

**The Commonwealth of Massachusetts
Commission Against Discrimination
One Ashburton Place, Boston, MA 02108
Phone: (617) 994-6000 Fax: (617) 994-6024**

MCAD DOCKET NUMBER: 18BEM02981
FILING DATE: 10/22/18

EEOC/HUD CHARGE NUMBER: 16C-2019-00146
VIOLATION DATE: 09/30/18

Name of Aggrieved Person or Organization:

Ferruccio A Romeo
9 Hitching Road
Saugus, MA 01906
Primary Phone: (781)389-2951 ext. ____

Named is the employer, labor organization, employment agency, or state/local government agency who discriminated against me:

Town of Winthrop
Attn: Director of Human Resources
One Metal Square
Winthrop, MA 02152
Primary Phone: (617)846-1852 ext. ____

OCT 25 AM 10:57

Terence M. Delehanty
c/o Town of Winthrop
Attn: Director of Human Resources
One Metal Square
Winthrop, MA 02152
Primary Phone: (617)846-1852 ext. ____

Austin Faison
c/o Town of Winthrop
Attn: Director of Human Resources
One Metal Square
Winthrop, MA 02152
Primary Phone: (617)846-1852 ext. ____

No. of Employees: 25+

Work Location: Winthrop, MA

Cause of Discrimination based on:
Retaliation.

The particulars are:

I, Ferruccio A Romeo, the Complainant believe that I was discriminated against by Town of Winthrop, Terence M. Delehanty and Austin Faison, on the basis of Retaliation. This is in violation of M.G.L. c. 151B, Section 4 Paragraph 4 and Title VII as amended.

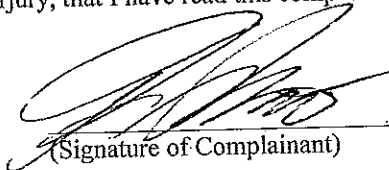
1. I am a police officer in the town of Winthrop and I have previously held the position of Local Union Representative where I actively advocated for women's rights.
2. I have filed two separate cases with the MCAD in December of 2014 (Docket Number: 141303203) and in January of 2015 (Docket Number: 151300050) on the basis of retaliation. I have also assisted two women with complaints of sex discrimination as part of my role as Local Union Representative.
3. On December 1, 2014, I was placed on administrative leave for assisting two women with their sex discrimination complaints. I have no previous history detailing misconduct or performance issues.
4. I was reinstated by an arbitrator on July 22, 2018.



5. On July 23, 2018, I submitted a letter of interest to participate in a Promotional Examination to Sergeant that was scheduled for October 25, 2018.
6. On July 27, 2018, I was informed of an open position for a Provisional Sargent posted by Terence Delehanty, Chief of Police, for which I submitted a letter of interest. Upon information and belief, the position was in keeping with Civil Service Law. After submitting this letter of interest, Austin Faison, Town Manager, failed to fill the position, due to the fact that it was against Civil Service Law, directly contradicting the original posting. I believe the position was not being offered to me because of my previous filings with the MCAD.
7. On September 13, 2018, I was informed that I would be able to take the makeup examination in October. Other officers had taken the promotional test in April of 2018, however, I was not reinstated until late July.
8. Due to the fact that I was not reinstated until late July, I was not granted the 90 days for a fair opportunity to study that other officers were given. I am not aware of any other officers who were denied the 90 day study period. Therefore, on September 14, 2018, I requested to push back my examination date to mid-December. This request was denied.
9. On or around October 3, 2018, I placed another request to push back my exam, which was denied on October 7, 2018. My requests to push back my exam date in order to receive the fair opportunity that was granted to other officers, is being denied because of my former actions as Union Representative and the fact that I had previously filed with the MCAD.

I believe I am being retaliated against because I advocated for women's rights and filed multiple complaints with the MCAD and was prevented from having a fair opportunity for a promotion when I returned to work.

I hereby verify, under the pains and penalties of perjury, that I have read this complaint and the allegations contained herein are true to the best of my knowledge.


(Signature of Complainant)

10-22-2018