

ORDER TO SHOW CAUSE

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IN THE MATTER OF THE APPEAL OF:

ERIC JOHNSON Appellant,

vs.

DEPARTMENT OF PUBLIC WORKS, SOLIDA WASTE MANAGEMENT  
and the City and County of Denver, a municipal corporation, Agency.

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Appellant filed this appeal on June 19, 2013. Jurisdictional issues are apparent from a review of the appeal. This is a direct appeal alleging Appellant's dismissal and his claim of discrimination on the basis of race.

A complaint or grievance of discrimination requires a showing of 1) membership in a protected class, 2) an adverse employment action, and (3) evidence which supports an inference of discrimination (some connection between (1) and (2)). Protected classes include those of race, color, creed, religion, national origin, gender, sexual orientation, marital status, military status, age, disability, political affiliation, or any other status protected by federal, state or local law. Appellant's appeal inter the Agency's termination of employment was the adverse action; however, Appellant has not alleged he is a member of any protected class, and he has not stated what facts, if proven would tend to show a connection between his protected status and the suspension.

You are ordered to show cause, on or before **July 26, 2013**, why your discrimination claim should not be dismissed. You may show cause by providing the following: (a) your protected status (race, color, creed religion, national origin, gender, sexual orientation, marital status, military status, age, disability, political affiliation, or any other status protected by federal, state or local law); (b) what facts connect your suspension to your protected status. **Your failure to reply timely will result in your discrimination claim being dismissed.**

DONE July 19, 2013.

  
Bruce A. Plotkin  
Career Service Hearing Officer

I certify that, on July 19, 2013, I delivered a correct copy of this Order to the following:

Eric Johnson, [JZ357@live.com](mailto:JZ357@live.com) (via email);  
City Attorney's Office at [Defiling.litigation@denvergov.org](mailto:Defiling.litigation@denvergov.org) (via email);  
HR Services, [HRServices@denvergov.org](mailto:HRServices@denvergov.org) (via email).

