

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

MATALYN JOHNSON,

EEOC No. 15D202000838

Petitioner,

FCHR No. 202024645

v.

DOAH No. 20-4958

UCEDA SCHOOL OF ORLANDO, INC.,

FCHR Order No. 21-077

Respondent.

**FINAL ORDER DISMISSING PETITION FOR  
RELIEF FROM A DISCRIMINATORY EMPLOYMENT PRACTICE**

This matter is before the Commission for the consideration of the Recommended Order, dated September 2, 2021, issued in the above-styled matter by Administrative Law Judge Hetal Desai.

**Preliminary Matters**

On April 20, 2020, Petitioner, Matalyn Johnson, filed an employment discrimination complaint pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2019), alleging that Respondent, Uceda School of Orlando, Inc., committed unlawful discriminatory employment practices against her on the basis of age, color, race, sex, and disability status.

The allegations set forth in the complaint were investigated, and, on October 9, 2020, the Executive Director issued a determination finding that there was reasonable cause to believe that a discriminatory employment practice had occurred as to the disability status allegation, but not the charges as to age, color, race, and sex.

On November 10, 2020, Petitioner filed a Petition for Relief from a Discriminatory Employment Practice, and the case was transmitted to the Division of Administrative Hearings for the conduct of a formal proceeding.

A final evidentiary hearing took place on August 18, 2021, before Administrative Law Judge Hetal Desai via Zoom conference.

On September 2, 2021, Judge Desai issued a Recommended Order, which would result in a dismissal of the Petition for Relief.

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.

Accordingly, 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.

Accordingly, 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 Employment Discrimination Complaint 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 Chairperson;  
Commissioner Mario Garza;  
Commissioner Larry Hart.

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

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

Copies furnished to:


Matalyn Johnson  
c/o Ka'Juel Washington, Esq.  
The Washington Trial Group, PLLC  
37 N. Orange Ave., Ste. 500  
Orlando, FL 32801

Uceda School of Orlando, Inc.  
c/o Chris Kleppin, Esq.  
The Kleppin Law Firm, P.A.  
8751 W. Broward Blvd., Ste. 105  
Plantation, FL 33324

Hetal Desai, 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 September, 2021.

By:   
Clerk of the Commission  
Florida Commission on Human Relations

