

**STATE OF FLORIDA
DIVISION OF ADMINISTRATIVE HEARINGS**

WILLIAM LANE,

Petitioner,

vs.

Case No. 20-5354

PATIO CASUAL, LLC,

***AMENDED AS TO
NOTICE OF RIGHTS ONLY**

Respondent.

*AMENDED 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 12th day of April, 2021, in Tallahassee, Leon County, Florida.



HETAL DESAI
Administrative Law Judge
1230 Apalachee Parkway
Tallahassee, Florida 32399-3060
(850) 488-9675
www.doah.state.fl.us

Filed with the Clerk of the
Division of Administrative Hearings
this 12th day of April, 2021.

COPIES FURNISHED:

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NOTICE OF RIGHT TO JUDICIAL REVIEW

Any party who is adversely affected by this Final Order is entitled to seek judicial review by filing a petition for writ of certiorari in the circuit court of the Sixth Judicial Circuit in and for Pinellas County, Florida, within 30 calendar days of the date of this Final Order. § 70-147(g), Pinellas County Code of Ordinances.