

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

FRANCES B. SCHLEIN,

FCHR Case No. 2018-11924

Petitioner,

DOAH Case No. 18-6246

v.

FCHR Order No. 19-054

WORKING AMERICA,

Respondent.

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

Preliminary Matters

Petitioner Frances B. Schlein 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 Working America committed an unlawful employment practice on the basis of Petitioner's religion by failing to hire Petitioner.

The allegations set forth in the complaint were investigated, and, on October 18, 2018, 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 Altamonte Springs, Florida, on March 25, 2019, before Administrative Law Judge Hetal Desai.

Judge Desai issued a Recommended Order of dismissal, dated June 21, 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.

Dismissal

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

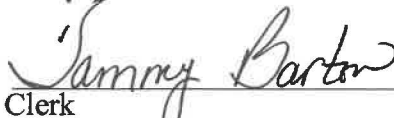
The parties have the right to seek judicial review of this Order. The Commission and the appropriate District Court of Appeal must receive notice of appeal within 30 days of the date this Order is filed with the Clerk of the Commission. Explanation of the right to appeal is found in Section 120.68, Florida Statutes, and in the Florida Rules of Appellate Procedure 9.110.

DONE AND ORDERED this 12 day of Sept., 2019.

FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Tony Jenkins, Panel Chairperson;  
Commissioner Mario Garza; and  
Commissioner Gilbert Singer

Filed this 12 day of Sept. 2019, in  
Tallahassee, Florida.

  
Clerk  
Commission on Human Relations  
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COPIES FURNISHED:

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Hetal Desai, Administrative Law Judge

Radhika Puri, Legal Advisor Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed  
addressee(s) this 12 day of Sept., 2019.

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