



Received

OCT 20 1995

**City of Memphis
EEO/Labor Relations**

**City of Memphis Equal Employment Opportunity Office
Employment Discrimination/Harassment Complaint Form**

The City of Memphis Government is committed to equal employment opportunity (EEO) and ensures that no employee, applicant or potential applicant is discriminated against on the basis of race/color, religion/creed, national origin/ethnicity, sex, age, disability, genetic information, pregnancy, sexual orientation, gender identity or political affiliation.

Instructions: If you believe you have been discriminated against on the basis of race/color, religion/creed, national origin/ethnicity, sex, age, disability, genetic information, pregnancy, sexual orientation, gender identity or political affiliation or have been harassed based on the aforementioned protected classes and would like to submit an EEO Complaint to the City of Memphis Government, please complete this form.

The information requested is necessary in order to process your complaint. Your complaint must be submitted within 300 days from the date of the alleged discriminatory act. Make sure you have read the enclosed notice before completing the questionnaire. Please keep a copy of the notice for your information. If necessary, use additional paper to write your response to the question(s). Remember, your complaint must be signed before it can be investigated.

(Please type or print neatly)

I. Complainant Information

Name CODE ENFORCEMENT INSPECTORS

Current Address 701 N. Main St

MEMPHIS / TN
(City) (State) (Zip)

Home Phone 576-7464 Work Phone _____

Date of Birth _____ Employee ID # _____

Race _____ Gender _____

Employment Status (check one):

City Employee Applicant Vendor Other _____

If City Employee, where do you work?

Division Public Works

Service Center Code Enforcement

Immediate Supervisor _____

Dates of employment _____ Shift, if applicable _____

Current Job Title Inspectors

II. Individual and/or Service Center Responsible for Discriminatory Act.

Division Public Works

Service Center Code Enforcement

Address 701 N. Main St Telephone 576-7464

Who do you believe is responsible for the discriminatory act(s)? _____

Eric Muhammad

Dates of the discriminatory action(s): _____

III. Basis of Discrimination (Check any you believe are applicable)

Race/Color Sex Equal Pay Religion/Creed

Age Disability Political Affiliation Pregnancy

National Origin/Ethnicity

Retaliation (for having filed a Discrimination complaint, participating in a complaint investigation, or for opposing a discriminatory practice)

Sexual Harassment Pregnancy

Sexual Orientation Genetic Information

Gender Identity Other (Explain) _____

Gender Identity means the actual or perceived gender-related identity, appearance, or mannerisms, or other gender-related characteristics of an individual, with or without regard to the individual's designated sex at birth.

IV. Issue

State the cause of the alleged discriminatory action (check any applicable).

- Failure to Hire Discipline Training Failure to Promote
 Denied Benefits Pay Discharge Transferred
 Suspended Intimidated Laid Off Denied Leave
 Hostile Work Environment Other (Explain) _____
-
-
-

V. Please describe the particulars of the alleged discriminatory act(s).

State the name(s) and position(s) of the individual(s) that participated in the alleged action. Include the date(s) of the alleged infractions. (If additional space is needed, attach extra sheets.)

Harassing and bullying in the work place is a matter that needs to be addressed. In direct conversation, report or witness - this act is being displayed almost daily. It's important to realize that just because someone holds a position of leadership, doesn't necessarily mean they should. It doesn't matter how intelligent, affable, persuasive, or savvy a person perceive to be, if they are prone to rationalizing unethical behavior. Any leader is as good as his team's desire to be led by them. An over abundance of ego and arrogance are not positive leadership traits. This is a person who proclaims he has been fired 3 times and yet, still here. "My way or the high way" leadership styles do not play well in this department and will result to being broken and ultimately a non-productive team or organization. This bad leadership has affected the ability to retain employees and ultimately lowered employee MORALE, MOTIVATION and PRODUCTIVITY.

Examples of Unethical behavior.

- Discrimination - In conducting a recent interview of a new employee, comments were made of how big (obese) a candidate is and would that candidate be able to get around. (two other witnesses in interview) Article 2 Conduct at Work - Section 2.01
- Going into the back office and changing resolutions (directing an inspector to falsify documents) Two occasions -- Grounds For Disciplinary Action PM-38-02 Section 38-00
- Speaking to employees in a demeaning and threatening manner -- PM-38-02

ARTICLE 2 - CONDUCT AT WORK

- In grievance hearings, his manner or attention span is very short. (He would talk on the phone or just abruptly get up and leave.
- Stated if an inspector is out of their area getting gas or on a restroom break " you will be sent home for at least two days without pay - period."
- Threatening and getting in the face of an inspector
- Hanging up the phone in the face of inspectors
- Giving directives of telling an inspector to give up a personal cell phone, if refuse written up
- 3 Supervisors have also expressed their thoughts and run-ins with E. Muhammad (They will attest to what's been going on in this department)

We should not be subject to intimidation and the lack of respect that he displays among employees. We the employees, have concluded that he has created a hostile environment in the work place. These are serious matters in which we, employees of the City of Memphis, need and want disciplinary actions carried out against Eric Muhammad.
Employees who have experienced or witnessed such behavior as said, are listed on Next Page.

VI. Comparative Information

If others were treated differently than you under the same or similar circumstance, please give their names and describe the treatment they received.

A LIST OF ALL WITNESSES TO DISCRIMINATORY/HARASSING ACT

Tyrone Pegues - Tyrone Pegues

James Ferguson

~~James Ferguson~~

Chas Higginbotham Chan Higginbotham

Cook William - Cecilia Williams

JAMES JACKSON ~~James Jackson~~

KENNETH WASHINGTON ~~Kenneth Washington~~

VERNON ERVIN - Vernon Ervin

Rhonda Peete - Rhonda Peete

William C. Lewis - William C. Lewis

Rolando Hill - Rolando Hill

Shunda Milan - Shunda Milan

~~Walter~~
Seldon Griffin

~~Seldon Griffin~~

Sherrill Rice (Sherrill Rice)

~~Maurice James~~

MAURICE JAMES

VII. Witnesses

List all witnesses to the discriminatory/harassing act.

Witness #1: Name Listed on other Page Phone _____
Address _____

Witness #2: Name _____ Phone _____
Address _____

Witness #3: Name _____ Phone _____
Address _____

Witness #4: Name _____ Phone _____
Address _____

VIII. Assistance from Others

Have you filed a Discrimination Complaint with the Tennessee Human Rights Commission (THRC) or the Equal Employment Opportunity Commission (EEOC)?

Yes No

If yes, which agency? _____

If yes, state the Charge Number _____

Date you filed your complaint. _____

Outcome, if any? _____

Have you filed a grievance on the issues/disciplinary actions described?

Yes No

If yes, which Union (if applicable)? _____

What was the result? _____

If you filed with an agency and/or court, please provide the following:

Agency and/or Court Name: _____

Contact's Name: _____

Address: _____
(Street) (City) (State) (Zip)

Phone Number: () _____

IX. Remedy Sought

How can this complaint be resolved to your satisfaction? Please be as specific.

Eric Muhammad should be
Removed from position or possible
placed in another division.

READ THE FOLLOWING CAREFULLY

I swear or affirm that the information contained in the above complaint is true to the best of knowledge and belief based on the information available to me. I also understand that by filing this complaint with the City of Memphis does not preclude me from filing with the Tennessee Human Rights Commission (THRC), or with the federal Equal Employment Opportunity Commission (EEOC) within the statutory provisions of each act.

Printed Name of Complainant Rhonda Peete

Signature of Complainant Rhonda Peete

I have received information regarding Mediation and am willing to resolve my complaint through mediation or another alternative dispute resolution (ADR) process.

I have received information regarding Mediation and am not willing to resolve my complaint through mediation or another alternative dispute resolution (ADR) process.

Date 10-20-15

Time 11:15 AM

Received by Kimberly Sugar

Date 10/20/15

Time 11:15 a.m.

You may attach any documentation you feel would be helpful in clarifying and/or resolving this matter.

Last Revision 2012