

STATE OF FLORIDA
COMMISSION ON HUMAN RELATIONS

RONALD JONES, EEOC Case No. 15D20210072
Petitioner FCHR Case No. 2021-27187
v. DOAH Case No. 2021-1492
JAMES A. SHANKS MIDDLE SCHOOL,
Respondent.
_____ /

RONALD JONES, EEOC Case No. 15D20210072
Petitioner, FCHR Case No. 2021-27176
v. DOAH Case No. 21-1493
HAVANNA MAGNET SCHOOL,
Respondent.
_____ /

RONALD JONES, EEOC Case No. 15D20210073
Petitioner FCHR Case No. 2021-27184
v. DOAH Case No. 21-1496
CARTER-PARRAMORE ACADEMY,
Respondent.
_____ /
FCHR Order No. 21-088

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

Preliminary Matters

In each of the three above-styled causes, Ronald Jones, Petitioner, filed complaints of discrimination pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 – 760.11, Florida Statutes (2020), alleging that the James A. Shanks Middle School, Havana Magnet School, and Carter-Parramore Academy, Respondents, committed

unlawful employment practices on the basis of Petitioner's race, gender, and age; and on the basis of retaliation.

The allegations set forth in the complaints were investigated, and, on April 19, 2021, the Executive Director issued a "Determination: No Reasonable Cause" in each case.

On April 29, 2021, Petitioner filed a Petition for Relief from an Unlawful Employment Practice in each of the three cases, and the cases were transmitted to the Division of Administrative Hearings for the conduct of a formal proceeding.

On motion of Respondents, the cases were consolidated, and, on August 17, 2021, a single consolidated hearing was held before Administrative Law Judge Lawrence P. Stevenson, via Zoom teleconference.

On October 26, 2021, Judge Stevenson issued a consolidated Recommended Order

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.

Accordingly, we adopt the Administrative Law Judge's conclusions of law.

Exceptions

Between November 9 and November 10, 2021, Petitioner filed 5 documents, each titled "Exceptions to Recommended Order". The documents essentially contain arguments in support of Petitioner's contentions without identifying the disputed portions of the Recommended Order by page number or paragraph.

The Administrative Procedure Act states that, "The final order shall include an explicit ruling on each exception, but an agency need not rule on an exception that does not clearly identify the disputed portion of the recommended order by page number or paragraph, that does not identify the legal basis for the exception, or that does not include appropriate and specific citations to the record." Section 120.57(1)(k), Florida Statutes (2018); see, also Taylor v. Universal Studios, FCHR Order No 14-007 (March 26, 2014), McNeil v. HealthPort Technologies, FCHR Order No. 12-026 (June 27, 2012), and Bartolone v. Best Western Hotels, FCHR Order No. 07-045 (August 24, 2007).

Petitioner's documents do not identify the disputed portion of the Recommended Order by page number or paragraph and did not identify the legal basis for the exceptions with appropriate and specific citations to the record. Therefore, Petitioner's exceptions are rejected.

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Dismissal

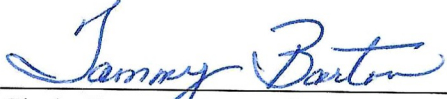
The Petitions for Relief and Employment Discrimination Complaints are DISMISSED with prejudice.

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 16 day of December, 2021.
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Darrick McGhee, Panel Chairperson;
Commissioner Mario Garza; and
Commissioner Kenyetta Moye.

Filed this 16 day of December, 2021, in Tallahassee, Florida.


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Gwendolyn P. Adkins, Esquire
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Lawrence P. Stevenson, 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 16 day of December, 2021.

By: Jimmy Barton
Clerk of the Commission
Florida Commission on Human Relations