

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

SUSAN SWEATT,

EEOC Case No. 510201501704

Petitioner,

FCHR Case No. 2015-00902

v.

DOAH Case No. 15-5979

WALT DISNEY WORLD,

FCHR Order No. 16-046

Respondent.

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

Preliminary Matters

Petitioner Susan Sweatt filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2014), alleging that Respondent Walt Disney World committed an unlawful employment practice on the basis of Petitioner's disability by forcing her to work in an unhealthy environment and an unlawful employment practice on the bases of Petitioner's disability and age (DOB: 10-11-54) by terminating Petitioner from employment.

The allegations set forth in the complaint were investigated, and, on September 15, 2015, 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 Orlando and Tallahassee, Florida, on March 24, 2016, before Administrative Law Judge Elizabeth W. McArthur.

Judge McArthur issued a Recommended Order of dismissal, dated June 16, 2016.

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 8 day of Sept, 2016.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Tony Jenkins, Panel Chairperson;
Commissioner Jay Pichard; and
Commissioner Sandra Turner

Filed this 8 day of Sept, 2016,
in Tallahassee, Florida.

Jimmy Baston
Clerk
Commission on Human Relations
4075 Esplanade Way, Room 110
Tallahassee, FL 32399
(850) 488-7082

Copies furnished to:

Susan Sweatt
c/o Amber N. Williams, Esq.
The Coye Law Firm, P.A.
730 Vassar Street
Orlando, FL 32804

Walt Disney World
c/o Patrick M. Muldowney, Esq.
c/o Gregory R. Schmitz, Esq.
Baker & Hostetler, LLP
Post Office Box 112
Orlando, FL 32802-0112

Walt Disney World
c/o Armando A. Rodriguez-Feo, Esq.
Walt Disney Parks and Resorts, U.S., Inc.
Post Office Box 10000
Lake Buena Vista, FL 32830

Elizabeth W. McArthur, 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 8 day of Sept, 2016.

By: Tommy Barton
Clerk of the Commission
Florida Commission on Human Relations