

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

FILED

DORINE ALEXANDER,

Petitioner,

v.

BAR-B-QUE MANAGEMENT INC.,
d/b/a SONNY'S REAL PIT BAR-B-Q,

Respondent.

EEOC Case No. 15D200970824

FCHR Case No. 2009-00719

DOAH Case No. 10-1818

FCHR Order No. 10-080

2010 OCT 07 11:52

DIVISION OF
ADMINISTRATIVE
HEARINGS

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

Preliminary Matters

Petitioner Dorine Alexander filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2007), alleging that Respondent Bar-B-Que Management Inc., d/b/a Sonny's Real Pit Bar-B-Q, committed unlawful employment practices on the basis of Petitioner's race (Black) by subjecting Petitioner to different terms and conditions of employment, disciplining Petitioner, and forcing Petitioner to resign, and on the basis of Petitioner's disability by denying Petitioner a reasonable accommodation.

The allegations set forth in the complaint were investigated, and, on March 3, 2010, 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 Ocala, Florida, on June 7, 2010, before Administrative Law Judge Suzanne F. Hood.

Judge Hood issued a Recommended Order of dismissal, dated August 13, 2010.

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 of the parties 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 26th day of October, 2010.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Donna Elam, Panel Chairperson;
Commissioner Darcell Streeter; and
Commissioner Mario M. Valle

Filed this 26th day of October, 2010,
in Tallahassee, Florida.



Violet Crawford, Clerk
Commission on Human Relations
209 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:

Dorine Alexander
307 Marion Oaks Crse.
Ocala, FL 34473

Bar-B-Que Management, Inc.,
d/b/a Sonny's Real Pit Bar-B-Q
c/o Joanne B. Lambert, Esq.
c/o Jessica A. DeBono, Esq.
Jackson Lewis, LLP
390 North Orange Avenue, Suite 1285
Post Office Box 3389
Orlando, FL 32802-3389

Suzanne F. Hood, 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 26th day of October, 2010.

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