

IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF FLORIDA
TAMPA DIVISION

FILED
SEP 28 2000
FBI DISTRICT OF FLORIDA
TAMPA

UNITED STATES EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION,

Plaintiff,

CIVIL ACTION NO.

8:00CV2012-T-24C

COMPLAINT

JURY TRIAL DEMAND

v.

ENTERPRISE LEASING COMPANY
OF FLORIDA, d.b.a ENTERPRISE RENT-A-CAR,

INJUNCTIVE RELIEF
REQUESTED

Defendant.

NATURE OF THE ACTION

This is an action under Title VII of the Civil Rights Act of 1964 and Title I of the Civil Rights Act of 1991 to correct unlawful employment practices on the basis of race, and to provide appropriate relief to Antonio D. Anglin who was adversely affected by such practices. As stated with greater particularity in the paragraphs below, the United States Equal Employment Opportunity Commission (hereinafter the "EEOC or "Commission") alleges that Antonio D. Anglin, was consistently denied promotion from an entry level management position because of his race, Black, while employed by Enterprise Leasing Company of Florida, d.b.a. Enterprise Rent-A-Car (hereinafter "Enterprise").

JURISDICTION AND VENUE

1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 451, 1331, 1337, 1343, and 1345. This action is authorized and instituted pursuant to Section 706(f)(1) and (3) of

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Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §2000e-5(f)(1) and (3) ("Title VII") and Section 102 of the Civil Rights Act of 1991, 42 U.S.C. § 1981A.

2. The employment practices alleged to be unlawful were committed within the jurisdiction of the United States District Court for the Middle District of Florida, Tampa Division.

PARTIES

3. Plaintiff, the EEOC, is the agency of the United States of America charged with the administration, interpretation, and enforcement of Title VII, and is expressly authorized to bring this action by Section 706(f)(1) and (3) of Title VII, 42 U.S.C. §2000e-5(f)(1) and (3).

4. At all relevant times, Defendant Enterprise, an international automobile rental and leasing company, has continuously been a Florida corporation doing business in the State of Florida, and has continuously had at least 15 employees.

5. At all relevant times, Defendant Enterprise, has continuously been an employer engaged in an industry affecting commerce within the meaning of Sections 701(b), (g) and (h) of Title VII, 42 U.S.C. §§ 2000e(b), (g) and (h).

6. The economic territorial area of Defendant Enterprise within which the wrongful acts alleged herein occurred is designated by the Defendant as "Group 42", an area encompassing 13 counties of West Central Florida (Polk, Hillsborough, Pinellas, Pasco, Hernando, Citrus, Manatee, Sarasota, Highlands, Charlotte, Hendry, Collier and Lee Counties).

STATEMENT OF CLAIMS

7. More than thirty days prior to the institution of this lawsuit, Antonio Anglin filed a charge with the Commission alleging violations of Title VII by Defendant Enterprise. All

conditions precedent to the institution of this lawsuit have been fulfilled.

8. Since at least July 1996, Defendant Enterprise has engaged in unlawful employment practices at certain of its facilities located in Group 42, in or near Polk County, Florida, in violation of Section 703(a)(1) of Title VII, 42 U.S.C. § 2000e-2(a):

- a. Antonio Anglin was hired by the Defendant into the position of Management Trainee.
- b. Throughout his employment, Antonio Anglin applied for and/or requested promotions to the positions of Rental Representative, Management Assistant, and Assistant Manager for which he was qualified.
- c. Antonio Anglin was consistently denied promotion to these positions, because of his race, Black.
- d. Similarly situated non-blacks with lesser qualifications were given the promotions.

9. The effect of unlawful employment practices complained of above has been to deprive Antonio Anglin of equal employment opportunities, and otherwise has adversely affected his status as an employee because of his race.

10. The unlawful employment practices complained of above were intentional.

11. The unlawful employment practices complained of above were done with malice or with reckless indifference to the federally protected rights of Antonio Anglin.

PRAYER FOR RELIEF

Wherefore, the Commission respectfully requests that this Court:

- A. Grant a permanent injunction enjoining Defendant, its officers, successors,

assigns, and all other persons in active concert or participation with it, from engaging in racial discrimination in its promotion policies, practices and procedures, at all its facilities within Group 42, and any other employment practice which discriminates on the basis of race.

B. Order Defendant to institute and carry out policies, practices, and programs which provide equal employment opportunities for blacks, and which eradicate the effects of its past and present unlawful employment practices within Group 42.

C. Order Defendant to make whole Antonio Anglin by providing appropriate back pay with prejudgment interest, in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices, including but not limited to reinstatement, rightful-place hiring, and front pay

D. Order Defendant to make whole Antonio Anglin by providing compensation for past and future pecuniary losses resulting from the employment practices described in paragraphs seven through eleven above, including but not limited to, out of pocket losses, medical expenses and job search expenses, in amounts to be determined at trial.

E. Order Defendant to make whole Antonio Anglin by providing compensation for past and future nonpecuniary losses resulting from the employment practices described in paragraphs seven through eleven above, including but not limited to, emotional pain, suffering, inconvenience, loss of enjoyment of life, and humiliation, in amounts to be determined at trial.

F. Order Defendant to pay Antonio Anglin punitive damages for its malicious and reckless conduct described in paragraphs seven through eleven above, in amounts to be determined at trial.

G. Grant such further relief as the Court deems necessary and proper in the public

interest.

H. Award the Commission its costs of this action.

JURY TRIAL DEMAND

The Commission requests a jury trial on all questions of fact raised by its complaint.

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