

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

GHANSHAMINIE LEE,

EEOC Case No. 15D201400283

Petitioner,

FCHR Case No. 2014-00340

v.

DOAH Case No. 14-4580

SHELL POINT RETIREMENT
COMMUNITY,

FCHR Order No. 15-033

Respondent.

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

Preliminary Matters

Petitioner Ghanshaminie Lee filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2013), alleging that Respondent Shell Point Retirement Community committed unlawful employment practices on the bases of Petitioner's race (not specified in complaint), color (not specified in complaint), religion (not specified in complaint) and national origin (Indo-Guyanese) by subjecting Petitioner to different terms and conditions of employment, harassing Petitioner, denying Petitioner promotion and not placing Petitioner on the work schedule. Petitioner also alleged that Respondent unlawfully retaliated against Petitioner for complaining about harassment by cutting Petitioner's hours.

The allegations set forth in the complaint were investigated, and, on August 25, 2014, the Executive Director issued a 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 by video teleconference at sites in Fort Myers and Tallahassee, Florida, on November 25, 2014, and February 13, 2015, before Administrative Law Judge Linzie F. Bogan.

Judge Bogan issued a Recommended Order of dismissal, dated March 23, 2015.

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

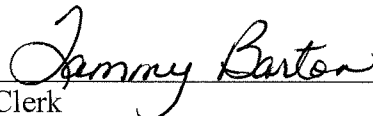
The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

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 10 day of June, 2015.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Gilbert M. Singer, Panel Chairperson;
Commissioner Tony Jenkins; and
Commissioner Rebecca Steele

Filed this 10 day of June, 2015,
in Tallahassee, Florida.


Clerk
Commission on Human Relations
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Copies furnished to:

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Linzie F. Bogan, 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 10 day of June, 2015.

By: 
Clerk of the Commission
Florida Commission on Human Relations