

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

NORWOOD FINDLAYSON,

EEOC Case No. 15D202000540

Petitioner,

FCHR Case No. 2020-21975

v.

DOAH Case No. 20-3369

TRUE HOUSE,

FCHR Order No. 20-012

Respondent.

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

Preliminary Matters

Petitioner Norwood Findlayson filed a complaint of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2019), alleging that Respondent, True House, committed an unlawful employment practice by harassing him because of his race (Black).

The allegations set forth in the complaint were investigated, and, on June 24, 2020, 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.

The matter was assigned to Administrative Law Judge Robert J. Telfer III.

Prior to an evidentiary hearing in the case, Judge Telfer considered the issue raised in Respondent's Motion to Dismiss, dated August 24, 2020, namely whether the Petition for Relief should be dismissed because Petitioner's claims are untimely.

Petitioner did not file a response to Respondent's Motion to Dismiss.

Petitioner did not file a response to Judge Telfer's Order to Show Cause, through which Petitioner was provided an opportunity to show cause why Respondent's Motion to Dismiss should not be granted.

A Recommended Order of Dismissal was issued by Judge Telfer on September 11, 2020. Judge Telfer concluded that Petitioner's allegations in his complaint occurred more than 365 days prior to the filing of the complaint with the Commission and, therefore, Petitioner's claims were untimely pursuant to section 760.11(1), Florida Statutes.

The Commission panel designated below considered the record of this matter and determined the action to be taken on the Recommended Order of Dismissal.

Findings of Fact

We find the Administrative Law Judge's findings of fact contained in the Recommended Order of Dismissal 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 of the parties filed exceptions to the Administrative Law Judge's Recommended Order of Dismissal.

Dismissal

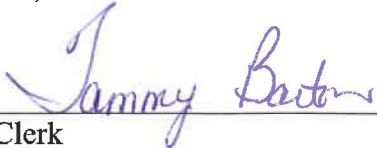
The Petition for Relief and Complaint of Discrimination are DISMISSED with prejudice.

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  
4075 Esplanade Way, Room 110  
Tallahassee, FL 32399  
(850) 488-7082

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Copies furnished to:

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Crescent City, FL 32112

True House  
c/o Eric J. Holshouser, Esq.  
Rogers Towers, P.A.  
1301 Riverplace Blvd., Suite 1500  
Jacksonville, FL 32207

Robert J. Telfer III, Administrative Law Judge, DOAH

Stanley Gorsica, 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: Jammy Barta  
Clerk of the Commission  
Florida Commission on Human Relations