



# MEMORANDUM

Office of the City Attorney

040834  
Phone: 334-5011/Fax 334-2229  
Box 46

TO: Mayor and City Commissioners

DATE: January 10, 2005

FROM: City Attorney

CONSENT


SUBJECT: EEOC Charge No. 150-2004-03301  
Christopher Phillips vs. the City of Gainesville

---


Recommendation: The City Commission authorize the City Attorney, and/or special counsel if insurance coverage is available, to represent the City in the case styled Christopher Phillips vs. the City of Gainesville; EEOC Charge No.: 150-2004-03301.

On August 2, 2004, the City of Gainesville received a Notice of Charge of Discrimination from the Equal Employment Opportunity Commission. Mr. Christopher Phillips alleges discrimination based on race, Native American.

Prepared by:

  
Elizabeth A. Waratuke,  
Litigation Attorney

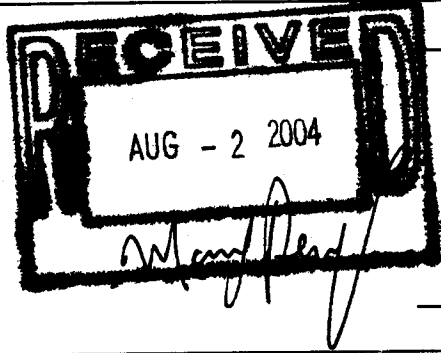
Submitted by:

  
Marion J. Radson,  
City Attorney

EAW/cgow

# U. S. Equal Employment Opportunity Commission

CITY OF GAINESVILLE  
P.O. Box 490  
Station 20  
Gainesville, FL 32602



PERSON FILING CHARGE

**Christopher Phillips**

THIS PERSON (check one or both)

- Claims To Be Aggrieved
- Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

**150-2004-03301**

## 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

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 \_\_\_\_\_ 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 \_\_\_\_\_ 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 \_\_\_\_\_ to \_\_\_\_\_  
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) 530-6050

**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

ISSUES: Other, Promotion

DATE(S) (on or about): EARLIEST: 04-01-2004 LATEST: 04-01-2004

Date <b>Jul 28, 2004</b>	Name / Title of Authorized Official <b>Federico Costales, Director</b>	Signature 
-----------------------------	---	---------------