

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

STEPHEN BROOKS,

EEOC Case No. 15D201500432

Petitioner,

FCHR Case No. 2015-00872

v.

DOAH Case No. 16-0345

WALMART,

FCHR Order No. 17-021

Respondent.

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

Preliminary Matters

Petitioner Stephen Brooks 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 Walmart committed unlawful employment practices on the basis of Petitioner's sex (male) in the manner in which Petitioner was treated by his supervisor and in the manner in which Petitioner's scheduling of shifts was handled. In addition, Petitioner alleged that Respondent unlawfully retaliated against Petitioner when Petitioner complained about the manner in which he had been treated by writing-up Petitioner for medically excused absences.

The allegations set forth in the complaint were investigated, and, on December 17, 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 in Tallahassee, Florida, on October 12, 2016, before Administrative Law Judge W. David Watkins.

Judge Watkins issued a Recommended Order of dismissal, dated December 30, 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

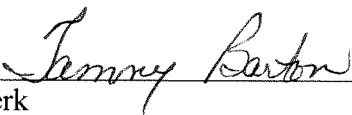
The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

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 2 day of March, 2017.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Rebecca Steele, Panel Chairperson;
Commissioner Derick Daniel; and
Commissioner Gilbert M. Singer

Filed this 2 day of March, 2017,
in Tallahassee, Florida.



Clerk
Commission on Human Relations
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W. David Watkins, 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 day of March, 2017.

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