

**UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
CHARGE OF DISCRIMINATION**

Charge Presented To:

- FEPA
- EEOC
- New York State Division of Human Rights and EEOC
- State or Local Agency, if any

Charge No: 520-2025-03104

Complainant Information

Name (indicate Mr., Ms., Mrs.): Mr. Emelio C. Rodriques

Home Phone (Incl. Area Code): [REDACTED]

Date of Birth:

Street Address: [REDACTED]

City, State, and ZIP Code: [REDACTED]

Named Employer or Agency That Discriminated Against Me

Name: The City of New York – NYPD Legal Bureau

No. of Employees/Members: 500+

Phone No. (Include Area Code): 646-610-5400

Street Address: One Police Plaza, Room 1406

City, State, and ZIP Code: New York, N.Y. 10038

Discrimination Based On (Check the 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: January 2023

Latest: Present

CONTINUING ACTION

The Particulars Are

I, Emelio C. Rodriques, am filing this Charge of Discrimination against the New York City Police Department (NYPD) for violations of Title VII of the Civil Rights Act of 1964 and the New York State and City Human Rights Laws. The Charging Party has been subjected to racial discrimination, a hostile work environment, and retaliation for engaging in protected activity.

1. Background and Position at NYPD

The Charging Party, Lieutenant Emelio C. Rodriques, has been employed by the New York City Police Department (NYPD) since July 22, 2002. In January 2023, he was assigned to the Operations Coordinator position at the 34th Precinct, which covers Washington Heights.

Following this assignment, the Charging Party was later appointed as the Integrity Control Officer (ICO), solely responsible for ensuring that civilian and uniformed command members adhere to department policies and the law. As the ICO, his duty was to oversee internal accountability measures, investigate potential violations of department regulations, and ensure lawful enforcement practices were upheld within the precinct.

However, upon assuming these roles, the Charging Party uncovered significant misconduct within the command, including corruption, selective enforcement, preferential treatment for politically connected individuals, and financial fraud related to overtime abuse. When he attempted to fulfill his responsibilities by reporting and addressing these violations, he became the target of retaliation, workplace hostility, and career sabotage orchestrated by Commanding Officer Aneudy Castillo, Executive Officer Erickson Peralta, Special Operations Lieutenant Michael J. Disanto, and Former Administrative Lieutenant Jonathan Cruz.

The Charging Party alleges that his race (Black), national origin (Jamaican), and gender (male) were impermissible factors that influenced how he was treated in comparison to his colleagues. Instead of being supported in his role as Integrity Control Officer, Castillo, Peralta, Disanto, and Cruz undermined, harassed, and ultimately removed him from the position in retaliation for refusing to ignore misconduct.

2. Allegations of Corruption and Selective Enforcement of the Law [January 2023 – September 2024]

After assuming the roles of Operations Coordinator and Integrity Control Officer at the 34th Precinct, the Charging Party identified and documented a pattern of systemic corruption, selective enforcement, and abuse of power perpetrated by Commanding Officer Aneudy Castillo (Tax Registry No.: 938190), Executive Officer Erickson Peralta (Tax Registry No.: 946103), Special Operations Lieutenant Michael J. Disanto (Tax Registry No.: 945669), and Former Administrative Lieutenant Jonathan Cruz (Tax Registry No.: 934705). Their coordinated misconduct involved granting political favors, obstructing law enforcement efforts and ensuring that individuals and businesses with connections to high-ranking NYPD officials were shielded from police action, regardless of ongoing criminal activity. However, how the Charging Party was treated in response to his objections was directly influenced by his race (Black), national origin (Jamaican), and gender (male), which made him an even greater target for exclusion, hostility, and retaliation.

As a Black Jamaican male in a leadership position, the Charging Party was not afforded the same deference, respect, or authority that was granted to white and Hispanic officers in similar roles. His efforts to enforce department policies and uphold ethical standards were routinely met with resistance, ridicule, and deliberate attempts to undermine his credibility. His discriminatory treatment was not simply a result of his opposition to corruption but was exacerbated by the fact that he did not fit the mold of officers traditionally protected or favored within the department.

The Charging Party specifically alleges that James Caban, the twin brother of former Police Commissioner Edward A. Caban, maintained an undisclosed relationship with Castillo, likely involving financial benefits. As a result of this relationship, Castillo and Caban engaged in routine communications, including weekly phone calls and in-person meetings, to dictate law enforcement decisions within the jurisdiction of the 34th Precinct, which covers Washington Heights.

Under Castillo's direction, certain nightclubs and lounges with ties to James Caban were insulated entirely from any law enforcement scrutiny, regardless of repeated complaints about ongoing illegal activity, including noise violations, drug use, and disorderly conduct. Castillo and Disanto explicitly directed officers not to conduct enforcement activities against these locations, no matter the severity or frequency of violations. Even when officers attempted to take lawful police action, Castillo personally intervened, calling supervisors from his home to ensure that reports were either altered or never processed.

While white and Hispanic officers who complied with Castillo's directives were rewarded with favorable assignments, overtime opportunities, and promotions, the Charging Party was treated with suspicion, isolated from key decisions, and stripped of his authority as a leader. His efforts to challenge selective enforcement practices were met with hostility, as Castillo, Peralta, Disanto, and Cruz sought to discredit him and diminish his ability to carry out his duties effectively.

On multiple occasions, James Caban physically visited the 34th Precinct and intentionally misrepresented himself as his twin brother, former Police Commissioner Edward A. Caban. This

was done to exert influence over precinct operations, reinforce his authority, and protect his interests. Castillo and his subordinates, including Disanto and Cruz, facilitated this deception, allowing officers to believe that orders were coming from the Police Commissioner himself. Officers who questioned these directives were ignored, while those who complied were rewarded with professional favors.

Despite numerous reports of crime, excessive noise complaints, and public disturbances at these locations, Castillo and Disanto instructed officers to immediately close out all 311 complaints related to these businesses without responding. Any attempt to take legitimate enforcement action was met with swift interference, with Castillo and his associates making it clear that certain businesses were off-limits to police oversight. The Charging Party witnessed this obstruction of justice and objected to it, raising concerns that the precinct was being used to further the private interests of politically connected individuals rather than serve the community.

When the Charging Party, a Black Jamaican male, challenged these unlawful practices, Castillo dismissed his concerns and repeatedly reminded him that he needed to “fall in line” and “be a team player.” This messaging reflected the longstanding racial and cultural biases within the NYPD, where Black and Caribbean officers were expected to remain silent and accept discriminatory treatment rather than assert their authority or demand accountability.

Disanto reinforced this stance, openly stating that he and Castillo ran the precinct “like the mafia” and that anyone who did not follow their directives would be dealt with. These statements were intended to intimidate the Charging Party, particularly as a Black Jamaican male in a position of authority, and force him into submission. The underlying implication was clear—officers like the Charging Party were not welcome in leadership roles unless they conformed to the corrupt culture established within the precinct.

The Charging Party further alleges that Castillo engaged in these acts of corruption with the expectation that he would be rewarded with a promotion by former Police Commissioner Edward A. Caban. Castillo ensured that Disanto would receive a discretionary promotion to Lieutenant Special Assignment as a reward for his role in selective enforcement and corruption. However, despite Castillo’s loyalty and efforts to protect the interests of the former Police Commissioner’s twin brother, Castillo himself was ultimately passed over for promotion. This perceived betrayal only fueled Castillo’s resentment, causing him to intensify his retaliatory actions against the Charging Party.

The Charging Party asserts that his race (Black), national origin (Jamaican), and gender (male) played a direct role in how his objections to misconduct were handled and in the level of hostility he faced. Officers of other races and national origins who questioned enforcement practices or raised concerns about corruption were not subjected to the same level of retaliation or career sabotage. The Charging Party’s professional credibility was deliberately undermined, his authority was diminished, and his career advancement was blocked—all in retaliation for speaking out against corruption and because of his race and national origin.

While non-Black and non-Jamaican officers who complied with Castillo’s orders were given opportunities to advance, the Charging Party was systematically excluded from professional

development opportunities, targeted for retaliatory actions, and denied the same protections afforded to his white and Hispanic colleagues. His mere presence as a Black Jamaican male in a leadership role was perceived as a threat to Castillo's control, which made him a prime target for retaliation.

Rather than upholding the law, Castillo, Peralta, Disanto, and Cruz turned the 34th Precinct into a tool for political and financial gain, actively obstructing police enforcement for the benefit of connected individuals while retaliating against officers who sought to uphold their oath to serve the public. The Charging Party's commitment to lawfulness and ethical policing put him in direct conflict with Castillo and his associates, leading to targeted retaliation intended to force him out of his position and silence his objections.

The Charging Party's experience reflects the broader racial and national origin-based discrimination that exists within the NYPD, where Black and Jamaican officers face systemic barriers to leadership, are subjected to harsher treatment, and are denied the same professional opportunities as their non-Black counterparts. His treatment was not just a result of speaking out—it was a direct result of being a Black Jamaican male officer who refused to stay silent in the face of corruption.

3. Abuse of Overtime and Special Assignments [January 2023 – September 2024]

As part of the widespread corruption and abuse of power within the 34th Precinct, Castillo, Peralta, Disanto, and Cruz manipulated overtime assignments and special duty designations to benefit themselves and their favored subordinates financially. This misuse of resources came at the expense of officers who were not part of their inner circle and served as a means to reward loyalty while punishing those who refused to comply with their misconduct. However, these abuses were not carried out in an equal manner; race (Black), national origin (Jamaican), and gender (male) played a direct role in how the Charging Party was systematically excluded from opportunities. At the same time, less qualified, non-Black, and non-Jamaican officers were enriched through fraudulent overtime schemes.

The Charging Party alleges that Castillo ensured that Disanto and his driver, Police Officer Vincent G. Bracco (Shield No.: 26344, Tax Registry No.: 966969), received no less than 40 hours of overtime per month despite questionable or nonexistent assignments. These excessive overtime payments were not based on operational needs but were financial favors to those who supported Castillo's control over the precinct and followed his corrupt directives. Officers who were part of Castillo's inner circle—all of whom were non-Black and non-Jamaican—were routinely granted excessive overtime. At the same time, the Charging Party was deliberately excluded from the same financial benefits.

Overtime codes intended for official deployments, particularly those designated for Israeli protest-related police presence, were systematically abused to inflate the earnings of Disanto and Bracco. These officers were often granted overtime without performing any legitimate law enforcement duties, instead using department payroll systems to fraudulently claim compensation for work that was never completed. This fraudulent activity was carried out with Castillo's full knowledge and approval.

As a Black Jamaican male lieutenant, the Charging Party was not afforded the same access to overtime opportunities as non-Black officers, despite his seniority, rank, and experience. Instead, Castillo, Peralta, Disanto, and Cruz ensured that overtime assignments were funneled to white and Hispanic officers, reinforcing a system of financial favoritism and racial exclusion within the precinct.

In return for his unwavering loyalty and willingness to participate in corruption, Disanto was awarded a discretionary promotion to Lieutenant Special Assignment. This promotion was secured not through merit, performance, or leadership ability but as a direct reward for his role in enabling Castillo's selective enforcement practices and financial misconduct. However, despite Castillo's efforts to secure his promotion through similar corrupt dealings, he was ultimately not promoted. This perceived betrayal deepened Castillo's resentment toward the Charging Party and further intensified his retaliatory actions.

Castillo, Peralta, Disanto, and Cruz continued exploiting the department's overtime system for their gain, so they used overtime restrictions as a weapon against the Charging Party. Castillo directly ordered Cruz not to approve any overtime for the Charging Party, retaliating against him for raising concerns about misconduct. When the Charging Party sought overtime opportunities, Cruz explicitly stated that he could only receive overtime with Castillo's approval. This restriction was imposed selectively and intended to punish him for refusing to engage in corrupt practices.

The exclusion of the Charging Party from overtime assignments was not based on department policy but instead on Castillo's need to assert control and retaliate against a Black Jamaican lieutenant who refused to submit to his corrupt authority. While less qualified and lower-ranked white and Hispanic officers were awarded overtime bonuses, the Charging Party was deliberately shut out from financial opportunities solely because of his race, national origin, and unwillingness to compromise his integrity.

Throughout this period, the Charging Party refrained from reporting these fraudulent activities to the Internal Affairs Bureau, the Department of Investigation, or other oversight agencies due to the well-documented culture of retaliation within the NYPD. Officers who reported financial fraud, misconduct, or corruption routinely faced severe career consequences, including targeted harassment, false disciplinary actions, and even threats to their safety. The Charging Party understood that exposing the misuse of overtime funds would jeopardize his career and place him at risk of further retaliation from Castillo, Peralta, Disanto, and Cruz.

Rather than being held accountable for their actions, Castillo and his associates were allowed to manipulate department resources for personal and financial gain. At the same time, Black and Jamaican officers who attempted to challenge these fraudulent practices were systematically excluded from opportunities and subjected to workplace hostility. Castillo's control over overtime distribution ensured that white and Hispanic officers who complied with his directives were financially rewarded. In contrast, Black and Jamaican officers, such as the Charging Party, were targeted and financially punished.

The Charging Party's exclusion from overtime and retaliatory restrictions were financial and meant to send a message—that any Black or Jamaican officer who questioned Castillo's misconduct would suffer professional consequences, including economic deprivation and career sabotage. The deliberate denial of overtime to the Charging Party was yet another form of racial, national origin, and gender-based discrimination, reinforcing Castillo's ability to manipulate precinct operations without oversight or accountability.

4. Retaliation and Hostile Work Environment [January 2023 – September 2024]

Castillo, Peralta, Disanto, and Cruz orchestrated a sustained campaign of retaliation and workplace hostility against the Charging Party. These retaliatory actions were taken in direct response to the Charging Party's refusal to participate in corruption, objections to selective enforcement, and insistence on adhering to department policies and the law. However, his treatment was further exacerbated by impermissible considerations of his race (Black), national origin (Jamaican), and gender (male), which directly influenced how he was targeted and undermined in his role.

As a Black Jamaican male in a leadership position, the Charging Party faced heightened scrutiny and resistance from Castillo and his associates, who viewed him as an outsider who did not conform to their internal power structure. The Charging Party was routinely treated with disrespect, subjected to racial and national origin-based microaggressions, and denied the same deference and authority granted to his non-Black and non-Jamaican counterparts in similar positions. His race and national origin made him an immediate target for exclusion, hostility, and isolation, as Castillo, Peralta, Disanto, and Cruz worked collectively to discredit his authority, obstruct his efforts to enforce departmental policies, and set him up for failure.

In January 2024, while the Charging Party was out sick due to a medical condition, Castillo called him and launched into a profanity-laced tirade, accusing him of “fucking him over” by going sick and missing a meeting called by former Chief of Department Jeffrey B. Maddrey. Castillo continued to harass the Charging Party throughout his medical leave, repeatedly calling to question how long he would be out and accusing him of “playing sick.” Despite the Charging Party's legitimate health condition, Castillo pressured him to return to work prematurely and expressed his anger over the Charging Party's absence, prioritizing his interests over the well-being of his personnel.

Castillo's aggressive and demeaning treatment of the Charging Party was not consistent with how similarly situated non-Black, non-Jamaican, or female officers were treated under similar circumstances. While other officers, particularly those within Castillo's inner circle, were permitted to take medical leave without harassment, the Charging Party was berated, pressured, and accused of malingering. This double standard highlighted the racial and national origin-based bias in Castillo's leadership, where Black and Jamaican officers were presumed to be untrustworthy, unreliable, and undeserving of professional courtesy.

During this period, Castillo and Disanto regularly referred to themselves as “the mafia,” clarifying that loyalty to them was not optional, and that defying their orders would have severe consequences. Castillo and Disanto openly stated that if one of them had a problem with the

Charging Party, the entire “family” had a problem with him. These statements were not made in jest; they were intended to instill fear and reinforce the power dynamic they had created within the 34th Precinct.

While the Charging Party was on medical leave, Castillo insisted that he work from home despite his condition. When the Charging Party refused to comply with this unreasonable and retaliatory demand, Castillo became enraged, resorting to threats and profanity. On multiple occasions, the Charging Party’s 10-year-old child overheard Castillo’s aggressive and threatening behavior, leaving a lasting emotional impact on the Charging Party’s family.

Even after the Charging Party was placed on restricted duty, Castillo continued his campaign of retaliation by contacting his new command at the Manhattan Court Section and making disparaging remarks about his character. Castillo took deliberate steps to damage the Charging Party’s reputation within the department, warning others not to extend him any professional courtesies and ensuring his career opportunities were further limited.

Castillo repeatedly reminded the Charging Party that he would soon be promoted to chief and that no one would believe any accusations against him. This statement was intended to intimidate the Charging Party and reinforce Castillo’s belief that he was untouchable due to his connections within the department.

Peralta and Cruz also retaliated against the Charging Party for refusing to comply with Castillo’s directives. Peralta threatened the Charging Party with suspension if he did not follow Castillo’s unlawful orders. Peralta and Cruz ensured that the Charging Party was excluded from overtime assignments, denied opportunities for professional advancement, and subjected to increased scrutiny compared to his colleagues.

As a Black Jamaican male officer, the Charging Party was held to a different standard than his non-Black and non-Jamaican colleagues. His authority was routinely challenged, **his** decisions were questioned in ways that did not happen to similarly situated white or Hispanic officers, and he was deliberately excluded from key discussions and decision-making processes within the command. Castillo, Peralta, Disanto, and Cruz’s treatment of the Charging Party reflected racial and national origin-based bias, as he was consistently denied the same level of professional respect and deference afforded to white and Hispanic officers in comparable leadership positions.

Castillo assigned the Charging Party meaningless administrative tasks and instructed him to disregard or delay orders from Patrol Borough Manhattan North (PBMN) Inspection Commanding Officer Charlie A. Bello. When the Charging Party followed Castillo’s instructions and did not carry out specific assignments, Castillo falsely reported to Inspector Bello that he failed to complete his duties. This deliberate act of retaliation was intended to create a false record of poor performance and justify further punitive actions against the Charging Party.

Castillo reassigned the Charging Party to the midnight shift as further punishment for objecting to the corruption and selective enforcement within the precinct, designed to disrupt his work-life balance and make his job more difficult. Castillo knew this reassignment would make it harder

for the Charging Party to pursue professional development opportunities, further isolating him within the department. This retaliatory reassignment was consistent with a pattern of punishing Black and Jamaican officers through undesirable assignments while allowing non-Black officers to avoid similar consequences.

The Charging Party met with Castillo weekly on Thursdays to discuss the administrative and operational needs of the command. During these meetings, the Charging Party raised concerns about the preferential treatment of certain officers, including those assigned to Disanto, such as those working in the domestic violence unit, conditions unit, and Neighborhood Safety Team (NST). These officers were routinely given preferential treatment, including leniency in disciplinary matters, extended vacation time, and impunity to misuse department resources. Castillo and Disanto repeatedly dismissed the Charging Party's objections and threatened to end his career if he continued to challenge their misconduct.

The Charging Party also witnessed officers assigned to Disanto's units engaging in civil rights violations, including illegal searches and improper use of body-worn cameras. When the Charging Party raised concerns about these violations, Castillo instructed him to "handle it internally" or ignore the misconduct. Officers who followed department policies and attempted to enforce accountability were reprimanded, while those aligned with Castillo and Disanto were shielded from disciplinary action.

Despite the Charging Party's official responsibilities as Integrity Control Officer, he was prevented from taking meaningful action against misconduct. Castillo, Peralta, Disanto, and Cruz created a hostile work environment where the Charging Party's role was undermined, his objections were ignored, and his attempts to enforce accountability were retaliated. Rather than upholding the standards of the NYPD, these officers ensured that misconduct was tolerated and protected, while officers who refused to comply with their corruption were punished.

The Charging Party's race, national origin, and gender played a direct role in how he was treated, how his authority was undermined, and how his career was sabotaged. His experience aligns with a broader pattern of discrimination within the NYPD, where Black and Jamaican officers are subjected to harsher treatment, greater scrutiny, and fewer opportunities for advancement than their non-Black and non-Jamaican counterparts. The hostility and retaliation he endured were not just acts of personal animosity but rather a calculated effort to remove a Black Jamaican male officer from a position of authority and silence his objections to corruption.

5. Sexual Misconduct and Cover-Ups [January 2023 – September 2024]

As part of the broader pattern of corruption and selective enforcement within the 34th Precinct, Disanto engaged in an inappropriate sexual relationship with Former Domestic Violence Sergeant Christina Ortiz (Tax Registry No.: 941829) inside precinct offices. Their relationship directly affected the functioning of the department, as Ortiz frequently abandoned her official duties to spend extended periods with Disanto, often in the Domestic Violence Office and the Commanding Officer's Office. These encounters were so blatant that physical evidence, including broken nails, was left behind, reinforcing how openly this misconduct was occurring.

Castillo was fully aware of Disanto's sexual relationship with Ortiz but refused to take disciplinary action because Disanto was part of his inner circle—the so-called “family.” The Charging Party observed that Castillo deliberately shielded Disanto from consequences, demonstrating that department rules were selectively enforced based on personal relationships rather than professional accountability.

Despite her official role, Ortiz routinely neglected her duties as a Domestic Violence Sergeant to spend time “entertaining” Disanto. This conduct directly undermined public trust and the proper handling of domestic violence cases within the precinct. Yet, Castillo, Peralta, and Cruz actively enabled Ortiz’s misconduct by ensuring she was never disciplined, reassigned, or held accountable.

However, the way Castillo and his associates handled Ortiz’s misconduct contrasted starkly with how they treated the Charging Party, a Black Jamaican male lieutenant. While Ortiz, a Hispanic female, was protected and given leeway to abandon her responsibilities without repercussions, the Charging Party was subjected to increased scrutiny, retaliatory measures, and professional sabotage for carrying out his duties ethically and refusing to ignore misconduct.

In September 2023, Castillo removed the Charging Party from the Integrity Control Officer (ICO) role after he repeatedly raised concerns about corruption, selective enforcement, and serious misconduct occurring within the command, including the inappropriate sexual relationship between Disanto and Ortiz. The Charging Party’s willingness to uphold department policies and report violations placed him in direct conflict with Castillo, Peralta, Disanto, and Cruz, who sought to eliminate any challenge to their control.

After being removed from his position, the Charging Party was subjected to heightened retaliation through increased scrutiny, unjustified negative performance evaluations, denials of transfer requests, and repeated obstacles when requesting vacation time. These punitive actions were not applied to similarly situated non-Black, non-Jamaican, or female officers, reinforcing the racial, national origin, and gender bias in how discipline and opportunities were handled within the precinct.

The pattern of unequal treatment and weaponization of misconduct investigations against the Charging Party escalated when Castillo, Peralta, and Cruz falsely claimed that he was unstable and improperly placed him on restricted duty status, ordering him to report to the Psychological Services Unit. This false narrative of instability is a well-documented tactic used against Black and Caribbean officers within the NYPD to discredit them, create a pretext for removing them from leadership positions, and justify retaliation.

While white and Hispanic officers within Castillo’s circle engaged in open misconduct, including sexual relationships on duty, fraudulent overtime claims, and selective law enforcement without consequence, the Charging Party was targeted for fabricated mental health concerns simply because he refused to participate in corruption. This racial and national origin-based weaponization of mental health evaluations has historically been used within the NYPD to remove Black and Caribbean officers who challenge authority or refuse to be complicit in misconduct.

The Charging Party's experience exemplifies how race, national origin, and gender directly influenced how discipline, promotions, and career advancement opportunities were selectively applied within the 34th Precinct. While white and Hispanic officers who engaged in unethical conduct were protected and promoted, a Black Jamaican male lieutenant who sought to enforce department policies was punished, removed from his leadership role, and falsely deemed unfit for duty.

This pattern of racial and gender bias, selective enforcement of department rules, and targeted retaliation illustrate a broader culture of discrimination and corruption within the NYPD, where officers who do not fit the mold of the department's leadership structure are systematically excluded, discredited, and forced out.

6. Fraudulent Activity and Financial Misconduct [January 2023 – September 2024]

As part of the broader corruption and abuse of power within the 34th Precinct, Castillo engaged in financial misconduct by improperly using his department vehicle for personal gain, including traveling to off-duty paid security details. This blatant misuse of department resources was a violation of NYPD policy and an abuse of his authority. Yet, no disciplinary action was taken against him because of his rank, connections, and the culture of selective enforcement he had cultivated within the precinct.

In multiple instances, Castillo fraudulently sought payment for off-duty security details for which he was not even present. This financial misconduct was widely known within the precinct but deliberately ignored, as officers aligned with Castillo's inner circle were protected from consequences, while others were closely monitored and held to stricter standards.

However, the manner in which Castillo's misconduct was tolerated starkly contrasted with how the Charging Party, a Black Jamaican male lieutenant, was treated when performing his responsibilities ethically.

While Castillo freely engaged in fraudulent activity without scrutiny or oversight, the Charging Party was systematically subjected to heightened surveillance, professional obstruction, and retaliation for simply attempting to carry out his duties lawfully. The disparity in treatment reflects a long-standing pattern of racial, national origin, and gender bias within the NYPD, where Black and Jamaican officers are subjected to greater scrutiny, more severe punishment, and fewer opportunities for career advancement than their non-Black counterparts.

Unlike Castillo, who was allowed to engage in financial fraud with impunity, the Charging Party was relentlessly targeted, removed from his leadership role, falsely labeled unstable, and placed on restricted duty simply for refusing to comply with unethical directives. His race and national origin played a direct role in how he was treated, as similarly situated white and Hispanic officers were given the freedom to engage in corrupt practices without fear of repercussions, while the Charging Party was punished simply for upholding department standards.

The Charging Party's experience highlights how financial misconduct within the NYPD is not only tolerated but also selectively enforced based on race, national origin, and gender. Officers

within Castillo's network, particularly non-Black officers, were allowed to profit from fraudulent activities without accountability, while the Charging Party faced retaliation for his integrity and commitment to ethical policing.

The charging party's removal from leadership and retaliatory placement on restricted duty was not due to poor performance or legitimate concerns—it was a calculated effort to remove a Black Jamaican male officer who refused to comply with corruption and expose the double standards that protected white and Hispanic officers from scrutiny.

This systemic discrimination and retaliation reflect a broader culture of racial exclusion and financial misconduct within the NYPD, where Black and Caribbean officers are denied the same privileges and professional latitude afforded to their non-Black counterparts, reinforcing a pattern of racial and national origin-based disparity within the department.

7. Unexplained and Retaliatory Prolonged Restriction to Restricted Duty Status

Despite meeting all department requirements for return to full duty, the Charging Party, a Black Jamaican male lieutenant, has been unjustly and indefinitely kept on Restricted Duty Status without any legitimate explanation or justification. His prolonged restriction is not based on performance, mental fitness, or department policy but rather is a direct result of targeted retaliation and systemic discrimination based on his race, national origin, and gender.

Unlike white and Hispanic officers in similar positions, who were granted due process and allowed to return to full duty following investigations or administrative reviews, the Charging Party has been singled out, sidelined, and deliberately prevented from resuming his career. This restriction has been strategically weaponized to suppress his professional advancement, diminish his earning potential, and tarnish his reputation within the NYPD.

The Charging Party's prolonged placement on restricted duty is a direct consequence of his refusal to participate in corruption, his insistence on holding fellow officers accountable, and his formal complaints regarding misconduct and discrimination within the 34th Precinct. His removal from active duty serves no operational purpose; instead, it is a punitive measure designed to send a message that Black Jamaican male officers who refuse to comply with unethical practices will be silenced and pushed out of leadership positions.

Castillo, Peralta, Disanto, and Cruz have actively used this restriction as a means of retaliation, ensuring that the Charging Party remains diminished, subordinate, and unable to challenge the department's corrupt practices.

Despite multiple attempts to clarify his status, the Charging Party's requests have been ignored. No timeline has been provided, and no valid reasoning has been offered to justify why he remains on restricted duty while similarly situated non-Black and non-Jamaican officers have been reinstated without issue.

This pattern of racially and nationally motivated exclusion is consistent with broader NYPD practices, where Black and Caribbean officers face disproportionate scrutiny, harsher

disciplinary measures, and prolonged restrictions from duty compared to their white and Hispanic counterparts. The Charging Party's indefinite restriction is not just an isolated act of retaliation—it is part of an entrenched system that seeks to limit the career advancement and professional contributions of Black and Jamaican officers.

By intentionally keeping the Charging Party in a restricted status despite his qualifications and eligibility to return, Castillo, Peralta, Disanto, and Cruz have weaponized their authority to silence him, punish him for exposing misconduct, and reinforce a discriminatory system that protects certain officers while targeting others based on race, national origin, and gender.

The Charging Party's continued restriction is a blatant abuse of authority, an act of racial and retaliatory discrimination, and a clear violation of his rights under federal, state, and local laws. This unjustified status is not only damaging his career but also reinforcing systemic barriers that prevent Black and Jamaican officers from attaining equal opportunities within the NYPD.

8. Legal Violations and Remedies Sought

The conduct described constitutes violations of the following **federal, state, and local laws**:

- **Title VII of the Civil Rights Act of 1964** – Prohibiting discrimination based on race, national origin, and sex and retaliation for opposing unlawful employment practices.
- **42 U.S.C. § 1983** – Prohibiting individuals acting under the color of law from depriving others of their constitutional rights, including the right to be free from race and national origin discrimination and retaliation.
- **New York State Human Rights Law (Executive Law § 296)** – Prohibiting race, national origin, gender discrimination, hostile work environment, and retaliation in employment.
- **New York City Human Rights Law (NYC Admin. Code § 8-107)** – Providing broad protections against workplace discrimination and retaliation, offering more significant safeguards than federal and state laws.
- **New York Labor Law § 740** – Protecting whistleblowers from retaliation for reporting law violations, corruption, or danger to public safety.
- **New York Civil Service Law § 75-b** – Prohibiting retaliatory actions against public employees who disclose improper governmental actions.
- **Breach of Public Policy and Duty of Fair Treatment (Common Law Claim)** – Prohibiting public officials from abusing their authority to retaliate against employees for reporting misconduct or enforcing workplace laws in good faith.

The Charging Party is seeking the following relief:

1. **Reinstatement** to a comparable position free from retaliation.
2. **Expungement** of any retaliatory actions from the Charging Party's employment record.
3. **Compensatory damages** for lost wages, emotional distress, and reputational harm.
4. **Investigation and accountability** for the conduct as mentioned above.

Signature Block and Notary Section

I want this charge filed with 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 processing my charge under their procedures.

NOTARY – When necessary for State and Local Agency Requirements

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

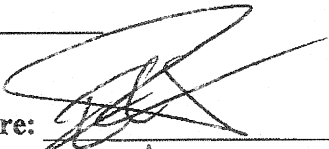
I declare under penalty of perjury that the above is true and correct.


SIGNATURE OF COMPLAINANT:

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE

(month, day, year)

Date: 02/14/25

Charging Party Signature: 

Notary Public: COUNTY OF WESTCHESTER
REGISTRATION No.: 028A0013620 

Commission Expiration Date: 09.26.2027

02.14.2025