

# 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

**473-2012-00837**

and EEOC

\_\_\_\_\_  
 State or local Agency, if any

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

**Ms. Vogel D. Newsome**

Home Phone (Incl. Area Code)

**(513) 680-2922**

Date of Birth

Street Address

City, State and ZIP Code

**P.O. Box 14731, Cincinnati, OH 45240**

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

**MESSINA STAFFING / MESSINA MANAGEMENT SYSTEMS**

No. Employees, Members

**15 - 100**

Phone No. (Include Area Code)

**(513) 774-9083**

Street Address

City, State and ZIP Code

**11811 Mason Montgomery Rd., Cincinnati, OH 45249**

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

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

DATE(S) DISCRIMINATION TOOK PLACE

Earliest Latest

**10-21-2011 10-21-2011**

RACE  COLOR  SEX  RELIGION  NATIONAL ORIGIN  
 RETALIATION  AGE  DISABILITY  GENETIC INFORMATION  
 OTHER (Specify) **Systematic Discrimination**

CONTINUING ACTION

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

- I. I am African American and 49 years of age. On October 2011, I was terminated.
- II. Management repeatedly subjected me to discriminatory actions and harassment. Management failed to take appropriate corrective action when I complained.
- III. I believe I have been discriminated against because of my race in violation of Title VII of the Civil Rights Act of 1964, my age in violation of the Age Discrimination in Employment Act Of 1967, as amended, and in retaliation for complaining.
- IV. Set forth in the OFFICIAL COMPLAINT/CHARGE OF DISCRIMINATION FILED OF AND AGAINST THE GARRETSON FIRM RESOLUTION GROUP INC. AND/OR MESSINA STAFFING/MESSINA MANAGEMENT SYSTEMS WITH UNITED STATES DEPARTMENT OF LABOR - UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION – CINCINNATI AREA OFFICE and OHIO CIVIL RIGHTS COMMISSION – CENTRAL OFFICE; AND REQUEST FOR COMMISSIONER CHARGE TO BE ISSUED SUBMITTED FOR FILING ON APRIL 30, 2012”

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.

NOTARY – When necessary for State and Local Agency Requirements

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

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

5-24-12 Vogel Newsome  
 Date Charging Party Signature

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





**U.S. Equal Employment Opportunity Commission  
Cincinnati Area Office**

John W. Peck Fed. Bldg  
550 Main St Room 10-019  
Cincinnati, OH 45202  
(513) 684-3967  
TTY (513) 684-2074  
Fax: (513) 684-6696

May 7, 2012

**CONFIDENTIALITY AGREEMENT**

EEOC NUMBER: 473-2012-00837

1. The parties agree to participate voluntarily in mediation in an effort to resolve the charge(s) filed with the EEOC.
2. The parties agree that all matters discussed during the mediation are confidential, unless otherwise discoverable, and cannot be used as evidence in any subsequent administrative or judicial proceeding. Confidentiality, however, will not extend to threats of imminent physical harm or incidents of actual violence that occur during the mediation.
3. Any communications between the ADR Coordinator and the mediator(s) and/or the parties are considered dispute resolution communications with a neutral and will be kept confidential.
4. The parties agree not to subpoena the mediator(s) or compel the mediator(s) to produce any documents provided by a party in any pending or future administrative or judicial proceeding. The mediator(s) will not voluntarily testify on behalf of a party in any pending or future administrative or judicial proceeding. The parties further agree that the mediator(s) will be held harmless for any claim arising from the mediation process.
5. Mediation sessions will not be tape-recorded or transcribed by the EEOC, the mediator or any of the participants. All information including all notes, records, or documents generated during the course of the mediation shall be destroyed at the conclusion of the session. Parties or their representatives are not prohibited from retaining their own notes. However, EEOC will not maintain any such notes or records as part of its record keeping procedures.
6. If a settlement is reached by all the parties, the agreement shall be reduced to writing and when signed shall be binding upon all parties to the agreement. If the charge(s) is not resolved through mediation, it is understood by the parties that the charge(s) will be transferred to the investigative unit for further processing.

\_\_\_\_\_  
CHARGING PARTY                      DATE

\_\_\_\_\_  
RESPONDENT                              DATE

\_\_\_\_\_  
CHARGING PARTY                      DATE  
REPRESENTATIVE

\_\_\_\_\_  
RESPONDENT                              DATE  
REPRESENTATIVE