

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

CYNTHIA STEBBINS,

Petitioner,

v.

APPLIANCE DIRECT,

Respondent.

EEOC Case No. 15D200709673

FCHR Case No. 2007-01978

DOAH Case No. 08-0394

FCHR Order No. 08-035

FILED  
2008 JUN -4 P 1:29  
DIVISION OF  
ADMINISTRATIVE  
HEARINGS

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

Preliminary Matters

Petitioner Cynthia Stebbins 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 Appliance Direct committed unlawful employment practices on the bases of Petitioner's race (white), sex (female / sexual harassment / hostile work environment) and retaliation, eventually resulting in Petitioner having to resign her position with Respondent.

The allegations set forth in the complaint were investigated, and, on December 21, 2007, 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 Viera, Florida, on March 3, 2008, before Administrative Law Judge Jeff B. Clark.

Judge Clark issued a Recommended Order of dismissal, dated April 4, 2008.

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. In the absence of a transcript of the proceeding before the Administrative Law Judge, the Recommended Order is the only evidence for the Commission to consider. See National Industries, Inc. v. Commission on Human

Relations, et al., 527 So. 2d 894, at 897, 898 (Fla. 5th DCA 1988). Accord, Beach-Gutierrez v. Bay Medical Center, FCHR Order No. 05-011 (January 19, 2005), and Waaser v. Streit's Motorsports, FCHR Order No. 04-157 (November 30, 2004).

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 2<sup>nd</sup> day of June, 2008.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Donna Elam, Panel Chairperson;  
Commissioner Gilbert M. Singer; and  
Commissioner Mario M. Valle

Filed this 2<sup>nd</sup> day of June, 2008,  
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:

Cynthia Stebbins  
c/o Maurice Arcadier, Esq.  
Allen & Arcadier, P.A.  
2815 West New Haven Blvd., # 304  
W. Melbourne, FL 32904

Alliance Direct  
c/o Christopher J. Coleman, Esq.  
c/o Robert L. Beals, Esq.  
Schillinger & Coleman, P.A.  
1311 Bedford Drive, Suite 1  
Melbourne, FL 32940

Jeff B. Clark, 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 2<sup>nd</sup> day of June, 2008.

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