

# CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- FEPA
- EEOC

New York State Division of Human Rights and EEOC

*State or local Agency, if any*

Name (indicate Mr., Ms., Mrs.)

Ms. Alexandria Sanchez

Home Phone (Incl. Area Code)

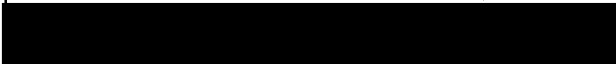


Date of Birth

Click here to enter text.

Street Address

City, State and ZIP Code



Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

The City of New York

No. Employees, Members

500+

Phone No. (Include Area Code)



Street Address

City, State and ZIP Code

Click here to enter text.



Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

- RACE
- COLOR
- SEX
- RELIGION
- NATIONAL ORIGIN
- RETALIATION
- AGE
- DISABILITY
- GENETIC INFORMATION
- OTHER (Specify) **Hostile Work Environment**

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

July 2022

Latest

present

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

Charging Party ALEXANDRIA SANCHEZ alleges that she's employed with the Police Department City of New York assigned to the 84<sup>th</sup> Precinct as a training officer.

Charging Party ALEXANDRIA SANCHEZ alleges that sometime in September 2019, Lieutenant Scott Milne selected her to be his operator. The parties were assigned to the 1/2 Marathon in Brooklyn Park along with Police Officer Ursula Mejia. Police Officer Mejia rode in the rear passenger seat.

Charging Party ALEXANDRIA SANCHEZ alleges that sometime during the tour, Lieutenant Scott Milne starting discussing his dating life. She felt very uncomfortable.

Charging Party ALEXANDRIA SANCHEZ alleges that while discussing his sexual escapades via Tinder, he took out his personal cellular telephone and said "This is what I show them."

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

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

NOTARY - When necessary for State and Local Agency Requirements

*Christina J. [Signature]* 12.11.2023

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

**WESTCHESTER COUNTY**

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

12/11/2023

Date

*[Signature]*  
Charging Party Signature

025A0013820 EXP. 09.26.2027

## CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA  
 EEOC

New York State Division of Human Rights and EEOC

*State or local Agency, if any*

THE PARTICULARS ARE *(if additional paper is needed, attach extra sheet(s))*:

Charging Party ALEXANDRIA SANCHEZ alleges that Lieutenant Scott Milne then showed she and Police Officer Ursula Mejia a purported picture of his penis.

Charging Party ALEXANDRIA SANCHEZ alleges that she was shocked that her supervisor would do such a thing and called him a "Dirty Old Man."

Charging Party ALEXANDRIA SANCHEZ alleges that Police Officer Ursula Mejia was equally shocked.

Charging Party ALEXANDRIA SANCHEZ alleges that Lieutenant Scott Milne laughed, as if he enjoyed humiliating his female subordinates.

Charging Party ALEXANDRIA SANCHEZ alleges that although uncomfortable, she and Police Officer Ursula Mejia completed the tour but, until this filing never told the Office of Equity and Inclusion, Internal Affairs or any other mechanism created by the police management to investigate allegations of misconduct against police officers.

Charging Party ALEXANDRIA SANCHEZ alleges that she and Police Officer Ursula Mejia were afraid of retaliation, as they have seen how other police officers are handled when complaining about misconduct in the workplace.

Charging Party ALEXANDRIA SANCHEZ alleges that from the point until 2021, as her supervisor, Lieutenant Scott Milne would subject her to offensive comments and jokes including asking her to go to a hotel with him.

Charging Party ALEXANDRIA SANCHEZ alleges that throughout the aforementioned time period, Lieutenant Scott Milne would do 'little' things to her because she rejected his offensive behavior including giving her unfair discipline, threatening to get her transferred back to a patrol squad, denying days off, extra scrutiny, yelling at her in front of her colleagues, etc.

Charging Party ALEXANDRIA SANCHEZ alleges that although uncomfortable, until this filing never told the Office of Equity and Inclusion, Internal Affairs or any other mechanism created by the police management to investigate allegations of misconduct against police officers.

Charging Party ALEXANDRIA SANCHEZ alleges that she was afraid of retaliation, as she has seen how other police officers are handled when complaining about misconduct in the workplace.

Charging Party ALEXANDRIA SANCHEZ alleges that In June 2021, she was standing before Desk Officer Sergeant Thomas Brogan handling department matters.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

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

NOTARY - *When necessary for State and Local Agency Requirements*

*[Signature]* 12.11.2023

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

*WESTCHER COUNTY*  
 SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
 (month, day, year)

Date

Charging Party Signature

025A0013820 EXP. 09.26.2027

Charging Party ALEXANDRIA SANCHEZ alleges that shortly thereafter, she felt a hard smack on her buttocks.

Charging Party ALEXANDRIA SANCHEZ alleges that while angry and in pain, she quickly turned around and noticed it was Lieutenant Scott Milne. He laughed long with Lieutenant Julian A. Coston and Sergeant Thomas Brogan.

Charging Party ALEXANDRIA SANCHEZ alleges that picked up a stapler and threw it at Lieutenant Scott Mile.

Charging Party ALEXANDRIA SANCHEZ felt defeated and humiliated. More importantly, as supervisors, Lieutenant Julian A. Coston and Sergeant Thomas Brogan failed to report Lieutenant Scott Milne's actions to the Office of Equity and Including. Nor did they offer her any emotional support.

Charging Party ALEXANDRIA SANCHEZ alleges that although uncomfortable, she did not initially report this incident to the Office of Equity and Inclusion.

Charging Party ALEXANDRIA SANCHEZ alleges that she was afraid of retaliation, as she has seen how other police officers are handled when complaining about misconduct in the workplace.

Charging Party ALEXANDRIA SANCHEZ alleges that from the aforementioned incident until March 14, 2023, Lieutenant Scott Milne would do 'little' things to her because she rejected his offensive behavior including giving her unfair discipline, threatening to get her transferred back to a patrol squad, denying days off, extra scrutiny, yelling at her in front of her colleagues, etc.

Charging Party ALEXANDRIA SANCHEZ alleges that although uncomfortable, until March 14, 2023, she never filed a complaint with the Office of Equity and Inclusion about any of her experiences.

Charging Party ALEXANDRIA SANCHEZ alleges that she complained to various union delegates to no avail.

Charging Party ALEXANDRIA SANCHEZ alleges that on or about August 26, 2022, finally she contacted her friend Police Officer Likircia Sarita, 88<sup>th</sup> Precinct union delegate via personal text message.

Charging Party ALEXANDRIA SANCHEZ alleges that her friend Police Officer Likircia Sarita, 88<sup>th</sup> Precinct union delegate sent her the information regarding the Office of Equity and Inclusion but, discouraging her warning "You are going to open a can of worms!"

Charging Party ALEXANDRIA SANCHEZ alleges that after communicating with her friend Police Officer Likircia Sarita, 88<sup>th</sup> Precinct union delegate, she declined to contact the Office of Equity and Inclusion.

Charging Party ALEXANDRIA SANCHEZ alleges that from the aforementioned incident until March 14, 2023, Lieutenant Scott Milne would do 'little' things to her because she rejected his offensive behavior including giving her unfair discipline, threatening to get her transferred back to a patrol squad, denying days off, extra scrutiny, yelling at her in front of her colleagues, etc.

Charging Party ALEXANDRIA SANCHEZ alleges that on or about February 28, 2023, Lieutenant Scott Milne intentionally assigned her to work with another female officer she felt compromised her safety.

Charging Party ALEXANDRIA SANCHEZ alleges that after speaking with her union delegates, she complained to Executive Officer Captain Peter Libranti who then changed her partner.

Charging Party ALEXANDRIA SANCHEZ alleges that on or about March 3, 2023, both the Commanding Officer Deputy Inspector Adeel Rana was on vacation and Executive Officer Peter Libranti was transferred.

Charging Party ALEXANDRIA SANCHEZ alleges that Lieutenant Scott Milne warned Principal Administrative Aide Monica Jackson, that he's in command and "He can do whatever he wants!"

Charging Party ALEXANDRIA SANCHEZ alleges that Lieutenant Scott Milne further warned Principal Administrative Aide Monica Jackson, "Watch what happens! [meaning SANCHEZ].

Charging Party ALEXANDRIA SANCHEZ felt defeated and humiliated. More importantly, as a supervisor, Principal Administrative Aide Monica Jackson failed to report Lieutenant Scott Milne's actions to the Office of Equity and Including. Nor did she offer her any emotional support because she's afraid of retaliation.

Charging Party ALEXANDRIA SANCHEZ alleges that although uncomfortable, she did not initially report this incident to the Office of Equity and Inclusion.

Charging Party ALEXANDRIA SANCHEZ alleges that she was afraid of retaliation, as she has seen how other police officers are handled when complaining about misconduct in the workplace.

Charging Party ALEXANDRIA SANCHEZ alleges that she then met with her supervisor Sergeant Thomas Brogan and communicated the conversation she had with Principal Administrative Aide Monica Jackson. He did not even bother to ask her what she meant.

Charging Party ALEXANDRIA SANCHEZ alleges that on or about March 6, 2023, she was informed by Integrity Control Officer Michael Iannuzzi that Lieutenant Scott Milne accused her of "insubordination" and issued her a command discipline.

Charging Party ALEXANDRIA SANCHEZ alleges that Integrity Control Officer Michael Iannuzzi knew that Lieutenant Scott Milne slapped her on her buttocks and other inappropriate behaviors over the years but, never reported him to the Office of Equity and Inclusion as required by department policy. Nor did he ever offer her emotional support.

Charging Party ALEXANDRIA SANCHEZ alleges that she was told by Police Officer Michael Gargano, 84<sup>th</sup> Precinct union delegate that Lieutenant Scott Milne wanted to penalize her with the loss of five [5] vacations days and transfer from training officer to a patrol squad.

Charging Party ALEXANDRIA SANCHEZ alleges that shortly thereafter, Integrity Control Officer Michael Iannuzzi began scrutinizing her assignments, overtime, days off, etc., in support of Lieutenant Scott Milne.

Charging Party ALEXANDRIA SANCHEZ alleges that she communicated some limited information requesting to speak with Executive Officer Peter Libranti, he responded with a contact for Sergeant Wong, Office of Equity and Inclusion.

Charging Party ALEXANDRIA SANCHEZ alleges that on or about March 14, 2023, she met with Sergeant Wong, Office of Equity and Inclusion and assigned Case No.: 048 S 23.

Charging Party ALEXANDRIA SANCHEZ alleges that although she met with Sergeant Wong, she did not disclose the entire serious of experiences since September 2019, because she felt he was "uninterested" in patiently interviewing her.

Charging Party ALEXANDRIA SANCHEZ alleges that that entire interview lasted a short time only covering Lieutenant Scott Milne slapping her buttocks.

Charging Party ALEXANDRIA SANCHEZ alleges that on or about April 18, 2023, after filing her complaint Integrity Control Officer Michael Iannuzzi began scrutinizing her making false entries into the Craft Report regarding her assignments, overtime, days off, etc., in further support of Lieutenant Scott Milne

Charging Party ALEXANDRIA SANCHEZ alleges that Respondent THE CITY OF NEW YORK through SCOTT MILNE; JULIAN A. COSTON and THOMAS BROGAN violated her legal rights as a female employee under the Title VII and related legal claims.