

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

MARY F. GARRETT,

EEOC Case No. 15D201900895

Petitioner,

FCHR Case No. 2019-19816

v.

DOAH Case No. 20-2922

EASTERN FLORIDA STATE COLLEGE,

FCHR Order No. 21-072

Respondent.

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

Preliminary Matters

On June 3, 2019, Mary F. Garrett, Petitioner, 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, Eastern Florida State College (EFSC), committed discrimination against her on the bases of race, gender, and age. Petitioner also alleged EFSC retaliated against her.

The allegations set forth in the complaint were investigated, and, on May 20, 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 24, 2020, Petitioner filed a Petition for Relief from an Unlawful Employment Practice, and, also on June 24, 2020, the case was transmitted to the Division of Administrative Hearings for the conduct of a formal proceeding.

An evidentiary hearing was held on September 14, 2020, via the ZOOM web-conference platform, before Administrative Law Judge Robert J. Telfer, III.

Judge Telfer issued a Recommended Order of dismissal, dated November 12, 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 that the Administrative Law Judge's findings of fact are supported by competent and substantial evidence. We adopt the Administrative Law Judge's findings of facts.

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.

Exceptions

Neither of the parties filed exceptions to the Administrative Law Judge's Recommended Order.

Dismissal

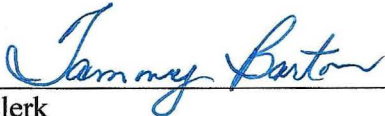
The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

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 18 day of November, 2021.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Darrick McGhee, Panel Chairperson;
Commissioner Mario Garza; and
Commissioner Larry Hart

Filed this 18 day of November, 2021,
in Tallahassee, Florida.



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

FCHR Order No. 072

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Copies furnished to:

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Robert J. Telfer, III, Administrative Law Judge, DOAH

John Scotese, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 18 day of November, 2021.

By: 
Clerk of the Commission
Florida Commission on Human Relations

