

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

KA'JUEL J. WASHINGTON,

EEOC Case No. 15D201700409

Petitioner,

FCHR Case No. 2017-00494

v.

DOAH Case No. 17-4950

FLORIDA A AND M UNIVERSITY
COLLEGE OF LAW,

FCHR Order No. 18-039

Respondent.

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

Preliminary Matters

Petitioner Ka'Juel J. Washington filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2015), alleging that Respondent Florida A and M University College of Law committed unlawful employment practices on the bases of Petitioner's race (African-American), color (dark-skinned), sex (male), religion (Christian) and age (41 years of age) by canceling a class Petitioner was scheduled to teach, by admonishing Petitioner for not volunteering at an event that "conflicted with my Christian faith event," and by ultimately terminating Petitioner from his teaching position.

The allegations set forth in the complaint were investigated, and, on August 25, 2017, 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 January 24, January 25, February 26, and February 27, 2018, before Administrative Law Judge Lynne A. Quimby-Pennock.

Judge Quimby-Pennock issued a Recommended Order of dismissal, dated May 30, 2018.

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 August, 2018.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Latanya Peterson, Panel Chairperson;
Commissioner Jay Pichard; and
Commissioner Gilbert M. Singer

Filed this 2 day of August, 2018,
in Tallahassee, Florida.



Clerk
Commission on Human Relations
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(850) 488-7082

Copies furnished to:

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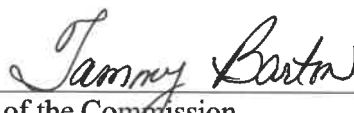
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Lynne A. Quimby-Pennock, Administrative Law Judge, DOAH

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 August, 2018.

By: 
Clerk of the Commission
Florida Commission on Human Relations