

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

LORENZO BRADSHAW,

EEOC Case No. 15D201900704

Petitioner,

FCHR Case No. 2019-19271

v.

DOAH Case No. 20-2667

CITY OF TAMPA PARKS AND RECREATION

FCHR Order No. 20-010

Respondent.

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

Preliminary Matters

On May 1, 2019, Petitioner, Lorenzo Bradshaw, filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2018), alleging that Respondent, City of Tampa Parks and Recreation, committed an unlawful employment practice against Petitioner on the bases of race, color, and retaliation, by denying his attempts to advance his career.

The allegations set forth in the complaint were investigated, and, on May 13, 2020, the Executive Director issued a determination finding that there was no reasonable cause to believe that an unlawful employment practice had occurred.

On June 11, 2020, Petitioner filed a "Petition for Relief from an Unlawful Employment Practice", and the case was transmitted to the Division of Administrative Hearings (DOAH) for the conduct of a formal proceeding.

On June 22, 2020, a final evidentiary hearing was scheduled for July 14, 2020.

On June 30, 2020, "Respondent's Motion for Continuance of Hearing and to Change the Site of the Hearing" was filed.

On July 14, 2020, a telephone conference was held, and the hearing was rescheduled.

A final evidentiary hearing was held via Zoom Conference from the DOAH offices in Tallahassee and Tampa, Florida, on August 19, 2020, before Administrative Law Judge Lynne A. Quimby-Pennock.

Judge Quimby-Pennock issued a Recommended Order of dismissal, dated September 9, 2020.

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 30 day of November, 2020.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Mario Garza, Panel Chairperson;
Commissioner Larry Hart; and
Commissioner Jay Pichard

Filed this 30 day of November, 2020,
in Tallahassee, Florida.


Clerk
Commission on Human Relations
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Copies furnished to:

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Gray Robinson, P.A.
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Tampa, Florida 33602

Lynne A. Quimby-Pennock, 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 30 day of November, 2020.

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