

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

JORGE VAZQUEZ,

EEOC Case No. NONE

Petitioner,

FCHR Case No. 2017-00653

v.

DOAH Case No. 17-5890

ORANGE COUNTY CLASSROOM  
TEACHERS ASSOCIATION,

FCHR Order No. 18-015

Respondent.

---

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

Preliminary Matters

Petitioner Jorge Vazquez 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 Orange County Classroom Teachers Association committed an unlawful employment practice on the bases of Petitioner's race, national origin (Hispanic), and disability, and on the basis of unlawful retaliation, by failing to reinstate Petitioner to a position from which he had been terminated.

The allegations set forth in the complaint were investigated, and, on August 18, 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.

Prior to an evidentiary hearing being held, Administrative Law Judge D. R. Alexander issued a "Recommended Order of Dismissal," dated January 2, 2018.

The Commission panel designated below considered the record of this matter and determined the action to be taken on the "Recommended Order of Dismissal."

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 of Dismissal."

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

Commissioner Tony Jenkins, Panel Chairperson;  
Commissioner Donna Elam; and  
Commissioner Sandra Turner (not participating –  
replaced by Governor after being empaneled)

Filed this 8 day of March, 2018,  
in Tallahassee, Florida.

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

Copies furnished to:

Jorge Vazquez  
905 Nancy Court  
Kissimmee, FL 34759

Orange County Service Unit  
c/o Jeffrey D. Slanker, Esq.  
Sniffen & Spellman, P.A.  
123 North Monroe Street  
Tallahassee, FL 32301

Orange County Classroom  
Teachers Association  
c/o Ronald G. Meyer, Esq.  
Meyer, Brooks, Demma and Blohm, P.A.  
131 North Gadsden Street  
Tallahassee, FL 32301

D. R. Alexander, 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 March, 2018.

By: Sammy Benton  
Clerk of the Commission  
Florida Commission on Human Relations