done the Thursday night before) he merely laughed, instead of remedying the situation.

3. On one occasion, while catching a ride to the office with one of the brokers, sexually explicit; unwelcome and offensive propositions were made. He tried to force my head down to his lap where his penis was exposed. I had to physically restrain him before he would stop. Later when Stuart Rubin was told about this broker he laughed!

4. When Mr. Rubin learned that I would be pursuing charges of sexual harassment against him and Barkley, he telephoned my new employer, Mr. Marshall, and asked him to communicate to me a threat to have me fired if I pursued my charges. Mr. Marshall has communicated this threat to me on several occasions. He confirmed that he has spoken with Mr. Rubin about this matter. I was finally fired, without just cause, in early May, 2001.

APPENDIX



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ORIGINAL SOURCE

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| 2 | Secondary Source | DOAH.State.FL.US |

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| <u>#</u> | <u>Item</u> | <u>Link</u> |
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