

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

FILED  
05 DEC -7 AM 9:37  
DIVISION OF  
ADMINISTRATIVE  
HEARINGS

BEULAH M. JOHNSON,

EEOC Case No. 15DA4006

Petitioner,

FCHR Case No. 2004-21549

v.

DOAH Case No. 04-4315

ALACHUA COUNTY SHERIFF'S OFFICE,

FCHR Order No. 05-134

Respondent.

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

Preliminary Matters

Petitioner Beulah M. Johnson filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2003), alleging that Respondent Alachua County Sheriff's Office committed an unlawful employment practice on the bases of Petitioner's race (Black), religion (Christian), and disability (lower back problem) when it terminated Petitioner from her position as a Clerical Technician I.

The allegations set forth in the complaint were investigated, and, on October 28, 2004, 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 on June 7, 2005, in Gainesville, Florida, before Administrative Law Judge Barbara J. Staros.

Judge Staros issued a Recommended Order of dismissal, dated September 30, 2005.

Pursuant to notice, public deliberations were held on December 1, 2005, by means of Communications Media Technology (namely, telephone) before this panel of Commissioners. The public access point for these telephonic deliberations was the Office of the Florida Commission on Human Relations, 2009 Apalachee Parkway, Suite 100, Tallahassee, Florida, 32301. At these deliberations, the Commission panel 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

Petitioner filed exceptions to the Administrative Law Judge's Recommended Order in a letter to FCHR Chief Legal Counsel, Cecil Howard. The document does not clearly identify the portions of the Recommended Order excepted to, but rather seems to take exception to the inferences drawn from the evidence presented, and exception that alleged facts were not found by the Administrative Law Judge.

While the document discusses Petitioner's view of being placed on restricted duty, it raises no issue to substantiate that the Administrative Law Judge committed an error of law in concluding that no disability discrimination occurred.

It is likely that the Commission would not need to rule on these exceptions since the Administrative Procedure Act states, "An agency need not rule on an exception that does not clearly identify the disputed portion of the recommended order by page number or paragraph, that does not identify the legal basis for the exception, or that does not include appropriate and specific citations to the record." Section 120.57(1)(k), Florida Statutes (2005).

Nevertheless, the Commission has stated, "It is well settled that it is the Administrative Law Judge's function 'to consider all of the evidence presented and reach ultimate conclusions of fact based on competent substantial evidence by resolving conflicts, judging the credibility of witnesses and drawing permissible inferences therefrom. If the evidence presented supports two inconsistent findings, it is the Administrative Law Judge's role to decide between them.' Beckton v. Department of Children and Family Services, 21 F.A.L.R. 1735, at 1736 (FCHR 1998), citing Maggio v. Martin Marietta Aerospace, 9 F.A.L.R. 2168, at 2171 (FCHR 1986)." Barr v. Columbia Ocala Regional Medical Center, 22 F.A.L.R. 1729, at 1730 (FCHR 1999).

In addition, there is no indication on Petitioner's exception document that it was served on Respondent by Petitioner as is required by Fla. Admin. Code R. 28-106.110.

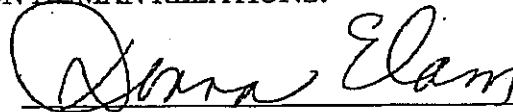
Petitioner's exceptions are rejected.

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 6<sup>th</sup> day of December, 2005.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:



Commissioner Donna Elam,  
Panel Chairperson;  
Commissioner Gayle Cannon; and  
Commissioner Billy Whitefox Stall

Filed this 6<sup>th</sup> day of December, 2005,  
in Tallahassee, Florida.



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

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:

Beulah M. Johnson  
c/o Heather Harris  
4322-C Southwest 70<sup>th</sup> Terrace  
Gainesville, FL 32608

Alachua County Sheriff Office  
c/o Linda G. Bond, Esq.  
Allen, Norton & Blue, P.A.  
906 North Monroe Street, Suite 100  
Tallahassee, FL 32303

Barbara J. Staros, 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 6<sup>th</sup> day of DECEMBER, 2005.

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