



MEMORANDUM

Office of the City Attorney

002140

LEGISLATIVE ITEM NO.

Phone: 334-5011/Fax 334-2229
Box 46

TO: Mayor and City Commission

DATE: November 26, 2001

FROM: City Attorney


CONSENT

SUBJECT: EEOC / FCHR Charge No. 150A20237

Recommendation: The City Commission authorize the City Attorney's Office to represent the City in the case styled Karen Snyder v. City of Gainesville, EEOC/FCHR Charge No. 150A20237.

On November 16, 2001, the City of Gainesville received a Notice of Charge of Discrimination from the Equal Employment Opportunity Commission. Ms. Snyder alleges that she was retaliated against for complaining about gender based discrimination in the form of a negative performance evaluation.

Prepared by:


Elizabeth A. Waratuke,
Litigation Attorney

Approved and
Submitted by:


Marion J. Radson,
City Attorney

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY
 FEPA
 EEOC

CHARGE NUMBER
 150 A20237

Florida Comm. on Human Relations and EEOC
State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.) HOME TELEPHONE (Include Area Code)
Ms. Karen Snyder (352) 380-0705

STREET ADDRESS CITY, STATE AND ZIP CODE DATE OF BIRTH
 4000 N.W. 51 St., Apt. 241, Gainesville, FL 32606 11/30/1962

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME NUMBER OF EMPLOYEES, MEMBERS TELEPHONE (Include Area Code)
City Of Gainesville Cat D (501 +) (352) 334-5000

STREET ADDRESS CITY, STATE AND ZIP CODE COUNTY
 P.O. Box 490, Gainesville, FL 32602 001

NAME TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS CITY, STATE AND ZIP CODE COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) DATE DISCRIMINATION TOOK PLACE
 RACE COLOR SEX RELIGION NATIONAL ORIGIN EARLIEST LATEST
 RETALIATION AGE DISABILITY OTHER (Specify) 06/28/2001 06/28/2001
 CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. I was employed by the Respondent beginning April 10, 2000 as a Recreation Manager. In May, 2001, I complained about discriminatory treatment I had been receiving to the City's equal opportunity office. After my complaint, my supervisor gave me a negative performance evaluation on June 28, 2001.

II. The reason given to me by the Respondent for the negative performance evaluation was problems with interpersonal relationships and communication skills.

III. I believe that I have been retaliated against for complaining about gender based discrimination, in violation of Title VII of the Civil Rights Act of 1964, as amended, by receiving a negative performance evaluation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

10/29/01 
 Date Charging Party (Signature)

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (Month, day and year)