



MEMORANDUM

Office of the City Attorney

070925
Phone: 334-5011/Fax 334-2229
Box 46

TO: Mayor and City Commissioners

DATE: February 25, 2008

FROM: City Attorney

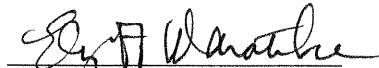
CONSENT

SUBJECT: EEOC Charge No. 846-2008-08649
Paris Owens vs. the City of Gainesville


Recommendation: The City Commission authorize the City Attorney to represent the City in the case styled Paris Owens vs. the City of Gainesville; EEOC Charge No.: 846-2008-08649.

On February 8, 2008, the City of Gainesville received a Notice of Charge of Discrimination from the U.S. Equal Employment Opportunity Commission. Ms. Paris Owens alleges that she was discriminated against based on her sex.

Prepared by:


Elizabeth A. Waratuke,
Litigation Attorney

Submitted by:


Marion J. Radson,
City Attorney

EAW/klm

U.S. Equal Employment Opportunity Commission

COPY

Madam/Sir
Human Resources Director
CITY OF GAINESVILLE
222 East University Avenue
P.O. Box 490
Gainesville, FL 32001

PERSON FILING CHARGE

Paris Owens

THIS PERSON (check one or both)

Claims To Be Aggrieved

Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

846-2008-08649

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

Title VII of the Civil Rights Act

The Americans with Disabilities Act

The Age Discrimination in Employment Act

The Equal Pay Act

RECEIVED
FEB 08 2008
HUMAN
RESOURCES

The boxes checked below apply to our handling of this charge:

1. No action is required by you at this time.

2. Please call the EEOC Representative listed below concerning the further handling of this charge.

3. Please provide by **05-MAR-08** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.

4. Please respond fully by **05-MAR-08** to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.

5. EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **19-FEB-08** to **Gilbert Carrillo, ADR Coordinator, at (305) 808-1838**.
If you DO NOT wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Robert Metaxa,
Enforcement Supervisor

EEOC Representative

Telephone **(305) 808-1750**

Miami District Office
2 South Biscayne Blvd
Suite 2700
Miami, FL 33131

Enclosure(s): Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

RACE COLOR SEX RELIGION NATIONAL ORIGIN AGE DISABILITY RETALIATION OTHER

See enclosed copy of charge of discrimination.

Date
February 4, 2008

Name / Title of Authorized Official
Federico Costales,
District Director

Signature

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA
 EEOC

846-2008-08649

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Ms. Paris Owens

Home Phone (Incl. Area Code)

(352) 258-0239

Date of Birth

04-02-1971

Street Address

City, State and ZIP Code

3134 Nw 67th Pl., Gainesville, FL 32653

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

CITY OF GAINESVILLE

No. Employees, Members

101 - 200

Phone No. (Include Area Code)

(352) 334-3400

Street Address

City, State and ZIP Code

222 East University Avenue, P.O. Box 490, Gainesville, FL 32001

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

01-07-2007

06-29-2007

CONTINUING ACTION

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

I am a female.

I was sexually harassed by Captain Ray Weaver.

I believe I was discriminated against because of my gender, female, in violation of Title VII of the Civil Rights Act of 1964, as amended.

RECEIVED
 FEB 08 2008
 HUMAN RESOURCES

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 phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY When necessary for State and Local Agency Requirements

Annette F. Johns

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

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

Paris Owens

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

1/25/08
Date

Paris Owens
Charging Party Signature

1-25-08

ANNETTE F. JOHNS
 Commission DD 734079
 Expires December 19, 2011
 Bonded thru Troy Fair Insurance 800-385-7018