

8-25-03

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

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FILED

JULIETTE C. RIPPY,

AT

EEOC Case No. 15DA200526

Petitioner,

FCHR Case No. 22-00918

v.

DOAH Case No. 03-1232

ALH-CWS

DEPARTMENT OF CORRECTIONS

FCHR Order No. 04-012

Respondent.

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

Petitioner, JULIETTE C. RIPPY, filed a complaint of discrimination pursuant to Florida Civil Rights Act of 1992, Sections 760.01-760.11, Florida Statutes, alleging that the Respondent, DEPARTMENT OF CORRECTIONS, committed an unlawful employment practice by terminating her due to her race and sex. The allegations set forth in the complaint were not investigated within 180 days. On March 27, 2003, the Petitioner filed an election for an administrative hearing and was granted a formal evidentiary hearing that was held in Tallahassee, Florida, on July 15, 2003, before Administrative Law Judge Harry L. Hooper.

Judge Hooper issued a Recommended Order of Dismissal dated August 25, 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 and Conclusions of Law

The Commission's file contains a no transcript of the proceeding before the Administrative Law Judge. In the absence of a transcript of the proceeding before the Administrative Law Judge, his Recommended Order is the only evidence for the Commission to consider. National Industries, Inc. vs. Commission on Human Relations, et al., 527 So. 2d 894, at 898 (Fla. 5<sup>th</sup> DCA 1988).

With regard to the steps necessary for establishing that an unlawful employment practice has occurred, it has been stated, "The initial burden is upon Petitioner to establish a prima facie case of discrimination. Once Petitioner established a prima facie case, a presumption of unlawful discrimination is created. The burden then shifts to Respondent to show a legitimate, nondiscriminatory reason for its action. If Respondent carries this burden, Petitioner then must prove by a preponderance of the evidence that the reason offered by the Respondent is not its true reason, but only a pretext for discrimination." See conclusions of law adopted by a Commission panel in Spradlin vs. Washington Mutual Bank, d/b/a Great Western, 23 F.A.L.R. 3359, at 3364, 3365 (FCHR 2001), citations from the quoted statement omitted.

The Administrative Law Judge found that the Petitioner presented no evidence whatsoever of sex or race bias on the part of the Department or its employees. The Petitioner failed to establish a prima facie case of discrimination. In fact, the Respondent further demonstrated legitimate, non-discriminatory reasons for the termination.

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

Exceptions

Neither party filed any exceptions to the Recommended Order.

Dismissal

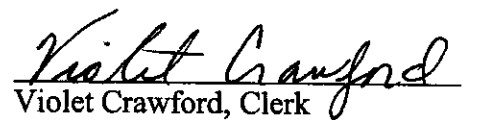
The Request for Relief and Complaint of Discrimination are DISMISSED with prejudice.

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 10th day of March, 2004.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS

Commissioner Donna Elam, Chairperson  
Commissioner John Corbett  
Commissioner Roosevelt Paige

Filed this 10th day of March, 2004,  
in Tallahassee, Florida.

  
Violet Crawford, Clerk  
Commission on Human Relations  
2009 Apalachee Parkway, Suite 100  
Tallahassee, Florida 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 the 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, 27<sup>th</sup> Floor, Miami, FL 33131

Copies furnished to:

Juliette C. Rippy  
1622 Northeast 19<sup>th</sup> Place  
Gainesville, FL 32609

Mark Henderson, Esquire  
Department of Corrections  
2601 Blairstone Road  
Tallahassee, FL 32399

Honorable Harry L. Hooper, Administrative Law Judge (DOAH)

Jim Tait, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 10th day of March, 2004.

BY: *Wishit Crawford*  
Clerk of the Commission  
Florida Commission on Human Relations