

U.S. Equal Employment Opportunity Commission

Mr. Roland Galdof, CITY ATTORNEY CITY OF NORTH MIAMI 776 N. E 125th Street North Miami, FL 33161	PERSON FILING CHARGE
	Laurence Juriga
	THIS PERSON (check one or both) <input checked="" type="checkbox"/> Claims To Be Aggrieved <input type="checkbox"/> Is Filing on Behalf of Other(s)
EEOC CHARGE NO. 510-2015-03504	

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 (Title VII)
 ☐ The Equal Pay Act (EPA)
 ☐ The Americans with Disabilities Act (ADA)
- ☐ The Age Discrimination in Employment Act (ADEA)
 ☐ The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

- ☐ No action is required by you at this time.
- ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
- ☒ Please provide by **20-AUG-15** 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.
- ☒ Please respond fully by **20-AUG-15** 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.
- ☒ 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 **27-JUL-15** to **Marvin Frazier, ADR Coordinator, at (305) 808-1839**.
 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:

FERNELLA PETERS,
Enforcement Supervisor

EEOC Representative

Telephone **(305) 808-1877**

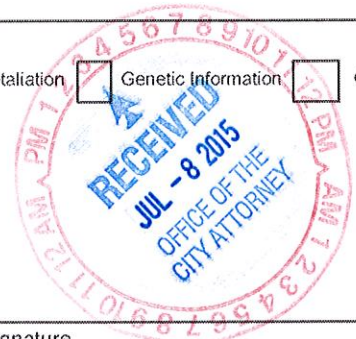
Miami District Office
Miami Tower, 100 S E 2nd Street
Suite 1500
Miami, FL 33131
Fax: (305) 808-1855

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

- ☒ Race
 ☐ Color
 ☐ Sex
 ☐ Religion
 ☐ National Origin
 ☐ Age
 ☐ Disability
 ☐ Retaliation
 ☐ Genetic Information
 ☐ Other

See enclosed copy of charge of discrimination.



Date July 6, 2015	Name / Title of Authorized Official Ozzie L. Black, Acting District Director	Signature <i>Ozzie L. Black Jr.</i>
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INFORMATION ON CHARGES OF DISCRIMINATION

EEOC RULES AND REGULATIONS

Section 1601.15 of EEOC's regulations provides that persons or organizations charged with employment discrimination may submit a statement of position or evidence regarding the issues covered by this charge.

EEOC's recordkeeping and reporting requirements are found at Title 29, Code of Federal Regulations (29 CFR): 29 CFR Part 1602 (see particularly Sec. 1602.14 below) for Title VII and the ADA; 29 CFR Part 1620 for the EPA; and 29 CFR Part 1627, for the ADEA. These regulations generally require respondents to preserve payroll and personnel records relevant to a charge of discrimination until disposition of the charge or litigation relating to the charge. (For ADEA charges, this notice is the written requirement described in Part 1627, Sec. 1627.3(b)(3), .4(a)(2) or .5(c), for respondents to preserve records relevant to the charge – the records to be retained, and for how long, are as described in Sec. 1602.14, as set out below). Parts 1602, 1620 and 1627 also prescribe record retention periods – generally, three years for basic payroll records and one year for personnel records. Questions about retention periods and the types of records to be retained should be resolved by referring to the regulations.

Section 1602.14 Preservation of records made or kept. Where a charge ... has been filed, or an action brought by the Commission or the Attorney General, against an employer under Title VII or the ADA, the respondent ... shall preserve all personnel records relevant to the charge or the action until final disposition of the charge or action. The term *personnel records relevant to the charge*, for example, would include personnel or employment records relating to the aggrieved person and to all other aggrieved employees holding positions similar to that held or sought by the aggrieved person and application forms or test papers completed by an unsuccessful applicant and by all other candidates or the same position as that for which the aggrieved person applied and was rejected. The date of *final disposition of the charge or the action* means the date of expiration of the statutory period within which the aggrieved person may bring [a lawsuit] or, where an action is brought against an employer either by the aggrieved person, the Commission, or the Attorney General, the date on which such litigation is terminated.

NOTICE OF NON-RETALIATION REQUIREMENTS

Section 704(a) of Title VII, Section 207(f) of GINA, Section 4(d) of the ADEA, and Section 503(a) of the ADA provide that it is an unlawful employment practice for an employer to discriminate against present or former employees or job applicants, for an employment agency to discriminate against any individual, or for a union to discriminate against its members or applicants for membership, because they have opposed any practice made an unlawful employment practice by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the statutes. The Equal Pay Act contains similar provisions. Additionally, Section 503(b) of the ADA prohibits coercion, intimidation, threats, or interference with anyone because they have exercised or enjoyed, or aided or encouraged others in their exercise or enjoyment, of rights under the Act.

Persons filing charges of discrimination are advised of these Non-Retaliation Requirements and are instructed to notify EEOC if any attempt at retaliation is made. Please note that the Civil Rights Act of 1991 provides substantial additional monetary provisions to remedy instances of retaliation or other discrimination, including, for example, to remedy the emotional harm caused by on-the-job harassment.

NOTICE REGARDING REPRESENTATION BY ATTORNEYS

Although you do not have to be represented by an attorney while we handle this charge, you have a right, and may wish to retain an attorney to represent you. If you do retain an attorney, please give us your attorney's name, address and phone number, and ask your attorney to write us confirming such representation.

CHARGE OF DISCRIMINATION

ENTER CHARGE NO.

510-2015-03504

Florida Commission on Human Relations and EEOC

Name (Indicate Mr., Ms., or Mrs.), Social Security Number
Laurence Juriga DOB March 1971

Telephone Number

Street Address

City, State and Zip Code

County
Broward

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below)

Name
City of North MiamiNo. of Employees/Members
501+Telephone Number
(305) 893-6511Street Address
776 N.E. 125th StreetCity, State and Zip Code
North Miami, FL 33161Date of most recent
continuing discrimination
Continuing

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))



RACE



COLOR



SEX



RELIGION



NATIONAL ORIGIN



AGE



RETALIATION



OTHER (Specify)

Received

JUN 09 2015

EEOC Miami District Office

THE PARTICULARS ARE:

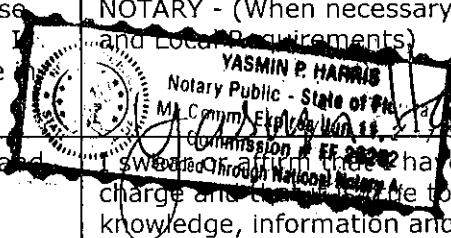
I. Personal harm. I am a white assistant police chief. I have been marginalized in the department, where I have worked for 21 years, by the political leadership of a city, of which the demographics have shifted to an African-American/Haitian majority. Until recently, no white "anglo" was a department head. A white police chief and white assistant chief were forced out in 2010. All three chiefs since have been black. I was passed over June 4, 2014, for promotion, in favor of a black assistant chief. I was also passed over previously, in favor of a Haitian-American, recently hired from an outside agency. Although the city manager indicated to me on June 4 that he was looking to make me assistant city manager, overseeing the police department, that never happened nor has he even mentioned it to me again.

II. Respondent's reason for personal harm. I was given no reason in June, but Aleem Ghany, the non-white city manager, spoke to me on my cell phone on November 15, 2014, and, not realizing that he had not hung up the phone, said to his wife, "He's a redneck (**a white person who lives in a small town or in the country especially in the southern U.S., who typically has a working-class job, and who is seen by others as being uneducated and having opinions and attitudes that are offensive**) and Ghany also indicated that "they hate him." When I confronted him, he admitted saying it about me and apologized. He then identified "they" as Andre Pierre and Joe Celestin, two politically influential Haitian-American former mayors, whom Mr. Ghany quoted as accusing me (falsely) of meeting weekly with white officers to plan how to block promotions of black and Hispanic officers. Astounded by these false accusations I asked the City Manager why he had not done anything about these allegations. He had no answer.

III. Discrimination statement. I have suffered discrimination on account of my race in violation of Title VII of the Civil Rights Act and the Florida Civil Rights Act of 1992.

☒ I also want this charge filed with the FCHR. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary to meet State and Local Requirements)



I declare under penalty of perjury that the foregoing is true and correct.

I, the undersigned, have read the above charge and the facts are to the best of my knowledge, information and belief.

Date
6/4/15

Charging Party (Signature)

SIGNATURE OF COMPLAINANT

Subscribed and sworn to before me this
day of _____, 20____.