

**PRIVILEGED AND CONFIDENTIAL PURSUANT TO SECTION 119.071 F.S.  
DEPARTMENT OF FINANCIAL SERVICES  
SEXUAL HARASSMENT AND OTHER ACTS OF DISCRIMINATION  
COMPLAINT FORM**



(PLEASE TYPE OR PRINT IN INK)  
Use additional sheets if necessary

COMPLAINANT INFORMATION		
Employee:	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Applicant:		<input type="checkbox"/> Yes <input type="checkbox"/> No
Other:		Employee
Last Name:	First Name:	
Position Title:	MI:	
Bureau: NIA	Section:	
RESPONDENT(S) INFORMATION		
Last Name: Rubin	First Name: Ronald	MI: L
Position Title: Commissioner	Work Telephone: (850) 410-9601	
Bureau: NIA	Section: Executive Direction	
Last Name:	First Name:	MI:
Position Title:	Work Telephone:	
Bureau:	Section:	
WITNESS(ES) INFORMATION		
Last Name:	First Name:	MI:
Position Title:	Work Telephone:	
Bureau:	Section:	
Last Name:	First Name:	MI:
Position Title:	Work Telephone:	
Bureau:	Section:	
DATE ALLEGED DISCRIMINATION TOOK PLACE		
Earliest Date: April 2019	Latest Date: April 2019	<input type="checkbox"/> Continued Action
Location:		
BASIS OF ALLEGED DISCRIMINATION		
(If you have questions about the selection of one of the protected class status listed below, contact the Employee Relations Section before continuing with this form.)		
<input type="checkbox"/> Race or Color	<input type="checkbox"/> Disability	<input type="checkbox"/> Sex
<input type="checkbox"/> Religion	<input type="checkbox"/> National Origin	<input type="checkbox"/> Age
<input type="checkbox"/> Marital Status	<input type="checkbox"/> Political Affiliation	<input type="checkbox"/> Gender Identity
<input type="checkbox"/> Sexual Orientation		
ALLEGED DISCRIMINATORY ACTION		
<input type="checkbox"/> Demotion	<input type="checkbox"/> Promotion	<input type="checkbox"/> Recruitment
<input type="checkbox"/> Appointment	<input type="checkbox"/> Assignment	<input type="checkbox"/> Separation
<input type="checkbox"/> Accommodation	<input type="checkbox"/> Discipline	<input type="checkbox"/> Compensation
<input type="checkbox"/> Retaliation	<input checked="" type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Training
<input type="checkbox"/> Other: (Please specify)		

The following events occurred in April of 2019:

The Commissioner wanted me to

It became a messy situation with the two often conflicting. I started with this agency on so I am still learning about I have done other state officials however and have some knowledge of the rules and policies regarding The Commissioner and told me not to listen to the or anyone else regarding He said if I had any questions to just ask him. I said ok even though I knew some of walked a thin line between what is and is not allowed by the state. This made me uncomfortable since I am new and he specifically told me not to listen to the

the Commissioner was out of town on	so he offered to take me to
lunch the following Monday. We planned to walk To Harry's.	
When we left the office to walk to Harry's he suggested we go to his condo first so that he could show me the renovations that had been	
Done. Upon exiting the elevator on his floor, he told me to take my shoes off so that I would not track dust into his unit since the hallway floors were being	
Remodeled and he just had his unit cleaned. Although this was an uncomfortable situation he took his shoes off and so I did as well and we left them by	
The door. He showed me each room of the condo and we stepped out on the balcony to look at the view. Upon finishing the tour, I stood in the kitchen	
Near the door waiting to leave while he took a phone call. Once he was off the phone we put on our shoes and walked downstairs to Harry's. There was a	
25-minute wait so we decided to walk to Andrew's instead. We sat at a table inside Andrew's to eat lunch where the Commissioner asked me about	
My parents. He asked me how old they were and what they did for a living. I told him they were both in their 60s and my mom had retired	
From the	School District and that my dad had retired from running his business as a I explained that my mom still
Maintains and runs my dad's business due to him having	The Commissioner then told me about his siblings.
He told me one of his sisters got married and had a son.	
The Commissioner also told me that they had supposedly only had sex twice while they were married. He then told me he was talking to his	
Parents at one point and his dad made the comment that him and his mother were very fertile. After eating we left Andrews and the Commissioner	

Said we needed to go back up to his apartment because there were supposed to be people there painting his baseboards. When we got off the elevator	
On his floor I stayed in the hallway while he talked to several different painters. While I stood near the elevator I called	
In our office.	he had a meeting coming up that afternoon,
By this point the Commissioner was running late so we rushed out of the	

Building and toward DEO (where his 2:30 meeting was) and OFR. He asked me to take his to-go box of food back to the office with me before he entered DEO. I did and I walked back to OFR. The next day I was walking toward the door of to leave for lunch as he was coming in the door. He stopped to talk to me about a May conference in Washington, DC he would be attending. He said that I could go and attend the conference also if I wanted to. I told him if I had the chance to go to DC I wouldn't want to spend it sitting in business meetings. He said well if you ever get the chance to go up there just let me know and I will give you the key to my apartment. I told him I was headed out to lunch and I left. That afternoon I went upstairs to do for the rest of the day to avoid him. At the end of the day I asked the if I could use annual leave the following day (Wednesday) because I knew the Commissioner would be out of town on Thursday and Friday. I also asked the if there were any other positions since this situation had become awkward and typically go. When I returned to the office on Thursday the I was also assigned other special projects to work on as I was no longer Although I was

I feel like this makes it more difficult to do my job as efficiently as I could if I were able to comfortably go This week is my first full week with the Commissioner being back in town at the office. It is employee appreciation week so our Office of

Communications orchestrated great activities for the agency several days this week. These activities included a taco truck parked at our building for lunch, a donut and coffee meet and greet, and an ice cream social. I was invited by colleagues on my new floor to grab tacos and a donut on both of those days, but I politely declined as I knew the Commissioner would be attending and I did not want to recreate any uncomfortable situations. On the day of the ice cream social the Commissioner went around to each office to hand out ice cream treats on my floor. I stayed in my office with the door closed until he had passed in another effort to avoid him. Having the separation and space by being in a different physical office helps. However, I feel like my opportunities to get to know my coworkers and people in this agency have been hindered by inappropriate and uncomfortable circumstances. Considering I am new to the agency it has made my transition here much more difficult than I feel it should be or would be otherwise.

