

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

CLAUDIA S. WILLIAMS,

EEOC Case No. NONE

Petitioner,

FCHR Case No. 2015-00806

v.

DOAH Case No. 16-3461

ESCAMBIA COUNTY SCHOOL DISTRICT,

FCHR Order No. 17-029

Respondent.

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

Preliminary Matters

Petitioner Claudia S. Williams 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 Escambia County School District committed unlawful employment practices on the bases of Petitioner's race (African American) and age (DOB: 5-29-56), and on the basis of retaliation, by failing to promote Petitioner to positions for which she had applied.

The allegations set forth in the complaint were investigated, and, on May 13, 2016, 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 Pensacola, Florida, on October 28, 2016, before Administrative Law Judge James H. Peterson, III.

Judge Peterson issued a Recommended Order of dismissal, dated January 31, 2017.

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

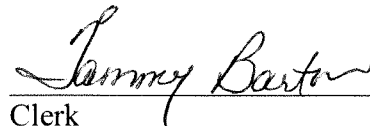
The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

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 20 day of April, 2017.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Rebecca Steele, Panel Chairperson;
Commissioner Derick Daniel; and
Commissioner Jay Pichard

Filed this 20 day of April, 2017,
in Tallahassee, Florida.



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

Copies furnished to:

Claudia S. Williams
c/o Jamison Jessup
2955 Enterprise Road, Ste. B
DeBary, FL 32713

Escambia County School District
c/o Joseph L. Hammons, Esq.
The Hammons Law Firm, P.A.
17 West Cervantes Street
Pensacola, FL 32501

James H. Peterson, III, 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 20 day of April, 2017.

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