

STATE OF FLORIDA  
COMMISSION ON HUMAN RELATIONS

CALEB EVANS,

Petitioner,

v.

VITAL SECURITY AND  
INVESTIGATIONS, LLC,

Respondent.

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EEOC No. 15D202200124

FCHR No. 2022-31287

DOAH No. 22-1393

FCHR Order No. 22-086

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

Preliminary Matters

On November 1, 2021, Caleb Evans, Petitioner, filed an employment discrimination complaint pursuant to the Florida Civil Rights Act of 1992, Sections 760.01 - 760.11, Florida Statutes (2021), alleging that Vital Security and Investigations, LLC, Respondent, committed unlawful discriminatory employment practices against Petitioner on the basis of gender (male).

The allegations set forth in the complaint were investigated and on April 8, 2022, the Executive Director issued a determination that there was no reasonable cause to find that a discriminatory employment practice had occurred.

On May 10, 2022, 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 an evidentiary hearing.

A final evidentiary hearing took place on July 8, 2022, before Administrative Law Judge Hetal Desai, via Zoom conference.

On August 3, 2022, Judge Desai issued an Amended Recommended Order recommending a dismissal of the Petition for Relief.

The Commission panel designated below has 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. Accordingly, 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 resulted in a correct disposition of this matter. Accordingly, the Administrative Law Judge's conclusions of law are adopted.

Exceptions

No exceptions were filed to the Administrative Law Judge's Recommended Order by either party.

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 28 day of Sept., 2022.  
FOR THE FLORIDA COMMISSION ON HUMAN RELATIONS:

Commissioner Darrick McGhee, Panel Chairperson;  
Commissioner Libby Farmer; and  
Commissioner Jay Pichard

Filed this 28 day of Sept., 2022, in Tallahassee, Florida.

Sammy Barton  
Clerk  
Commission on Human Relations  
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Hetal Desai, Administrative Law Judge, DOAH

Danica Winter, Legal Advisor for Commission Panel

I HEREBY CERTIFY that a copy of the foregoing has been mailed to the above listed addressees this 28 day of Sept., 2022.

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