



200319 TBD.F
'AGENCY FINAL ORDERS'

Unofficial Reporter

5/5/2003 - 5/11/2003

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TABLE OF CONTENTS | 200319 TBD.F

ID	Caption	Page
001	<i>Rodriguez v. Miami-Dade Community College</i>	3
002	<i>Bruno v. Eastman Kodak</i>	7
003	<i>Jennings v. SandCo</i>	11
004	<i>Hopkinson v. Slammer & Squire</i>	15
005	<i>Priskie v. Omni Colonnade Hotel</i>	19
-	Appendix	23



200319 TBD.F 001
'AGENCY FINAL ORDERS'

CAPTION: *Rodriguez v. Miami-Dade Community College*

CITATION: 200319 TBD.F 001

ORDER NO: 03-027

DATE: 5/7/2003

STATE: FL

CASE NO: 22-00071 (FCHR)

02-001709 (DOAH)

CASE TYPE: Employment Discrimination

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

FILENAME: 02001709 ATAFO.PDF

PAGES: 3

RESULT: Final (dismissed)



1-24-03

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

FILED
03 MAY -9 PM 3:33

DIVISION OF
ADMINISTRATIVE
HEARINGS

AT

EEOC Case No. NONE

JANET RODRIGUEZ,

Petitioner,

FCHR Case No. 22-00071

v.

DOAH Case No. 02-1709

PHM-CL05

DISTRICT BOARD OF TRUSTEES OF
MIAMI-DADE COMMUNITY COLLEGE,

FCHR Order No. 03-027

Respondent.

**FINAL ORDER DISMISSING PETITION FOR
RELIEF FROM AN UNLAWFUL EMPLOYMENT PRACTICE**

Preliminary Matters

Petitioner Janet Rodriguez filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (1999), alleging that Respondent District Board of Trustees of Miami-Dade Community College committed an unlawful employment practice on the basis of retaliation for filing sexual harassment grievances by terminating Petitioner from her position.

The allegations set forth in the complaint were investigated, and, on April 1, 2002, the Executive Director issued his determination finding that there was no reasonable cause to believe that an unlawful employment practice had occurred.

Petitioner filed a Petition for Relief from an Unlawful Employment Practice, and the case was transmitted to the Division of Administrative Hearings for the conduct of a formal proceeding.

An evidentiary hearing was held by video teleconference in Miami, Florida, and Tallahassee, Florida, on November 7 and 8, 2002, before Administrative Law Judge Patricia Hart Malono.

Judge Malono issued a Recommended Order of dismissal, dated January 29, 2003.

The Commission panel designated below considered the record of this matter and determined the action to be taken on the Recommended Order.

Findings of Fact

We find the Administrative Law Judge's findings of fact to be supported by competent substantial evidence.

We adopt the Administrative Law Judge's findings of fact.

Conclusions of Law

We find the Administrative Law Judge's application of the law to the facts to result in a correct disposition of the matter.

We adopt the Administrative Law Judge's conclusions of law.

Exceptions

Neither party filed exceptions to the Administrative Law Judge's Recommended Order.

Dismissal

The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

The parties have the right to seek judicial review of this Order. The Commission and the appropriate District Court of Appeal must receive notice of appeal within 30 days of the date this Order is filed with the Clerk of the Commission. Explanation of the right to appeal is found in Section 120.68, Florida Statutes, and in the Florida Rules of Appellate Procedure 9.110.

DONE AND ORDERED this 7th day of May, 2003.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Roosevelt Paige, Panel Chairperson;
Commissioner Aletta Shutes; and
Commissioner P. C. Wu

Filed this 7th day of May, 2003,
in Tallahassee, Florida.

Violet Crawford
Violet Crawford, Clerk
Commission on Human Relations
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301
(850) 488-708

Copies furnished to:

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c/o Neil Flaxman, Esq.
Neil Flaxman, P.A.
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Coral Gables, FL 33134

District Board of Trustees of
Miami-Dade Community College
c/o Karen A. Brimmer, Esq.
Hinshaw & Culbertson
One East Broward Boulevard
Suite 1010
Fort Lauderdale, FL 33301

Patricia Hart Malono, Administrative Law Judge, DOAH

James Mallue, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 7th day of May, 2003.

By: Violet Crawford
Clerk of the Commission
Florida Commission on Human Relations

200319 TBD.F 002
'AGENCY FINAL ORDERS'

CAPTION: *Bruno v. Eastman Kodak*

CITATION: 200319 TBD.F 002

ORDER NO: 03-029

DATE: 5/7/2003

STATE: FL

CASE NO: 20-01873 (FCHR)

02-003692 (DOAH)

CASE TYPE: Employment Discrimination

age	col	dis	fam	mar	nat	rac	rel	ret	sex	unk
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FILENAME: 02003692050903i01084700.pdf

PAGES: 3

RESULT: Final (dismissed)



STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

FILED
03 MAY -9 PH 3:33
DIVISION OF
ADMINISTRATIVE
HEARINGS

FREDERICK BRUNO,

EEOC Case No. NONE

Petitioner,

FCHR Case No. 20-01873

v.

DOAH Case No. 02-3692 *FLB-CIOS*

EASTMAN KODAK COMPANY,

FCHR Order No. 03-029

Respondent.

**FINAL ORDER DISMISSING PETITION FOR
RELIEF FROM AN UNLAWFUL EMPLOYMENT PRACTICE**

This matter is before the Commission for consideration of the Recommended Order of Dismissal, dated February 12, 2003, issued in the above-styled matter by Administrative Law Judge Fred L. Buckine.

Findings of Fact and Conclusions of Law

Judge Buckine's order reflects that Petitioner has agreed and stipulated that this case should be dismissed with prejudice. This finding appears to be supported by competent substantial evidence in the record, namely Petitioner's "Response to Order to Show Cause," dated February 10, 2003, in which Petitioner states, "The case is closed and Petitioner does not want to reopen the case." Consequently, Judge Buckine recommended the Commission issue a final order dismissing the matter with prejudice and indicating that each party shall bear its own costs and fees associated with this proceeding.

We adopt the Administrative Law Judge's recommendations.

Exceptions

Neither party filed exceptions to the Administrative Law Judge's Recommended Order of Dismissal.

Dismissal

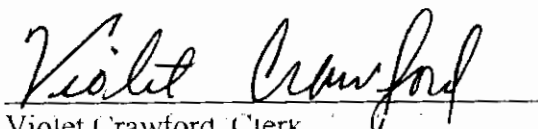
The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

The parties have the right to seek judicial review of this Order. The Commission and the appropriate District Court of Appeal must receive notice of appeal within 30 days of the date this Order is filed with the Clerk of the Commission. Explanation of the right of appeal is found in Section 120.68, Florida Statutes, and in the Florida Rules of Appellate Procedure 9.110.

DONE AND ORDERED this 7th day of May, 2003.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Roosevelt Paige, Panel Chairperson;
Commissioner Aletta Shutes; and
Commissioner P. C. Wu

Filed this 7th day of May, 2003,
in Tallahassee, Florida.


Violet Crawford, Clerk
Commission on Human Relations
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301
(850) 488-7082

Copies furnished to:

Frederick Bruno
c/o Carl R. Hayes, Esq.
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Tampa, FL 33603

Eastman Kodak Company
c/o Thomasina H. Williams, Esq.
Williams & Associates, P.A.
Brickell View Centre, Suite 1830
80 Southwest Eighth Street
Miami, FL 33130

Fred L. Buckine, Administrative Law Judge, DOAH

James Mallue, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 7th day of May, 2003.

By: Kiela Crawford
Clerk of the Commission
Florida Commission on Human Relations

200319 TBD.F 003
'AGENCY FINAL ORDERS'

CAPTION: *Jennings v. SandCo*

CITATION: 200319 TBD.F 003

ORDER NO: 03-030

DATE: 5/7/2003

STATE: FL

CASE NO: 21-01062 (FCHR)
02-003998 (DOAH)

CASE TYPE: Employment Discrimination

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

FILENAME: 02003998 ATAFO.PDF

PAGES: 3

RESULT: Final (dismissed)



2-14-03

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

FILED
03 MAY -9 PM 3:28
DIVISION OF
ADMINISTRATIVE
HEARINGS

AT

LONNIE JENNINGS,

EEOC Case No. 15DA10205

Petitioner,

FCHR Case No. 21-01062

v.

DOAH Case No. 02-3998 CCA-CWS

SANDCO, INC.,

FCHR Order No. 03-030

Respondent.

**FINAL ORDER DISMISSING PETITION FOR
RELIEF FROM AN UNLAWFUL EMPLOYMENT PRACTICE**

Preliminary Matters

Petitioner Lonnie Jennings filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (1999), alleging that Sandco, Inc., committed an unlawful employment practice on the basis of Petitioner's race (Black) when it terminated Petitioner from her position.

The allegations set forth in the complaint were investigated, and, on September 23, 2002, the Executive Director issued his determination finding that there was no reasonable cause to believe that an unlawful employment practice had occurred.

Petitioner filed a Petition for Relief from an Unlawful Employment Practice, and the case was transmitted to the Division of Administrative Hearings for the conduct of a formal proceeding.

An evidentiary hearing was held in Tallahassee, Florida, on January 6, 2003, before Administrative Law Judge Charles C. Adams.

Judge Adams issued a Recommended Order of dismissal, dated February 14, 2003.

The Commission panel designated below considered the record of this matter and determined the action to be taken on the Recommended Order.

Findings of Fact

We find the Administrative Law Judge's findings of fact to be supported by competent substantial evidence.

We adopt the Administrative Law Judge's findings of fact.

Conclusions of Law

We find the Administrative Law Judge's application of the law to the facts to result in a correct disposition of the matter.

We adopt the Administrative Law Judge's conclusions of law.

Exceptions

Neither party filed exceptions to the Administrative Law Judge's Recommended Order.

Dismissal

The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

The parties have the right to seek judicial review of this Order. The Commission and the appropriate District Court of Appeal must receive notice of appeal within 30 days of the date this Order is filed with the Clerk of the Commission. Explanation of the right to appeal is found in Section 120.68, Florida Statutes, and in the Florida Rules of Appellate Procedure 9.110.

DONE AND ORDERED this 7th day of May, 2003.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Roosevelt Paige, Panel Chairperson;
Commissioner Aletta Shutes; and
Commissioner P. C. Wu

Filed this 7th day of May, 2003,
in Tallahassee, Florida.

Violet Crawford

Violet Crawford, Clerk
Commission on Human Relations
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301
(850) 488-7082

NOTICE TO COMPLAINANT / PETITIONER

As your complaint was filed under Title VII of the Civil Rights Act of 1964, which is enforced by the U.S. Equal Employment Opportunity Commission (EEOC), you have the right to request EEOC to review this Commission's final agency action. To secure a "substantial weight review" by EEOC, you must request it in writing within 15 days of your receipt of this Order. Send your request to Miami District Office (EEOC), One Biscayne Tower, 2 South Biscayne Blvd., Suite 2700, 27th Floor, Miami, FL 33131.

Copies furnished to:

Lonnie Jennings
Post Office Box 782
Greenville, FL 32331

Sandco, Inc.
c/o Vehad Ghagvini, President
c/o Vicki Goodman, Personnel Representative
2811 Industrial Plaza Drive
Tallahassee, FL 32310

Charles C. Adams, Administrative Law Judge, DOAH

James Mallue, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 7th day of May, 2003.

By: Violet Crawford
Clerk of the Commission
Florida Commission on Human Relations

200319 TBD.F 004
'AGENCY FINAL ORDERS'

CAPTION: *Hopkinson v. Slammer & Squire*

CITATION: 200319 TBD.F 004

ORDER NO: 03-028

DATE: 5/7/2003

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
					<input checked="" type="checkbox"/>					

FILENAME: 02004732050903i01084636.pdf

PAGES: 3

RESULT: Final (dismissed)



STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

FILED
03 MAY -9 PM 3:33
DIVISION OF
ADMINISTRATIVE
HEARINGS

STEVEN HOPKINSON,

EEOC Case No. 15DA106976

Petitioner,

FCHR Case No. 21-02570

v.

DOAH Case No. 02-4732

SFD-CL03

SLAMMER AND SQUIRE
HONOURS GOLF,

FCHR Order No. 03-028

Respondent.

**FINAL ORDER DISMISSING PETITION FOR
RELIEF FROM AN UNLAWFUL EMPLOYMENT PRACTICE**

This matter is before the Commission for consideration of the Recommended Order of Dismissal, dated February 14, 2003, issued in the above-styled matter by Administrative Law Judge Stephen F. Dean.

Findings of Fact and Conclusions of Law

Judge Dean's order reflects that Petitioner failed to appear at the scheduled administrative hearing in the matter. Consequently, Judge Dean recommended the Commission issue a final order dismissing the matter based on Petitioner's failure to appear and failure to present evidence in support of the Petition for Relief.

We adopt the Administrative Law Judge's finding as to the nonappearance of Petitioner and conclude that Petitioner has failed to carry his burden of proof.

Exceptions

Neither party filed exceptions to the Administrative Law Judge's Recommended Order of Dismissal.

Dismissal

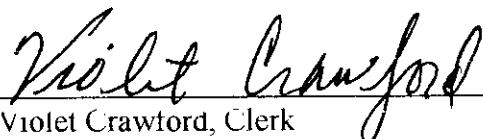
The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

The parties have the right to seek judicial review of this Order. The Commission and the appropriate District Court of Appeal must receive notice of appeal within 30 days of the date this Order is filed with the Clerk of the Commission. Explanation of the right of appeal is found in Section 120.68, Florida Statutes, and in the Florida Rules of Appellate Procedure 9.110.

DONE AND ORDERED this 7th day of May, 2003.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Roosevelt Paige, Panel Chairperson;
Commissioner Aletta Shutes; and
Commissioner P. C. Wu

Filed this 7th day of May, 2003,
in Tallahassee, Florida.



Violet Crawford, Clerk
Commission on Human Relations
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301
(850) 488-7082

NOTICE TO COMPLAINANT / PETITIONER

As your complaint was filed under Title VII of the Civil Rights Act of 1964, which is enforced by the U.S. Equal Employment Opportunity Commission (EEOC), you have the right to request EEOC to review this Commission's final agency action. To secure a "substantial weight review" by EEOC, you must request it in writing within 15 days of your receipt of this Order. Send your request to Miami District Office (EEOC), One Biscayne Tower, 2 South Biscayne Blvd., Suite 2700, 27th Floor, Miami, FL 33131.

Copies furnished to:

Steven Hopkinson
2878 North Third Street
St. Augustine, FL 32084

Slammer and Squire Honours Golf
c/o Kathy Harbin
3475 Lenox Road Northeast, Suite 400
Atlanta, GA 30326

Stephen F. Dean, Administrative Law Judge, DOAH

James Mallue, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 7th day of May, 2003.

By: Violet Crawford
Clerk of the Commission
Florida Commission on Human Relations

200319 TBD.F 005
'AGENCY FINAL ORDERS'

CAPTION: *Priskie v. Omni Colonnade Hotel*

CITATION: 200319 TBD.F 005

ORDER NO: 03-031

DATE: 5/8/2003

STATE: FL

CASE NO: 1995-2471 (FCHR)

99-004333 (DOAH)

CASE TYPE: Employment Discrimination

age	col	dis	fam	mar	nat	rac	rel	ret	sex	unk
					☒		☒		☒	

FILENAME: 99004333 ATAFO.PDF

PAGES: 3

RESULT: Final (dismissed)



1-31-03

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

FILED
03 MAY 12 AM 9:21
DIVISION OF
ADMINISTRATIVE
HEARINGS

AT

JEFFREY PRISKIE,

EEOC Case No. NONE

Petitioner,

FCHR Case No. 95-2471

v.

DOAH Case No. 99-4333 EHP-CWS

IBEX COLONNADE CORPORATION,
d/b/a OMNI COLONNADE HOTEL,

FCHR Order No. 03-031

Respondent.

**FINAL ORDER DISMISSING PETITION FOR
RELIEF FROM AN UNLAWFUL EMPLOYMENT PRACTICE**

Preliminary Matters

Petitioner Jeffrey Priskie filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (1993), alleging that Respondent Ibex Colonnade Corporation, d/b/a Omni Colonnade Hotel, committed an unlawful employment practice on the basis of Petitioner's sex (male), religion (Jewish) and national origin, by terminating Petitioner from the position of Director of Catering.

The allegations set forth in the complaint were investigated, and, on August 18, 1999, the Executive Director issued his determination finding that there was no reasonable cause to believe that an unlawful employment practice had occurred.

Petitioner filed a Petition for Relief from an Unlawful Employment Practice, and the case was transmitted to the Division of Administrative Hearings for the conduct of a formal proceeding.

An evidentiary hearing was held in Fort Lauderdale, Florida, on August 15-17, 2001, January 2-4 and 7-8, 2002, and February 11-13, 2002, before Administrative Law Judge Errol H. Powell.

Judge Powell issued a Recommended Order of dismissal, dated January 31, 2003.

The Commission panel designated below considered the record of this matter and determined the action to be taken on the Recommended Order.

Findings of Fact

We find the Administrative Law Judge's findings of fact to be supported by competent substantial evidence.

We adopt the Administrative Law Judge's findings of fact.

Conclusions of Law

We find the Administrative Law Judge's application of the law to the facts to result in a correct disposition of the matter.

We adopt the Administrative Law Judge's conclusions of law.

Exceptions

Neither party filed exceptions to the Administrative Law Judge's Recommended Order.

Dismissal

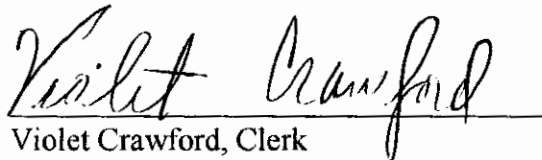
The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

The parties have the right to seek judicial review of this Order. The Commission and the appropriate District Court of Appeal must receive notice of appeal within 30 days of the date this Order is filed with the Clerk of the Commission. Explanation of the right to appeal is found in Section 120.68, Florida Statutes, and in the Florida Rules of Appellate Procedure 9.110.

DONE AND ORDERED this 8th day of May, 2003.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Roosevelt Paige, Panel Chairperson;
Commissioner Aletta Shutes; and
Commissioner P. C. Wu

Filed this 8th day of May, 2003,
in Tallahassee, Florida.



Violet Crawford, Clerk
Commission on Human Relations
2009 Apalachee Parkway, Suite 100
Tallahassee, FL 32301
(850) 488-708

Copies furnished to:

Jeffrey Priskie
19306 Northwest 13th Street
Pembroke Pines, FL 33029

Ibex Colonnade Corporation,
d/b/a Omni Colonnade Hotel
c/o Merideth C. Nagel, Esq.
c/o Thomas H. Loffredo, Esq.
Holland and Knight, LLP
315 South Calhoun Street, Suite 600
Post Office Drawer 810
Tallahassee, FL 32301

Errol H. Powell, Administrative Law Judge, DOAH

James Mallue, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 8th day of May, 2003.

By: Judith Crawford
Clerk of the Commission
Florida Commission on Human Relations

APPENDIX



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INTERACTIVE VERSION

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1	Web	TextBookDiscrimination.com/Reports/FO/

CONTACT INFORMATION

E: TextBookDiscrimination@gmail.com

W: www.TextBookDiscrimination.com

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