

STATE OF NEW JERSEY
DEPARTMENT OF LAW & PUBLIC SAFETY
DIVISION ON CIVIL RIGHTS
DOCKET NUMBER: EH15WB-60889
FEDERAL CHARGE#: NON EEOC

CHARLES E MORGAN IV
COMPLAINANT(S)

-vs-

SONY DADC
RESPONDENT(S)

)
)
) Verified Complaint
) Received and Recorded
) Date:08/25/2009
) Department of Law and Public Safety
) Division on Civil Rights
) By A. Gonzalez
)
)
)

1. The Complainant (s) reside(s) at:

CHARLES E MORGAN IV
2003 S. 9TH STREET
PHILADELPHIA NJ 19148

2.To the best of Complainant's knowledge and belief, the Respondent(s) known as: SONY DADC
and located at:

SONY DADC
400 N. WOODBURY GLASSBORO ROAD
PITMAN NJ 08071
GLOUCESTER COUNTY

3. Charge of Discrimination:

The above named respondent(s) is hereby charged with unlawful discrimination in violation of the named statutes with respect to the following charges:

3.1 Promotion because of Sexual Orientation/homosexual in violation of NJ Law Against Discrimination(NJSA 10:5-12a)

3.2 Retaliation because of Reprisal/complained of sexual orientation harassment in violation of NJ Law Against Discrimination (NJSA 10:5-12d)

3.3 Suspension because of Sexual Orientation/homosexual in violation of NJ Law Against Discrimination (NJSA 10:5-12a)

3.4 Suspension because of Reprisal in violation of NJ Law Against Discrimination(NJSA 10:5-12d)

4. THE CHARGE IS BASED ON THE FOLLOWING:

4.1 Complainant belongs to a protected class, in that, he is homosexual.

4.2 Respondent employed Complainant as a machine operator in October 2008.

4.3 Complainant alleges he engaged in an activity protected by the New Jersey Law Against Discrimination, and did so reasonably and in good faith. Specifically, in or about May 2009, he complained that co-workers were making offensive gay jokes; on July 17, 2009 he complained of graffiti written near his work site, namely, "Charles loves cock" was written on the machinery belt and "God hates fags" was written on the bathroom wall; and, on August 15, 2009, he complained that co-worker Dan "Doe" (last name being fictitious) stated "you're too gay to sit here."

4.4 The activity was known to the employer.

4.5 Thereafter, Complainant was subjected to adverse employment actions. Specifically, Respondent denied Complainant promotion to full time, permanent machine operator in May 2009 and again in July 2009, and suspended him three days on August 15, 2009.

4.6 There is a causal connection between Complainant's protected activity and the employer's adverse actions

5. RESPONDENT'S REASON FOR ADVERSE ACTION:

5.1 Respondent's employees have not provided any reason for the harassment.

5.2 Respondent's Supervisor, Linda Carter, denied him promotion based on poor attendance and not being qualified, and provided no reason for the suspension.

6. DISCRIMINATION STATEMENT:

6.1 Complainant alleges he was discriminated against based on his sexual orientation and as a reprisal.

6.2 Specifically, Complainant denies his promotion denial was based on poor attendance or on his qualifications, and alleges he was denied promotion and suspended in retaliation for complaining of discriminatory treatment.

6.3 Further, Complainant alleges Respondent promoted less senior, less qualified, non-homosexual coworkers, Kevin Pantella, Wayne Davis, Bob Trujan and others.

7. Said acts of discrimination occurred in the County of Gloucester in the State of New Jersey.

8. The Complainant requests whatever relief is provided by law including, but not limited to, compensatory damages for economic loss, humiliation, mental pain and suffering.

9. The Complainant has not instituted action in any court, either criminal or civil, regarding this matter.


CHARLES E MORGAN IV
COMPLAINANT

STATE OF NEW JERSEY)

) SS:

COUNTY OF CAMDEN)

CHARLES E MORGAN IV of full age, being duly sworn according to law deposes and says; that he is the Complainant herein; that he has read the foregoing Complaint and knows the content thereof; that to the best of his knowledge, information and belief, the facts alleged therein are true.


CHARLES E MORGAN IV
COMPLAINANT

Sworn to and subscribed before me
this 25th day of August 2009.


NOTARY PUBLIC OF NEW JERSEY

ALDO GONZALEZ
NOTARY PUBLIC OF NEW JERSEY
MY COMMISSION EXPIRES
OCTOBER 21, 2010