

U.S. Equal Employment Opportunity Commission

Ms. Rebecca Jones Human Resources Director CITY OF NORTH MIAMI POLICE DEPARTMENT 700 NE 124th Street North Miami, FL 33161	PERSON FILING CHARGE
	Kathleen I. Ruggiero
	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. 848-2012-75670	

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 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 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 to
 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:

Pablo Alfonso,
Federal Investigator

EEOC Representative

Telephone **(305) 808-1744**

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	
<input type="checkbox"/> Race <input type="checkbox"/> Color <input type="checkbox"/> Sex <input type="checkbox"/> Religion <input type="checkbox"/> National Origin <input type="checkbox"/> Age <input type="checkbox"/> Disability <input checked="" type="checkbox"/> Retaliation <input type="checkbox"/> Genetic Information <input type="checkbox"/> Other	
ISSUES: Assignment, Harassment	
DATE(S) (on or about): EARLIEST: 06-01-2012 LATEST: 10-04-2012 And Continuing	
Date	Name / Title of Authorized Official MALCOLM S. MEDLEY, District Director
October 18, 2012	Signature MALCOLM S. MEDLEY

RECEIVED
 OCT 25 2012
 OFFICE OF
 CIVIL ATTORNEY

2012-00190