

UNITED STATES DISTRICT COURT FOR THE  
NORTHERN DISTRICT OF FLORIDA  
TALLAHASSEE DIVISION

MARK DECARLO,

Plaintiff,

v.

4:14cv388-WS/CAS

CITY OF TALLAHASSEE,

Defendant.

---

VERDICT FORM

**Do you find from a preponderance of the evidence:**

1. That the City of Tallahassee took adverse action against Mark DeCarlo because he engaged in "protected activity"—that is, because he made disclosures of wrongdoing by City agents or employees.

  X   YES             NO

2(a). That Mark DeCarlo had a disability or was perceived by the City as having a disability.

  X   YES             NO

**If you answered "NO" to question 2(a), proceed to question 3(a). If you answer "YES" to question 2(a), answer question 2(b).**

**FILED IN OPEN COURT THIS**

March 2, 2016

**CLERK, U.S. DISTRICT  
COURT, NORTH. DIST. FLA.**

2(b). That Mark DeCarlo was a "qualified individual."

YES       NO

**If you answered "NO" to question 2(b), proceed to question 3(a). If you answer "YES" to question 2(b), answer question 2(c).**

2(c). That the City took adverse action against Mark DeCarlo.

YES       NO

**If you answered "NO" to question 2(c), proceed to question 3(a). If you answer "YES" to question 2(c), answer question 2(d).**

2(d). That the City took adverse action against Mark DeCarlo because of his disability or perceived disability.

YES       NO

3(a). That Mark DeCarlo engaged in protected activity under the Americans with Disabilities Act—that is, he complained about disability discrimination.

YES       NO

**If you answered "NO" to question 3(a), proceed to question 4. If you answer "YES" to question 3(a), answer question 3(b).**

3(b). That the City took adverse employment action against Mark DeCarlo.

YES       NO

**If you answered "NO" to question 3(b), proceed to question 4. If you answered "YES" to question 3(b), answer question 3(c).**

