

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

CHRIS MINIARD,

EEOC Case No. 15D201500564

Petitioner,

FCHR Case No. 2015-01298

v.

DOAH Case No. 16-1909

NORTH FLORIDA DESIGN GROUP,
INC.,

FCHR Order No. 16-051

Respondent.

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

Preliminary Matters

Petitioner Chris Miniard 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 North Florida Design Group, Inc., committed unlawful employment practices on the basis of Petitioner's sex (male) by subjecting Petitioner to sexual harassment and on the basis of retaliation by terminating Petitioner from employment for complaining about being sexually harassed.

Prior to the issuance of an investigatory determination by the Commission, 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 Jacksonville, Florida, on June 8, 2016, before Administrative Law Judge Lawrence P. Stevenson.

Judge Stevenson issued a Recommended Order of dismissal, dated August 4, 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 29 day of Sept., 2016.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Rebecca Steele, Panel Chairperson;
Commissioner Donna Elam; and
Commissioner Gilbert M. Singer

Filed this 29 day of Sept., 2016,
in Tallahassee, Florida.

Jimmy Barta
Clerk
Commission on Human Relations
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Copies furnished to:

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Lawrence P. Stevenson, 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 29 day of Sept, 2016.

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