

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

FILED  
07 AUG 22 AM 10:34  
DIVISION OF  
ADMINISTRATIVE  
HEARINGS

JOANN HILTY,

EEOC Case No. NONE

Petitioner,

FCHR Case No. 2006-00830

v.

DOAH Case No. 06-4762

LEE COUNTY GOVERNMENT,

FCHR Order No. 07-040

Respondent.

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

Preliminary Matters

Petitioner Joanne Hilty filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2005), alleging that Respondent Lee County Government committed unlawful employment practices on the basis of Petitioner's (age), in the manner in which it compensated Petitioner, and on the basis of retaliation, by suspending Petitioner for two days and demoting Petitioner when Petitioner complained about age discrimination in her compensation.

The allegations set forth in the complaint were investigated, and, on October 17, 2006, 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 Myers, Florida, on February 1 and 2, 2007, before Administrative Law Judge Susan B. Harrell.

Judge Harrell issued a Recommended Order of dismissal, dated June 1, 2007.

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

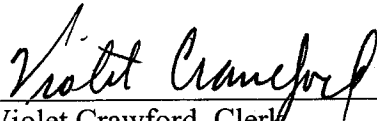
The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

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 21st day of August, 2007.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Rita Craig, Panel Chairperson;  
Commissioner Gayle Cannon; and  
Commissioner Anice R. Prosser

Filed this 21st day of August, 2007,  
in Tallahassee, Florida.

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

Copies furnished to:

Joanne Hilty  
c/o Ann Poe Angel, Esq.  
Angel & Angel, P.A.  
1617 Hendry Street, Suite 405  
Fort Myers, FL 33901

Lee County Government  
c/o Andrea R. Fraser, Esq.  
c/o Jack N. Peterson, Esq.  
Lee County Attorney's Office  
Post Office Box 398  
Fort Myers, FL 33902

Susan B. Harrell, 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 21st day of August, 2007.

By: *Natlet Crawford*  
Clerk of the Commission  
Florida Commission on Human Relations