

**FCHR – EEOC.** Case No.: [21-002631](#)  
[ESTHER NUNES DE SOUZA DE LIMA](#)  
vs  
[ADVENT HEALTH HOSPITAL](#)

Thank you Commission Relation, I received the information of your last decision in Dec 16/2021. Thank you, and here some suggestions for the Commission for the future cases that possibly you can have. Thank you, but I would like let this Institution knows that I am very surprise with that decision about my case after countless proofs. So here are important points that should be considered when my first called for the Commission, and those weren't observed. My first called for the Commission, I was guided by Mr. Jonathan that procedure with this email below:

## **AGENDA OF COMMISSION DELIBERATIONS**

Dec 8, 2021,  
10:57 AM

**Esther de Souza <[senunsesther@gmail.com](mailto:senunsesther@gmail.com)>**  
to [sarah.stewart@fchr.myflorida](mailto:sarah.stewart@fchr.myflorida)

Dear Sarah,  
I am Esther, recently I had a case with EEOC DOAH 21.2631. This case was closed last October 21/2021.  
Now I received a letter from FCHR.  
Questions: what's means this meeting for Dec 16?  
What is going to be talk?  
I need to be present?

Also I would like let you know that on November a sent an e-mail for Alisha giving some suggestions, I look for this opportunity to copy it here to help in future and the Petitioner not get trouble more than before, as I am now with my employer. So follow:

“ Dear Alisha Merritt!!!! Good Evening!!!!

I would like to start by thanking you for all the support since the beginning of this process nr. 21 002631.  
However, I would like to leave my impressions regarding the whole process **so that in the future** we can avoid wasting time knowing that certain questions will help to avoid opening a case when they are not considered for doing so.

When I called the EEOC for the first time, it was because lawyers consulted, told me that this case would have to be with EEOC, and they informed me the contact number) what I did and then I was asked some questions to know if it really would be with.

So, here I will share these, with the purpose of contributing to future cases that the EEOC will still have and that may be similar to my case:

**First**, if the company had more than 20 employees, I replied that it had 21,000 employees.

**The second**, if the company was an EEOC without any exception, I replied that it was and without an exception.

**Third**, if I had already complied with the hospital's policy regarding complaints against the supervisor and I said yes, they asked me if I had emails to prove everything, I said yes.

After answering all the questions, I was told that I would have to open a case with EEOC online and then tell them briefly about it.

So it was done, **(I know you get a lot of cases, but you probably remember my case with Advent Health as a HealthCare Chaplain).**

Points that were not addressed when I called the EEOC and not at any time during the process, I wasn't informed:

**1st** - That the points I addressed were prescribed in accordance with the State of Florida Law - could consider only the last 2 years; (in my case, part of my process wasn't allowed)

**2nd** - All evidenced by written, official documents attached, as required, were not considered.

**3rd** - Hospital's policy proving that they are an EEOC without exception as required wasn't even commented on even though I mentioned this in the process.

### **Conclusion:**

SDA (Seventh Day Adventist) lawyers alleged that I am a "MINISTRIES EXCEPTION" (after I prove everything with the different color badge, pay-stubs paid to me by the hospital, their written discrimination, my license as a HealthCare Chaplain, no having no relationship with the church - Yes, they (SDA) are these "ministries exception. Nothing was considered nor the policy as an EEOC without exception) being the Case considered DISMISSAL. The 10/21 and 10/28 - pre-hearings were canceled and with this I didn't have the opportunity to discuss the documents sent by them and mine on the last 10/14 and 10/15.

I was already bad threatened by them, and now they have more power to cause me more damage in the certainty that nothing will happen to them, and what they say about having the best lawyers and never losing a case will continue to prevail, allowing them do what they want, because in the end there is a "Law" that protects them from the "penalty, error" without any punishment. For them, and especially for my supervisor, they were given "official" permission to continue discriminating and "retaliating" any chaplain, as has been the case for a long time.

I continue to be threatened, I even included in the latest documents sent to Judge on 10/14/2021 about what could happen from now on since it is not allowed to record anything, and in this way I could not prove what I have heard and lived, and I will suffer.

I think that their policy as an EEOC without exception (it even says there is for EVERYBODY in the Advent Health team) should have been considered in its entirety not giving GAP for any other option since the policy has no exception.

Dear Alisha, I hope that upcoming events like this will be considered what the company's policy says as EEOC asked me at the beginning.

I'm sending you this email, because I couldn't send it through DOAH leaving my final speech in this process and wanting the EEOC to consider this information so that in the future what I am living, doesn't happen again, worse than before opening the case. I'm very, **very worried about how I'm "exposed" and dangerous without any protection under the law.**

Thank you for your work and I hope I have contributed with this information.

Thanks, one more time,  
Have a wonderful NEW YEAR 2022!!!!.  
Esther De Lima.

**NOTE:** If you would like to have my final parts and the final decision - in case the process is closed, and you haven't access anymore, please, let me know. Thank you very much, and my goal again is contributing for future cases.

**Stewart, Sarah**

Dec 8, 2021,  
11:37 AM

to me

Ms. De Souza,

I can only respond to your questions regarding the Notice you recently received from FCHR that was mailed on November 30, 2021. The Administrative Law Judge of the Division of Administrative Hearings (DOAH) issued a Recommended Order in your case. Your case, as indicated by the Notice you received, is scheduled to go before a panel of FCHR Commissioners for a deliberation on December 16, 2021. The Commissioners will be reviewing what took place at DOAH and will be voting on your case and other cases. There is no opportunity for oral argument by any of the parties. You may call in and listen to the deliberation, but it is not required. Following the deliberation, any order issued in your case by the Commissioners will be mailed to you. It will be posted to our website. If you are part of DOAH's electronic filing system, you may be able to access any order issued by the Commissioners sooner than mail.

Sincerely,

**Sarah Stewart**

Senior Attorney

Florida Commission on Human Relations

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I am very scared how I am in risk now more than before my complain. Things will happen based in this decision that not was considered in the process in that time of the triage. Things were add that was not true as that I am a disability, etc, and I could explain later, but the rest of the process wasn't considered as I was guided in the triage.

Thank you, and I will let the Commission knows in the future what will happen based in that decision which has put me in a great and bad risk, including the risk to lost both jobs as Orlando Health that I work as a Chaplain as well.

I am very worried about my future in those companies that I work. I hope I have contributed for new process ahead.

Thank you for all support and have a great NEW YEAR 2022!!!!!!!!!!

Esther de Souza de Lima

**Chaplain**