

STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS

WILLIAM LANE,

Petitioner,

vs.

Case No. 20-5354

PATIO CASUAL, LLC,

Respondent.

FINAL ORDER

On March 29, 2021, the undersigned rendered a Recommended Order in this matter. The Order provided the parties ten days in which to file exceptions to the Order. Neither party filed exceptions. Therefore, the Recommended Order is adopted and incorporated by reference into this Final Order.

DISPOSITION

Based upon the Findings of Fact and Conclusions of Law of the Recommended Order adopted and incorporated by this Final Order and upon Pinellas County Code Section 70-78, it is,

ORDERED that:

1. Respondent, Patio Casual, LLC, treated Petitioner, William Lane, differently in the terms of its mask policy and terminated him because of his disability.
2. Patio Casual may no longer discriminate against those with a disability and must enforce any safety protocols equally among its employees.
3. As both parties were self-represented, there is no basis to award reasonable attorney's fees. Jurisdiction to award reasonable costs as provided in section 70-78 of the Pinellas County Code of Ordinances will be reserved. If

the parties are unable to agree upon costs, they may file a motion seeking resolution of the disagreement.

DONE AND ORDERED this 9th day of April, 2021, in Tallahassee, Leon County, Florida.



HETAL DESAI
Administrative Law Judge
1230 Apalachee Parkway
Tallahassee, Florida 32399-3060
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Filed with the Clerk of the
Division of Administrative Hearings
this 9th day of April, 2021.

COPIES FURNISHED:

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NOTICE OF RIGHT TO JUDICIAL REVIEW

A party who is adversely affected by this Final Order is entitled to judicial review pursuant to section 120.68, Florida Statutes. Review proceedings are governed by the Florida Rules of Appellate Procedure. Such proceedings are commenced by filing the original notice of administrative appeal with the agency clerk of the Division of Administrative Hearings within 30 days of rendition of the order to be reviewed, and a copy of the notice, accompanied by any filing fees prescribed by law, with the clerk of the district court of appeal in the appellate district where the agency maintains its headquarters or where a party resides or as otherwise provided by law.