

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

LEEBERT LAWRENCE,

EEOC Case No. 15D201800537

Petitioner,

FCHR Case No. 2018-06838

v.

DOAH Case No. 19-1637

LYNX TRANSPORTATION,

FCHR Order No. 19-068

Respondent.

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

Preliminary Matters

On March 27 2018, Petitioner Leebert Lawrence 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 Lynx Transportation committed an unlawful employment practice against Petitioner on the bases of race, national, origin, and age, by terminating his employment on or about September 15, 2017.

The allegations set forth in the complaint were investigated, and, on February 21, 2019, the Executive Director issued a determination finding that there was no reasonable cause to believe that an unlawful employment practice had occurred.

On March 27, 2019, 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.

A final evidentiary hearing was held via teleconference in Altamonte Springs and Tallahassee, Florida, on July 16, 2019, before Administrative Law Judge Linzie F. Bogan.

Judge Bogan issued a Recommended Order of dismissal, dated October 4, 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 10 day of December, 2019.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Tony Jenkins, Panel Chairperson;  
Commissioner Mario Garza; and  
Commissioner Rebecca Steele

Filed this 10 day of December, 2019,  
in Tallahassee, Florida.



Clerk

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

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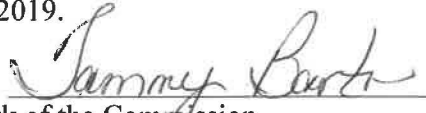
Mr. Leebert Lawrence  
7511 Solstice Circle  
Apartment 211  
Orlando, FL 32821

Lynx Transportation  
c/o Ms. Cindy A. Townsend, Esquire  
c/o Mr. Michael J. Roper, Esquire  
Bell & Roper, P.A.  
2707 East Jefferson Street  
Orlando, FL 32803

Linzie F. Bogan, 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 10 day of December, 2019.

By:   
Clerk of the Commission  
Florida Commission on Human Relations