

4-24-02

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

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ADMINISTRATIVE HEARINGS

THAISE A. HAMPTON,

EEOC Case No. 15D970323

Petitioner,

FCHR Case No. 97-0196

v.

DOAH Case No. 01-3354

DWD-CWS

DEPARTMENT OF CORRECTIONS,

FCHR Order No. 02-063

Respondent.

FINAL ORDER DISMISSING PETITION FOR  
RELIEF FROM AN UNLAWFUL EMPLOYMENT PRACTICE

Preliminary Matters

Petitioner Thaise A. Hampton filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (1995), alleging that Respondent Department of Corrections committed an unlawful employment practice on the basis of Petitioner's race (African American), sex (female) and handicap (not specifically alleged; injury following accident) when it terminated Petitioner from her position with Respondent.

The allegations set forth in the complaint were investigated, and, on July 19, 2001, 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 Marianna, Florida, on March 26, 2002, before Administrative Law Judge Don W. Davis.

Judge Davis issued a Recommended Order of dismissal, dated April 24, 2002.

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

A transcript of the proceeding before the Administrative Law Judge was not filed with the Commission.

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 5<sup>th</sup> day of NOVEMBER, 2002.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Gayle Cannon, Panel Chairperson;  
Commissioner Donna Elam; and  
Commissioner P. C. Wu

Filed this 5<sup>th</sup> day of NOVEMBER, 2002,  
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:

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Don W. Davis, Administrative Law Judge, DOAH

James Mallue, Legal Advisor for Commission Panel