

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

LUCINDA HAWKINS,

EEOC Case No. 15D201800406

Petitioner,

FCHR Case No. 2018-04563

v.

DOAH Case No. 18-5335

ALLIED UNIVERSAL SECURITY  
SERVICES,

FCHR Order No. 19-025

Respondent.

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

Preliminary Matters

On February 13, 2018, Petitioner Lucinda Hawkins filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2017), alleging that Respondent Allied Universal Security Services committed an unlawful employment practice against Petitioner on the basis of retaliation, by reducing her pay, issuing her written discipline, and failing to provide her "hurricane relief" pay.

The allegations set forth in the complaint were investigated, and, on August 2, 2018, the Executive Director issued a determination finding that there was no reasonable cause to believe that an unlawful employment practice had occurred.

On October 5, 2018, 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 December 6, 2018, before Administrative Law Judge Robert Telfer III.

Judge Telfer issued a Recommended Order of dismissal, dated January 25, 2019.

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 party 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 23 day of April, 2019.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Rebecca Steele, Panel Chairperson;  
Commissioner Jay Pichard; and  
Commissioner Tony Jenkins (absent, not voting)

Filed this 23 day of April, 2019,  
in Tallahassee, Florida.

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

Copies furnished to:

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Tallahassee, Florida 32310

Allied Universal Security Services  
c/o David C. Hamilton, Esquire  
Martenson, Hasbrouck, & Simon LLP  
3379 Peachtree Road, Suite 400  
Atlanta, Georgia, 30326

Robert J. Telfer III, Administrative Law Judge, DOAH

Sarah Stewart, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 23 day of April, 2019.

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