

SUPREME COURT OF THE STATE OF NEW YORK  
COUNTY OF NEW YORK

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MILTADIS MARMARA

Date Filed: 7/30/24

Index No.:

**SUMMONS**

**JURY DEMAND**  
Plaintiff designates  
New York County  
as the place of trial  
based on CPLR 504

Plaintiff,

-against-

CITY OF NEW YORK, NEW YORK CITY ECONOMIC  
DEVELOPMENT CORPORATION, TIMOTHY PEARSON,  
Individually, JEFFREY MADDREY, Individually, and JOHN  
CHELL, Individually

Defendants'

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**TO THE ABOVE-NAMED DEFENDANTS:**

**YOU ARE HEREBY SUMMONED** to answer the complaint in this action and to serve a copy of your Answer, or if the complaint is not served with the summons, to serve a notice of appearance on Plaintiff's attorney within twenty (20) days after service of this summons, exclusive of the day of service, (or within thirty (30) days after service is complete, if this summons is not personally delivered to you within the State of New York); and in case of your failure to answer, judgment will be taken against you by default for the relief demanded hereto.

Dated: New York, New York  
July 26, 2024

\_\_\_\_\_  
/s/  
John Scola  
Law Office of John A. Scola, PLLC  
Attorneys for Plaintiff Miltiadis Marmara  
90 Broad Street, Suite 1023  
New York, New York 10004  
(917) 423-1445

**DEFENDANTS ADDRESS:**  
CITY OF NEW YORK  
Corporation Counsel of the City  
Of New York  
100 Church Street  
New York, NY 10007

NEW YORK CITY ECONOMIC  
DEVELOPMENT CORPORATION  
One Liberty St,  
New York, NY 10006

TIMOTHY PEARSON  
375 Pearl Street  
New York, NY 10038

JEFFREY MADDREY  
One Police Plaza  
New York, NY 10038

JOHN CHELL  
One Police Plaza  
New York, NY 10038

SUPREME COURT OF THE STATE OF NEW YORK  
COUNTY OF NEW YORK

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MILTADIS MARMARA

Index No.:

**COMPLAINT**

Plaintiff,

-against-

**JURY DEMAND**

CITY OF NEW YORK, NEW YORK CITY ECONOMIC  
DEVELOPMENT CORPORATION, TIMOTHY PEARSON,  
Individually, JEFFREY MADDREY, Individually and  
JOHN CHELL , Individually

Defendants'

-----X

The Plaintiff, MILTIADIS MARMARA by his attorneys the LAW OFFICE OF JOHN A. SCOLA, PLLC, as and for his complaint against Defendants CITY OF NEW YORK, (hereinafter referred to as "CITY"), NEW YORK CITY ECONOMIC DEVELOPMENT GROUP, (hereinafter referred to as "NYC ECONOMIC DEVELOPMENT"), TIMOTHY PEARSON, (hereinafter referred to as "PEARSON"), Individually, JEFFREY MADDREY, (hereinafter referred to as "MADDREY"), Individually, and JOHN CHELL, (hereinafter referred to as "CHELL "), Individually, for retaliation, sex, gender discrimination in the form of sexual harassment, association discrimination on the basis of sexual harassment, and hostile work environment pursuant to New York State Executive §296, and New York City Local Law §8-107 et al.

Plaintiff is a distinguished civil servant who has worked for the Defendant CITY OF NEW YORK for more than thirty (30) years. Plaintiff's more than three (3) decade career with the Defendant CITY culminated in him being promoted to Deputy Chief within the New York City Police Department and to the Executive Director of Municipal Services Assessment. Plaintiff, when he accepted this position, had numerous New York City Police Department employees

follow him to the fledgling agency. At this point, Plaintiff was responsible for their careers as they had placed their trust and future in his hands. When Plaintiff arrived at Municipal Services Assessment, both him and his team were eager to help the Defendant CITY and its leader Mayor Eric Adams as they are dedicated civil servants. The team worked incredibly hard and well together to accomplish their mission. After Defendant PEARSON joined Municipal Services Assessment, Plaintiff witnessed him sexually harassing his subordinate. Plaintiff, armed with knowledge of Defendant PEARSON's history of sexual misconduct, and his power, was faced with the choice of ignoring the sexual harassment and advancing his career, or standing up to Defendant PEARSON, the best friend of Mayor Eric Adams, and protecting his subordinates. Plaintiff, heroically placed his career goals to the side, stood up to Defendant PEARSON and confronted him about his sexual harassment. As a result of the bravery of Plaintiff and efforts to protect his team, he was terminated by Defendant PEARSON from the Municipal Services Assessment and has been retaliated against to date.

Defendant PEARSON was allowed to end the careers of Plaintiff and his team due to their objections to his unlawful sexual harassment and retaliation. The Defendant CITY knew about Defendant PEARSON's long history of sexual misconduct at the time he was employed by the Defendant CITY in January 2022 but ignored his history and hired him anyway. The Defendant CITY, by choosing to hire Defendant PEARSON while knowing about his history of sexual misconduct, has made clear that they do not care about protecting the women in their employ. The Defendant CITY further knew and turned a blind eye to the sexual harassment in Municipal Services Assessment and allowed Defendant PEARSON to retaliate against Plaintiff and his team as described herein. In the face of great harm to his career, Plaintiff did what no other person employed by the Defendant CITY OF NEW YORK has, he stood up to the sexual misconduct of

Defendant PEARSON. As predicted in response for doing what is right and his leadership, Plaintiff's career has been senselessly ruined. This retaliation has continued after re-joining the New York City Police Department as Defendant PEARSON has used his influence over the New York City Police Department and Defendants MADDREY and CHELL to further retaliate against Plaintiff and his team. When explicitly told that the filing of a retaliation complaint against Defendants PEARSON, MADDREY and CHELL would end his career, Plaintiff heroically filed the complaint. The latest complaint occurred within a month of this filing. Plaintiff is a hero for standing up for the dedicated civil servants who had their careers ruined by Defendant PEARSON. The Defendant CITY has proven time and again that the sexual gratification and vindictive retaliation of Defendant PEARSON is worth more than then careers and lives of the dedicated men and women who serve the Defendant CITY.

### **INTRODUCTION**

This is a civil rights action on behalf of Plaintiff MILTIADIS MARMARA (hereinafter referred to as "Plaintiff") to vindicate his rights related to the retaliation, gender and sex discrimination, sexual harassment, and hostile work environment created by the Defendants CITY OF NEW YORK, (hereinafter referred to as "CITY"), NEW YORK CITY ECONOMIC DEVELOPMENT GROUP, (hereinafter referred to as "NYC ECONOMIC DEVELOPMENT"), TIMOTHY PEARSON, (hereinafter referred to as "PEARSON"), Individually, JEFFREY MADDREY, (hereinafter referred to as "MADDREY"), Individually, and JOHN CHELL, (hereinafter referred to as "CHELL"), Individually. More specifically, Plaintiff seeks compensatory, emotional distress and punitive damages against all Defendants as well as attorney's fees related to the deprivation of Plaintiff's rights secured by New York State Executive § 296, and New York City Local Law §8-107 et al. Plaintiff was denied employment benefits on

the basis of his sex and gender, his association related thereto, harassed, forced to work in a hostile work environment, and retaliated against for lawfully protected complaints of said discrimination.

### **PROCEDURAL REQUIREMENTS**

1. Plaintiff has filed suit with this Court within the applicable statute of limitations period.

### **PLAINTIFF**

2. Plaintiff MILTIADIS MARMARA is a male citizen of the United States of America, over twenty-one (21) years of age, resident of Suffolk County.
3. Plaintiff is a current Deputy Chief in the New York City Police Department (hereinafter "NYPD").
4. Plaintiff first joined the NYPD as a police officer on December 2, 1991.
5. Plaintiff is an Asian male.

### **DEFENDANTS'**

6. Defendant the CITY OF NEW YORK is a municipal corporation organized and existing under and by virtue of the law of the State of New York.
7. Defendant NEW YORK CITY ECONOMIC DEVELOPMENT CORPORATION is a public-benefit corporation that serves as the official economic development organization for New York City. NYCEDC gives its mission as strengthening business confidence in New York City, diversifying the city's economic sectors, and delivering sustainable infrastructure.
8. Defendant TIMOTHY PEARSON is a senior advisor to Mayor Eric Adams who technically works for the Defendant NEW YORK CITY ECONOMIC DEVELOPMENT CORPORATION. Upon information and belief, Defendant

PEARSON, is an employee of the City of New York.

9. In addition to his role with the Defendant NEW YORK CITY ECONOMIC DEVELOPMENT CORPORATION, Defendant PEARSON is a senior advisor to Mayor Eric Adams for public safety, Covid-19 recovery and oversees the City's migrant shelters.
10. Defendant PEARSON is a retired Inspector from the New York City Police Department. At the time of his retirement Defendant PEARSON was an Inspector in Patrol Borough Queens South.
11. Defendant PEARSON is also heavily involved with the current interworking's of the New York City Police Department.
12. Defendant JEFFREY MADDREY is the Chief of the Department for the New York City Police Department and is employed by the Defendant CITY OF NEW YORK. As the Chief of Department Defendant MADDREY is the highest ranking uniformed officer in the New York City Police Department.
13. Defendant MADDREY is a higher rank than Plaintiff.
14. Defendant JOHN CHELL is a Chief of Patrol in the New York City Police Department and is employed by the Defendant CITY OF NEW YORK.
15. Defendant CHELL is a higher rank than Plaintiff.
16. Defendant CITY, and their agency the NYPD, are equal opportunity employers which prohibit discriminatory employment actions against, and treatment of, their employees and applicants for employment based on actual or perceived race, color, national origin, alienage or citizenship status, religion or creed, gender (including "gender identity" -- which refers to a person's actual or perceived sex, and includes self-image, appearance,

behavior or expression, whether or not different from that traditionally associated with the legal sex assigned to the person at birth), disability, age (18 and over), military status, prior record of arrest or conviction, marital status, partnership status, genetic information or predisposing genetic characteristic, sexual orientation, status as a victim or witness of domestic violence, sex offenses or stalking, and unemployment status.

**WELL KNOWN HISTORY OF SEXUAL HARRASSMENT BY**

**DEFENDANT TIMOTH PEARSON**

17. Defendant PEARSON has a long history of sexual misconduct while employed with the Defendant CITY and the NYPD.
18. At all times herein the history of sexual misconduct by Defendant PEARSON was known to Plaintiff and had great impact on his decisions herein. .
19. This sexual misconduct is also well known to the Defendant CITY, and to the NYPD but no actions have been taken to correct the unlawful sexual harassment of Defendant PEARSON or to protect women employees of the Defendant CITY from Defendant PEARSON.
20. Under New York City Human Rights law, the Defendant CITY, through the actions of the NYPD, is strictly liable for the actions of their employees who exercise managerial control over a subordinate.
21. At all times herein, the individual defendants exercised managerial control over Plaintiff.
22. Under New York City Human Rights law, the Defendant CITY, through the actions of the NYPD is strictly liable, if they knew about the sexual harassment and acquiesced to the conduct by failing to take appropriate and corrective action.



23. Here the Defendant, CITY, knew about the culture of sexual harassment which permeates the New York City Police Department but has refused to intervene to prevent the unlawful conduct and hostile work environment for women employed by the Department.
24. If the person responsible for the unlawful conduct is a manager of the employer then the employer is deemed to have had notice of the conduct.
25. Since the individual Defendants herein each hold managerial/supervisory positions to Plaintiff the Defendant CITY is strictly liable for his actions.
26. Further, Under New York City Human Rights law, the Defendant CITY, through the actions of the NYPD, is strictly liable if they should have known about the conduct and failed to exercise reasonable diligence to prevent such discriminatory conduct.
27. Over the course of the last several years the New York City Police Department (“NYPD”) has proven inept at preventing sexual harassment in their workplace.
28. The New York City Police Department, all too often, rewards men who are accused of the most severe misconduct rather than take action to prevent sexual harassment from occurring in the workplace.
29. All too often women are targeted by predator employees of the NYPD.
30. When the women employees complain about the misconduct, they are the ones who are retaliated against.
31. Defendant PEARSON is the poster boy for this type of preferential treatment and of someone who’s long history of sexual misconduct has gone ignored by the Defendant CITY.
32. As a result of the Defendant CITY’s conscious and purposeful failure to discipline

sexual harassers when they have actual knowledge of their misconduct, such as Defendant PEARSON, they are strictly liable for his actions.

33. Defendant PEARSON has a long history of misconduct during his time with the NYPD and thereafter.
34. Plaintiff first became aware of Defendant PEARSON's sexual improprieties when he was the Commanding Officer of the 113<sup>th</sup> Precinct.
35. Plaintiff was the Commanding Officer of the 113<sup>th</sup> Precinct from 2011 until 2014.
36. At that time Defendant PEARSON was assigned to Patrol Borough Queens South and considered a "mentor" of Plaintiff and his direct report.
37. During that time, it was common knowledge throughout the NYPD that Defendant PEARSON was caught having sex in Cunningham Park.
38. This was known throughout the department including Defendant PEARSON's supervisor Chief Dale.
39. Despite it being well known that Defendant PEARSON had been caught having sex in the park, no noticeable discipline was taken against Defendant PEARSON.
40. Plaintiff is unsure what actions, if any, were taken by the Defendant CITY with Defendant PEARSON, but it appears as if no actions were taken.
41. Thereafter, Defendant PEARSON continued undeterred.
42. On numerous occasions Plaintiff would witness what seemed like sexual harassment with Defendant PEARSON's behavior with the women in the Command.
43. While Plaintiff is uncomfortable with the behavior of Defendant PEARSON, none of the women make formal complaints, and since Plaintiff did not hear exactly what Defendant PEARSON was saying he could not report the incidents.

44. Around this time Plaintiff was informed by numerous individuals that then Police Commissioner Raymond Kelly had shelved Defendant PEARSON's career over the many allegations of sexual misconduct.
45. One of these allegations included Defendant PEARSON receiving oral sex in Police Headquarters from a woman named "Gloria."
46. This incident was well known throughout the NYPD.
47. The lack of professionalism by Defendant PEARSON was not limited to sexually harassing women employees of the Defendant CITY.
48. Defendant PEARSON would regularly fall asleep in COMPSTAT meetings, eat during professional meetings and regularly be unprepared said meetings.
49. Despite his lack of professionalism, it seems that Defendant PEARSON was never disciplined by the Defendant CITY for his actions.
50. In approximately 2014 or 2015, after Defendant PEARSON had retired, Plaintiff was the working in Queens South Investigations.
51. At this time Defendant PEARSON was employed by the Resorts World Casino.
52. Around that time a close community pastor had reached out to Plaintiff to vent about Defendant PEARSON.
53. The Pastor and Defendant PEARSON had a relationship where he was trying to court her for some time.
54. The Pastor informs Plaintiff that Defendant PEARSON informed her that he was trying to get closer to God and manipulated his way into having sex with the Pastor.
55. Plaintiff listens to the Pastor detail the horrible night she spent with Defendant PEARSON.

56. Specifically, the Pastor states that she had unprotected sex with Defendant PEARSON.
57. The Pastor tells Plaintiff that Defendant PEARSON was overly aggressive during sex and forceful.
58. Plaintiff believes the Pastor and inquiries about the criminal implications of the complaint by the Pastor.
59. The Pastor informs Plaintiff that Defendant PEARSON sexually abused her and had rough sex with her that she did not consent to.
60. Plaintiff searches the computer and sees that a Complaint Report had been generated for sexual abuse against Defendant PEARSON.
61. A couple days after the Pastor filed the criminal allegation against Defendant PEARSON, he had her arrested for allegedly slashing his BMW tires.
62. The Pastor who allegedly slashed Defendant PEARSON's tires was a forty-something year old dedicated servant of the community.
63. To date, Plaintiff does not believe that the Pastor slashed Defendant PEARSON's tires and is unsure if the events took place or if they were manufactured to absolve Defendant PEARSON from the sexual abuse case.
64. Following the meeting, the Pastor, the complainant against Defendant PEARSON, asks for a copy of her Complaint Report.
65. Plaintiff pulls the Complaint Report filed by the Pastor and emails it to her.
66. Around this time, Defendant PEARSON attempts to ask Plaintiff questions about the Pastor in an effort to see what Plaintiff knew about the sexual abuse allegations.
67. Defendant PEARSON knew that Plaintiff was very close with the woman Pastor he abused.

68. Defendant PEARSON would ask Plaintiff questions about the woman Pastor.
69. Plaintiff got the sense that Defendant PEARSON was asking these questions to see if Plaintiff was aware of his sexual misconduct.
70. Defendant PEARSON attempts to discredit the Pastor to Plaintiff and the other influential members of the Queens community.
71. Defendant PEARSON tells Plaintiff that the Pastor is crazy, was abused as a child and has daddy issues.
72. Defendant PEARSON also tells Bishop Erskine Williams that the woman Pastor was “falling in love with him” and “could not leave the dick” in an effort to discredit her claims of sexual abuse.
73. Bishop Williams was appalled by the crassness of the comments of Defendant PEARSON.
74. After the Pastor confided in Plaintiff, she lost contact with Plaintiff, and he is unsure what happened with the dueling criminal allegations.
75. The veracity of the Pastors description of the sex crimes committed against her by Defendant PEARSON colored the reaction to the sexual misconduct which would follow.
76. The Defendant CITY had actual knowledge of Defendant PEARSON’s history of sexual misconduct and sexual harassment but have failed to take any steps to protect their women employees from his harassment and other employees from retaliation.
77. It is unknown how many formal sexual harassment complaints have been levied against Defendant PEARSON during his tenure with the NYPD and Defendant CITY.
78. Plaintiff’s counsel is aware of a sexual harassment levied against Defendant

PEARSON by a Lieutenant C.M. on behalf of a woman police officer in the late 1990's.

79. Lieutenant C.M. was approached by a woman police officer who said that that Defendant PEARSON followed her after her tour ended, stopped her and asked her to go to a hotel with him.
80. The woman refused and confided in the Lieutenant who subsequently made a sexual harassment complaint against Defendant PEARSON and was then retaliated against.
81. Also known to Plaintiff's counsel, Defendant PEARSON was accused of sexual harassment by Sergeant I. R. in the late 1990s.
82. Specifically, the woman sergeant was repeatedly sexually harassed by Defendant PEARSON.
83. In particular, Defendant PEARSON made unwelcomed sexual advances towards her and would speak to her with his legs spread wide open and while smacking his lips in a sexual nature.
84. The Sergeant filed a formal sexual harassment complaint against Defendant PEARSON, but no actions were taken to discipline him.
85. Plaintiff is unsure how many total sexual misconduct allegations have been levied against Defendant PEARSON.
86. The Defendant CITY has had actual knowledge of the sexual misconduct, harassment and retaliation by Defendant PEARSON and has failed to take action to stop or correct his behavior.
87. The Defendant CITY has had actual knowledge of the sexual misconduct, harassment and retaliation by Defendant PEARSON and has to senselessly ruin the careers of Plaintiff and those who objected to his sexual harassment and retaliation.

## FACTUAL ALLEGATIONS

### A. Plaintiff's Early Career With The New York City Police Department

88. Plaintiff joined the United States Army in December 1986.
89. Plaintiff was on active duty until May 1995 during which time he served in Desert Shield.
90. Plaintiff joined the NYPD as a police cadet in August 1990.
91. Plaintiff joined the NYPD as a police officer on January 13, 1992.
92. After successfully completing the Police Academy, Plaintiff was assigned to the Police Service Area 9.
93. Plaintiff then worked in the 114<sup>th</sup> Precinct where he worked in the Anti-Crime unit.
94. At all times herein, Plaintiff excelled in his role as a police officer with the NYPD.
95. Plaintiff was promoted to Sergeant on November 25, 1997.
96. Plaintiff, at all times herein, excelled in his role as a Sergeant.
97. As a Sergeant, Plaintiff was assigned to 83<sup>rd</sup> Precinct where Plaintiff worked as the Conditions Sergeant.
98. Plaintiff was promoted to Lieutenant on December 21, 2000.
99. Plaintiff, at all times herein, excelled in his role as a Lieutenant.
100. Following the terrorist attacks which occurred on September 11, 2001, Plaintiff worked at Ground Zero for several months.
101. The heroic service of Plaintiff caused him to have lasting health problems like gastroesophageal reflux disease ("GERD").
102. As a Lieutenant, Plaintiff was assigned to the newly formed crime fighting unit called Razor.
103. Plaintiff was promoted to Captain on August 26, 2005.

104. Plaintiff, at all times herein, excelled in his role as a Captain.
105. As a Captain Plaintiff was assigned as the Executive Officer of the 101<sup>st</sup> Precinct, 102<sup>nd</sup> Precinct and 113<sup>th</sup> Precinct.
106. Plaintiff then becomes the Commanding Officer of the 69<sup>th</sup> Precinct.
107. Plaintiff was promoted to Deputy Inspector on July 2, 2010.
108. Plaintiff, at all times herein, excelled in his role as a Deputy Inspector.
109. As a Deputy Inspector Plaintiff was next assigned to Commanding Officer of the 113<sup>th</sup> Precinct.
110. Plaintiff was promoted to Inspector on September 29, 2014.
111. Plaintiff, at all times herein, excelled in his role as an Inspector.
112. After excelling as the Commanding Officer of the 113<sup>th</sup> Precinct, Plaintiff was assigned to be the Commanding Officer of the Queens South Inspections Unit.
113. As the Commanding Officer of Queens South Inspections, Plaintiff excelled in his role.
114. Queens South Inspections Unit was widely considered the best of any Borough which was a reflection of both Plaintiff and the team that he hand chosen.
115. On January 1, 2022, Eric Adams was sworn in as Mayor of the Defendant CITY.
116. Plaintiff's wife is a retired law enforcement official who worked previously for the NYPD through the Defendant CITY.
117. During the course of her career, Plaintiff's wife and Bernard Adams, Mayor Adam's brother, became professional friends as they had worked together for twenty five (25) years.
118. Shortly after taking over as Mayor of New York City, Eric Adams places two (2) of his closest friends in high ranking positions, Phillip Banks and Defendant PEARSON.



119. Specifically, Mayor Adams appoints Phillip Banks, a former NYPD Chief of the Department, to Deputy Mayor of New York City For Public Safety on January 7, 2022.
120. Defendant PEARSON is given a Senior Aide position to Mayor Eric Adams.
121. In March 2022, Plaintiff meets with Bernard Adams and Deputy Mayor Banks to discuss working with them and the Administration in some form.
122. Bernard Adams is assigned to a Deputy Commissioner position within the NYPD and outranks Plaintiff.
123. Bernard Adams is a higher rank than Plaintiff at all times herein and therefore held a supervisory role to him.
124. Deputy Mayor Banks informed Plaintiff that he was being considered to work for Deputy Commissioner Mark Stewart, an “Inspections “type unit from City Hall to monitor the NYPD or a Citywide Unit to monitor all agencies.
125. In that meeting Deputy Mayor Banks tells Plaintiff that he should be at least a Two-Star Chief by this point.
126. Plaintiff is eager and excited to begin this new chapter of his career.
127. On May 26, 2022, Plaintiff is involved in a meeting at NYPD Headquarters with Mayor Adams, Deputy Mayor Banks, Defendant MADDREY and each of the NYPD’s Inspections Units.
128. After the meeting, Mayor Adams tells his brother that he is “impressed” with Plaintiff and that it is a “good look” to bring Plaintiff on board.

**B. Plaintiff is Assigned as the Executive Director of Municipal Services Assessment Where He Excels**

129. In June 2022, Plaintiff is assigned from Patrol Borough Queens South to the Municipal

Security Section located at 375 Pearl Street in Manhattan, New York.

130. In this new position, Plaintiff becomes the Executive Director of a newly formed Municipal Services Assessment (hereinafter referred to as “MSA”) Unit which is to act as a quality assurance agency for the agencies of the Defendant CITY.
131. In this role, Plaintiff is to report directly to Mayor Eric Adams and Deputy Mayor Banks.
132. Plaintiff brings several people from his team in Queens South Inspections to join him to start this new agency.
133. Plaintiff brings the following people from Queens South Inspections
  - a. Lieutenant George Huang
  - b. Sergeant Roxanne Ludemann
  - c. Sergeant Michael Ferrari
  - d. Detective Iftekher Mashfiq
134. As the team joins Plaintiff they begin to work tirelessly to start this new agency.
135. Sergeant Ludemann is assigned to be Plaintiff’s Chief of Staff.
136. Initially there are issues with the manpower for the new agency.
137. The Mayor’s office wants to keep the MSA team members assigned to their home agencies and on loan to MSA to avoid the appearance that City Hall was taking on too many employees.
138. Plaintiff fought with Defendant PEARSON and Deputy Mayor Banks for more manpower.
139. Plaintiff explains that if they are going to successfully start MSA then they must have dedicated people.

140. The Administration provided Plaintiff with some manpower but wanted to keep the numbers to as few as possible.
141. The Administration also advised Plaintiff and his team to write the word “draft” on every paper that they wrote regardless of whether it was in fact a “draft” or not.
142. This was done to avoid having to disclose documents if they are requested by the Freedom of Information law (“FOIL”).
143. Plaintiff and his team complied with these directives.
144. Plaintiff meets with Mayor Eric Adams on a monthly Zoom meeting to inform him of the progress of the team which continues until the end of the year.
145. In early July 2022, Plaintiff drives Defendant PEARSON to Gracie Mansion for a Hispanic Heritage Event.
146. During the drive to the Mansion, Defendant PEARSON howls like a dog at the women they pass in the car.
147. Plaintiff is incredibly uncomfortable by Defendant PEARSON who he believes is a sexual predator
148. On July 21, 2022, Plaintiff is promoted to Deputy Chief.
149. Plaintiff and the MSA team work incredibly hard trying to get the new City Agency up and running.
150. Plaintiff is thankful for all the hard work that his team is putting in and is eager to reward them with promotions.
151. Around this time Defendant PEARSON tells Plaintiff that he is “done with women” and complains how much money he needs to pay as a result of his three (3) previous divorces.

152. In early October 2022, Bernard Adams meets with Deputy Mayor Banks to discuss the discretionary promotional process for the Mayor's Executive Detail from the NYPD's Intelligence Bureau.
153. After Mayor Eric Adams took office he divided the discretionary promotions within the NYPD between Deputy Mayor Banks and Defendant PEARSON.
154. Deputy Mayor Banks is in charge of discretionary promotions for the rank of Captain and above.
155. Defendant PEARSON is in charge of discretionary promotions for the rank of Lieutenant and below.
156. Mayor Eric Adams is also heavily involved in the process.
157. Bernard Adams explains to Plaintiff that the NYPD personnel would be included in the career path that was separate from the NYPD's "grid" which would result in faster promotions for the MSA team.
158. Plaintiff is happy to hear that his team will be rewarded for their hard work.
159. During this time MSA begins to take hold.
160. Initially the City agencies were reluctant to participate in MSA as they were weary of the newly formed agency.
161. Plaintiff was tasked with meeting with the agency heads and showing them how they can benefit from coming on board with MSA.
162. Plaintiff attends meeting after meeting to get the agency up and running.
163. Slowly City agencies would began to come on board.
164. Initially it was the Department of Education, Department of Probation, Department of Corrections, Department of Buildings and the Fire Department of the City of New

York.

165. Plaintiff has many conversations with Bernard Adams about how they could reward the MSA team for all their hard work getting the new agency up and running.
166. On October 20, 2022, Plaintiff and Sergeant Ludemann meet with Deputy Mayor Banks.
167. At the meeting Deputy Mayor Banks recognizes Sergeant Ludemann's presentation and analytical skills
168. Following the meeting, Plaintiff meets with Deputy Mayor Banks and informs him that Sergeant Ludemann should be the first of many that he would like to promote for their stellar work performance.
169. Plaintiff further tells Deputy Mayor Banks about his plans to promote Lieutenant Huang and Sergeant Ferrari next after Sergeant Ludemann for their hard work.
170. Plaintiff wants to promote Sergeant Ludemann first as she is working out of title as the Chief of Staff for MSA as only a sergeant.
171. Deputy Mayor Banks agrees, and an internal memorandum known as a "49" is submitted for Sergeant Ludemann to receive a discretionary promotion from Sergeant to Sergeant Special Assignment.
172. The salary of a Sergeant Special Assignment is higher than that of a regular Sergeant because it is equivalent to the next higher rank (Lieutenant).
173. Promotions to Sergeant Special Assignment can be awarded to any Sergeant regardless of their assignment (investigative, patrol, etc.).
174. Sergeant Ludemann was qualified for and earned the promotion to Sergeant Special Assignment.

175. While at 375 Pearl Street on multiple occasions, Defendant PEARSON would be in Plaintiff's office with Sergeant Ludemann when Defendant PEARSON's assistant, Karen Collins, would walk by.
176. Defendant PEARSON would overtly stare at her rear end and make crude noises.
177. Each time this happened, Plaintiff and Sergeant Ludemann were made very uncomfortable.
178. Karen Collins and Defendant PEARSON seemingly have an open sexual relationship in the office.
179. It is widely spoken throughout the MSA office that Karen Collins to Defendant PEARSON is the equivalent of Ghislaine Maxwell to Jeffrey Epstein.
180. Collins enables Defendant PEARSON and regularly tries to clean up his messes.
181. Collins garners this nickname in a similar way by which the MSA team refers to Defendant PEARSON as "crumbs."
182. On one occasion, Defendant PEARSON questioned out loud where are his "crumbs" from a government contract in front of Sergeant Ferrari and Lieutenant Huang.
183. The members of MSA were shocked that Defendant PEARSON would talk openly about taking kickbacks on Defendant CITY contracts.
184. From that point forward, the MSA team referred to Defendant PEARSON behind his back as "Crumbs."
185. Around this time, when Defendant PEARSON believed that him and Plaintiff were on better terms, would regularly acts in an unprofessional manner in front of him while in the office.
186. Defendant PEARSON would criticize members of the NYPD and people that he has

helped.

187. In particular, Defendant PEARSON spoke poorly of Assistant Chief Judith Harrison who referred to as a “Dyke Bitch.”
188. Defendant PEARSON told Plaintiff “I can’t tell you how many times I got that Dyke Bitch out of trouble when she was fighting with her girlfriend, and she can’t return my favors. She is an ungrateful Dyke Bitch.”
189. Plaintiff is appalled by Defendant PEARSON’s comments.
190. In November 2022, the Municipal Services Office moved from 375 Pearl Street to the Jamaica Queens Business Center.
191. Also in November 2022, Plaintiff submits to Deputy Mayor Banks, Sergeant Ludemann’s tax id numbers so she can be promoted to Sergeant Special Assignment.
192. Plaintiff submits Sergeant Ludemann’s names two (2) weeks prior to the November 22, 2022 promotion as he was directed to by Deputy Mayor Banks.
193. Around this time, Plaintiff begins to hear rumors that he will be selected as the next Chief of Internal Affairs.
194. Plaintiff is informed by Deputy Mayor Banks that Defendant PEARSON will be Plaintiff’s “direct” report.
195. Defendant PEARSON had just been terminated from his position with the Resorts Casino and was joining the MSA team officially.
196. Plaintiff subsequently learns that Defendant PEARSON was terminated from the Queens Resort Casino for numerous sexual improprieties.
197. Despite having a long history of sexual misconduct with the NYPD, in retirement and with Resorts Casino, the Defendant CITY hires Defendant PEARSON.

198. The Defendant CITY knew or should have known about Defendant PEARSON sexual misconduct and propensities but hired him anyway.
199. The hiring of Defendant PEARSON shows an utter disregard for the women employees of the Defendant CITY.
200. Shortly after Defendant PEARSON joined MSA he was scheduled with NYC Commissioner of Finance Preston Niblack.
201. Defendant PEARSON ordered Plaintiff to speak with Commissioner Niblack.
202. Defendant PEARSON refused to speak with Niblack because he is gay.
203. Defendant PEARSON is unapologetically homophobic.
204. Defendant PEARSON refers to gay people as “f\*gs” or lesbians as “dyke.”
205. Plaintiff is told “you deal with that guy” because he is gay.
206. Plaintiff is further appalled by Defendant PEARSON.
207. Plaintiff subsequently meets with Commissioner Niblack and finds him to be delightful.

**C. Plaintiff Witnesses Defendant PEARSON Sexually Harassing Sergeant Ludemann and Takes Action**

208. On December 1, 2022, the MSA team is having a potluck party with the newly expanded Unit.
209. Plaintiff meets a new team member N.R. from the New York City Administration for Children’s Services at the party.
210. Plaintiff informs the new team member of MSA’s procedures, the Equal Employment Opportunity (“EEO”) policy, standards of professionalism and teamwork.
211. Defendant PEARSON arrives at the party with his assistant Karen Collins.



212. At the party, Plaintiff observes Defendant PEARSON acting in an unprofessional manner.
213. Defendant PEARSON is touchy with new team member N.R..
214. At some point, Plaintiff enters the copy room where Defendant PEARSON and Sergeant Ludemann are standing.
215. When Plaintiff enters the room, he observes Defendant PEARSON touching Sergeant Ludemann's bare shoulder.
216. Sergeant Ludemann is grimacing clearly does not want Defendant PEARSON touching her.
217. When Plaintiff enters the room, Defendant PEARSON pulls his hand back from Sergeant Ludemann as if he was caught doing something wrong.
218. Plaintiff immediately asks what the hell is going on?
219. Following the interaction, Plaintiff meets with Sergeant Ludemann separate from Defendant PEARSON.
220. Sergeant Ludemann tells Plaintiff "Thank God you came out."
221. Plaintiff asks Sergeant Ludemann if this is the first time that that Defendant PEARSON had sexually harassed her.
222. Sergeant Ludemann tells Plaintiff that Defendant PEARSON has touched her unwantedly many times in the past when Plaintiff was not around.
223. Sergeant Ludemann further tells Plaintiff that Defendant PEARSON purposefully waits for Plaintiff to leave the office to sexually harass her.
224. This is the final straw for Plaintiff.
225. Plaintiff calls an immediate meeting with Lieutenant Huang, Department of Education

employee Arnold Ali to advise them of what had just transpired and Sergeant Ludemann's reporting that this has happened many times before.

226. At the meeting, Plaintiff talks to Sergeant Ludemann about filing a formal complaint of sexual harassment with the Office of Equal Employment Opportunity (hereinafter referred to as "OEEO").
227. Sergeant Ludemann vehemently objects to filing a formal OEEO as she is worried that her career will be ended by filing a complaint against the powerful Defendant PEARSON.
228. Plaintiff and the team make a plan at this point that Defendant PEARSON cannot be left alone with any woman in the office as he is a predator.
229. Plaintiff informs Sergeant Ferrari of the new rules of the office.
230. Following this meeting, Plaintiff and Sergeant Ludemann speak with N.R..
231. Plaintiff formally apologizes to the new team member for Defendant PEARSON's behavior.
232. The new team member responds that she is "used to that" in reference to the sexual harassment.
233. The next day on December 2, 2022, Plaintiff speaks with Bernard Adams about Defendant PEARSON's sexual harassment.
234. Specifically, Plaintiff tells Bernard Adams that Defendant PEARSON is harassing the women in MSA.
235. Further, Plaintiff explicitly states that Defendant PEARSON is unprofessional in many ways and is too touchy with the women employees.
236. Plaintiff repeatedly tells Bernard Adams that "he (Defendant PEARSON) is going to

be a bad look for the Mayor.”

237. Bernard Adams tells Plaintiff that this is just “Tim being Tim” and he is just a “ladies man.”

238. Bernard Adams further tells Plaintiff that he connects better with Tim than he does with Phil.

239. Plaintiff is discouraged by the conversation as it seems that no actions will be taken to correct the misconduct of Defendant PEARSON.

240. As a result Plaintiff is tasked with policing Defendant PEARSON

241. This conversation constitutes protected activity under New York State and City Human Rights law as it is Plaintiff filing a sexual harassment complaint against Defendant PEARSON.

242. During the course of his time with MSA, Plaintiff has numerous conversations with Bernard Adams about the sexual misconduct of Defendant PEARSON.

243. No subsequent action was taken to prevent Defendant PEARSON from harassing the women in the office.

244. Throughout the course of the events described herein, Plaintiff spoke with Bernard Adams about Defendant PEARSON’s sexual harassment and retaliation on nearly a weekly basis.

245. Despite these numerous conversations, no action is taken to curb the behavior of Defendant PEARSON.

246. Bernard tells Plaintiff that he spoke with Deputy Mayor Banks about the situation with Defendant PEARSON and Plaintiff.

247. Deputy Mayor Banks tells Bernard Adams said that he is not going to get involved.

248. Deputy Mayor Banks fails to make the proper notifications to report the sexual harassment of Defendant PEARSON.
249. Deputy Mayor Banks is scared of Mayor Adams and tries to avoid upsetting him at all costs.
250. The relationship between Deputy Mayor Banks and Defendant PEARSON seems to be an adversarial one but they appear to be friends following their sniping at each other.
251. Also on December 2, 2022, Plaintiff learns that Miguel Iglesias was named the Chief of Internal Affairs.
252. Plaintiff later learned that Iglesias is Defendant PEARSON's guy who won out to be the Chief of Internal Affairs over Plaintiff.
253. Defendant PEARSON explicitly tells Plaintiff that "My boy Miguel got the spot."
254. On December 9, 2022, Plaintiff has a meeting with Deputy Mayor Banks.
255. At the meeting Deputy Mayor Banks tells Plaintiff that Sergeant Ludemann will be promoted in the December 2022 ceremony to Sergeant Special Assignment.
256. That same day, Defendant PEARSON's assistant Karen Collins sees Sergeant Ludemann's name on the promotional list and calls her to congratulate her.
257. Plaintiff also has a conversation with Bernard Adams on that date about Sergeant Ludemann's promotion.
258. Over the course of the December 2022, Plaintiff has multiple other conversations with Bernard Adams about Defendant PEARSON's sexual misconduct.
259. Bernard Adams talks to Defendant PEARSON around this time.
260. Bernard Adams informs Defendant PEARSON that Plaintiff had witnessed him touching Sergeant Ludemann and complained about the sexual harassment.

261. While Defendant PEARSON does not overtly mention that he knows about the sexual harassment complaint, his behavior and dynamic towards Plaintiff changed.
262. Defendant PEARSON begins to retaliate against Plaintiff for not letting him sexually harass the women in the office.
263. Defendant PEARSON begins to act in a colder manner towards Plaintiff.
264. The change in behavior of Defendant PEARSON is noticed by the team who comments to Plaintiff that something has changed.
265. In reality, Plaintiff was being retaliated against by Defendant PEARSON for his objections to the harassment of Sergeant Ludemann.
266. Following the discussion between Bernard and Defendant PEARSON about the complaint of Plaintiff, the overt sexual harassment by Defendant PEARSON gets worse.
267. On December 11, 2022, Defendant PEARSON calls Plaintiff last minute to work on a paper at the Jamaica Business Center office.
268. On the call, Defendant PEARSON insists that Plaintiff come to work on a Sunday and that he should bring Sergeant Ludemann.
269. Plaintiff objects to bringing Sergeant Ludemann in.
270. Plaintiff tells Defendant PEARSON that Sundays are Sergeant Ludemann's family only day off together with her husband and family.
271. Defendant PEARSON was insistent that Sergeant Ludemann come in on the Sunday.
272. Plaintiff successfully argues to not bring in Sergeant Ludemann.
273. When Plaintiff arrives at the office, the task that required a Sunday visit takes less than an hour for Plaintiff to complete on his own.

274. There was no reason whatsoever for Sergeant Ludemann to come in on that day.
275. As Plaintiff and Defendant PEARSON are leaving the office that evening, Plaintiff explains to him that he wants to get Sergeant Ludemann promoted as she is working out of title.
276. In response, Defendant PEARSON, in a lewd voice states “what is she going to do for me.”
277. Plaintiff is appalled by the statements of Defendant PEARSON.
278. Plaintiff immediately states that he knows Sergeant Ludemann’s family and her husband very well.
279. Plaintiff further states that they are good solid people.
280. Defendant PEARSON walks away from the conversation by stating “well, she should come work for me.”
281. Plaintiff took this to mean that in order for Sergeant Ludemann to get promoted to Sergeant Special Assignment she would have to engage in a quid pro quo sexual relationship with Defendant PEARSON.
282. Plaintiff repeatedly tells Defendant PEARSON that Sergeant Ludemann is his Chief of Staff and “these are still my people.”
283. Defendant PEARSON did not care.
284. Around this time, Defendant PEARSON makes a condescending statement to Sergeant Ludemann about her desk being full and how she is faking like she is busy.
285. Plaintiff is further appalled by Defendant PEARSON as he is familiar with how hard Sergeant Ludemann has been working to get MSA up and running.

**D. Defendant PEARSON retaliates against Plaintiff and Sergeant Ludemann for Objecting to His Sexual Harassment**

286. On December 16, 2022, Plaintiff gets a call from an irate Deputy Mayor Banks who informs Plaintiff that Sergeant Ludemann was removed from the promotional list by Defendant PEARSON.
287. Deputy Mayor Banks states that it is “beyond low to block someone from the “Christmas Promotion.””
288. Plaintiff had never seen Deputy Mayor Banks this angry at Defendant PEARSON before.
289. Following the call from Deputy Mayor Banks, Plaintiff calls Defendant PEARSON who is nervous on the phone.
290. Defendant PEARSON tells Plaintiff that he cannot talk because he is in front of Sergeant Suazo but that he will make it right.
291. Following the call, Plaintiff speaks with Sergeant Suazo who informs him that she was not with Defendant PEARSON.
292. Defendant PEARSON had lied to Plaintiff.
293. Following the denial of Sergeant Ludemann’s promotion, Plaintiff again spoke with Bernard Adams about Defendant PEARSON’s harassment and now retaliation.
294. No actions were taken to fix the problem and MSA was forced to continue to work in a hostile work environment due to the sexual harassment of Defendant PEARSON.
295. The atmosphere in the office from this point forward is uncomfortable.
296. Everyone in the office, including Plaintiff is on edge regarding the sexual harassment of Defendant PEARSON.
297. Defendant PEARSON caused the employees of MSA to work in a hostile work environment due to his inappropriate interactions with women on the staff.

298. While women were the main victims of the sexual harassment, the hostile work environment surrounding the sexual harassment carried over to every member of the team regardless of gender.
299. Plaintiff had the conditions of his employment altered as a result of the sexual harassment of Defendant PEARSON.
300. Plaintiff and the other men in his Unit from December 1, 2022 forward are tasked with constantly worrying about and policing Defendant PEARSON's sexual misconduct.
301. This constant worry caused Plaintiff to work in a hostile work environment.
302. When it becomes obvious that the Administration is not going to do anything to stop the sexual harassment of Defendant PEARSON, Plaintiff tries to take his own protective measures.
303. Plaintiff begins to announce the OEEO policy for MSA and the professional standards to be followed at the beginning of every meeting.
304. Plaintiff is sure to make this announcement at every meeting that is attended by Defendant PEARSON.
305. Despite actively violating the policy, Defendant PEARSON never comments on the reiterations of the policy at each meeting.
306. Plaintiff also requests a EEO liaison for MSA from Sideya Sherman, the Chief Equity Officer & Commissioner, without explaining the full situation related to Defendant PEARSON.
307. Plaintiff is told that City Hall has their own EEO and to use that.
308. Plaintiff is tasked with a minefield when it comes to Defendant PEARSON and trying to prevent him from harming Plaintiff's team.



309. Plaintiff knows that Defendant PEARSON's sexual misconduct has the potential to end MSA if the matter is handled improperly which could lead to complaints and lawsuits.
310. Plaintiff is conscientious of this and is working to try to remove the sexual predator Defendant PEARSON while preserving the team and their mission.
311. Plaintiff tried his hardest to avoid the catastrophe, but it is clear that MSA is a ticking time bomb.
312. Defendant PEARSON uses this to prey on the women of the Defendant CITY.
313. On December 20, 2022 at 15:00 hours Plaintiff met with NYPD Deputy Commissioner of Equity and Inclusion Wendy Garcia regarding Plaintiff's recommendations to change the NYPD's discretionary promotional process which is rife with problems.
314. Plaintiff makes several recommendations to the promotional processes in the meeting.
315. The recommendations were for a 360 degree review of candidates being considered for discretionary promotions and for a deeper social media check to avoid situations like what happened to disgraced racist James Kobel.
316. Following the meeting, Plaintiff emails Deputy Commissioner Garcia about the social profile of a former OEEEO investigator who has the screenname "pussy killer" for his screen name.
317. This sergeant was the former training sergeant in OEEEO.
318. Deputy Commissioner Garcia does not act on Plaintiff's information nor are his suggested changes to the discretionary promotional process implemented.
319. In January 2023, prior to that month's promotions, Plaintiff is again contacted by Deputy Mayor Banks for Sergeant Ludemann's information so she could be promoted.
320. Plaintiff provides the information to Deputy Mayor Banks.

321. During the course of the exchange, Deputy Mayor Banks asks if Plaintiff and Sergeant Ludemann had a relationship.
322. Plaintiff responds and says “yes, our families are very tight, and we take vacations sometimes.”
323. Deputy Mayor Banks laughed and said he did not mean that kind of relationship, and asks if they are having a romantic relationship.
324. Plaintiff responds and says “No of course not. Are you kidding?”
325. The implications from the question by Deputy Mayor Banks is that Segreant Ludemann would have to be sleeping with Plaintiff for him to fight for his Chief of Staff to be promoted.
326. Based on the question, it seems that quid pro quo promotions for people who engage in sexual relations with people in power to promote them is commonplace.
327. Shortly thereafter, Defendant PEARSON tells Plaintiff that Sergeant Ludemann will be promoted.
328. Despite providing this information and Defendant PEARSON’s promises, Sergeant Ludemann is again passed over for promotion in January 2023.
329. Plaintiff knows that if Sergeant Ludemann gave in to the sexual advances or Plaintiff allowed Defendant PEARSON to make her his driver that she would be promoted to Sergeant Special Assignment.
330. Sergeant Ludemann is being passed over for promotion due to her refusal to acquiesce to the sexual harassment of Defendant PEARSON.
331. Plaintiff is aware that Defendant PEARSON is a sexual predator which dramatically impacts his ability to perform his job while Defendant PEARSON is around.

332. Plaintiff and the other men in his Unit from December 1, 2022 forward are tasked with constantly worrying about and policing Defendant PEARSON's sexual misconduct.
333. This constant worry caused Plaintiff to work in a hostile work environment.
334. Plaintiff is further being retaliated against by Defendant PEARSON for intervening and preventing his access to Sergeant Ludemann.
335. This retaliation presents as Plaintiff in a myriad of ways that manifest behind the scenes.
336. For instance Plaintiff is not named the Chief of Internal Affairs as it had been rumored before he walked in on Defendant PEARSON sexually harassing Sergeant Ludemann.
337. This constant worry and the undermining of Plaintiff for his objection to sexual harassment is retaliation under New York state and city law.
338. These actions were taken against Plaintiff to dissuade others from engaging in protected activity.
339. The same broken promises by Defendant PEARSON happen over the next several months related to Sergeant Ludemann's promotion.
340. On numerous occasions, Plaintiff witnesses Defendant PEARSON talking to Sergeant Ludemann alone.
341. Defendant PEARSON always tries to approach Sergeant Ludemann when Plaintiff had just left the office or is otherwise predisposed in order to try to get closer to her.
342. Plaintiff whenever he can, immediately tries to intervene or follow up as soon as the conversations are over in order to protect Sergeant Ludemann.
343. Sergeant Ludemann tells Plaintiff that the conversations are Defendant PEARSON incessantly asking Sergeant Ludemann to be his driver.

344. Plaintiff is tasked with babysitting the Defendant PEARSON who is trying to use his position as his own personal dating service.
345. Plaintiff from December 1, 2022 forward are tasked with constantly worrying about and policing Defendant PEARSON's sexual misconduct.
346. This constant worry caused Plaintiff to work in a hostile work environment.
347. Following each broken promise, Plaintiff would speak with Bernard Adams, about Defendant PEARSON's sexual misconduct and beg for help in getting Defendant PEARSON to stop his harassment of the women in the office.
348. During each conversation, Bernard Adams, would make excuses for Defendant PEARSON by telling Plaintiff that he is "harmless" and just a "ladies man."
349. Each one of these conversations constitutes protected activity under New York State and City Human Rights law.
350. Following each of these conversations, it becomes known that Plaintiff engaged in protected activity by objecting to the unlawful sexual harassment of Defendant PEARSON.
351. Plaintiff is retaliated against by Defendant PEARSON as he refuses to promote his people who have been working extremely hard and proficiently in getting MSA up and running as a new agency.
352. Plaintiff is on constant edge while working around Defendant PEARSON.
353. Plaintiff feels that he cannot leave Defendant PEARSON alone for any reason with the women in the office.
354. On one occasion, Plaintiff has to use the bathroom and holds it for so long that it becomes painful.

355. Finally Plaintiff has to use the restroom.
356. When he leaves the room everyone is separated by a normal social distance.
357. When Plaintiff returns Defendant PEARSON is standing essentially on top of Sergeant Ludemann.
358. This happens nearly every time that Plaintiff leaves the room.
359. On one occasion, Plaintiff has to go to a meeting but returns unexpectedly as he forgot something.
360. During that short time, Defendant PEARSON had closed a distance of many feet to, yet again, be right next to Sergeant Ludemann.
361. Defendant PEARSON is shameless and refuses to stop his sexual advances.
362. Plaintiff can only do so much as cannot be around everyone constantly.
363. The constant worry takes a hard toll on Plaintiff who is trying to figure out how to navigate his position protecting his subordinates from the sexual predator Defendant PEARSON.
364. When Plaintiff is not around, he checks in with Sergeant Ludemann about Defendant PEARSON.
365. On yet another occasions, Plaintiff walks in on Defendant PEARSON trying to get Sergeant Ludemann to set up a cable box.
366. To do this Defendant PEARSON was standing inches away from Sergeant Ludemann.
367. On January 27, 2023, Executive Order No. 24 is issued which formalized the Mayor's Office of Risk Management and Compliance and the Mayor's Office of Municipal Services Assessment.
368. This Executive Order formalized MSA and was also its downfall.

369. The original language of the bill designated that the Director of the Mayor’s Municipal Services Assessment Office shall report to the Deputy Mayor of Public Safety.
370. In the final edits of the Executive Order, the language was changed by Defendant PEARSON to the “Director of the Mayor’s Municipal Services Assessment Office shall report to the Deputy Mayor of Public Safety or to a designee of the Deputy Mayor of Public Safety.
371. This change in language in the Executive Order allowed Defendant PEARSON to run MSA.
372. The instances of Defendant PEARSON being abnormally close to women, and women only, continues.
373. On another occasion in February, Sergeant Ludemann tells Plaintiff that Defendant PEARSON asked her about her marriage and if she is happy.
374. Sergeant Ludemann tells Plaintiff that Defendant PEARSON continues to request that she be his driver.
375. Plaintiff is powerless to stop the sexual harassment, hostile work environment and retaliation.
376. In February 2023, Deputy Mayor Banks again tells Plaintiff to text Sergeant Ludemann’s information for promotion.
377. In February 2023, again, Defendant PEARSON again promises Plaintiff that Sergeant Ludemann will be promoted based on her stellar work performance.
378. In February 2023, Sergeant Ludemann is again passed over for promotion for no legitimate reason except Defendant PEARSON was not able to sexually harass and gain access to her.

379. Again on numerous occasions, Plaintiff witnesses or learns about Defendant PEARSON talking to Sergeant Ludemann alone when he is not around.
380. The conversations still revolve around Sergeant Ludemann, the Chief of Staff to MSA becoming Defendant PEARSON's personal driver.
381. During that time Defendant PEARSON participates in several meetings with MSA.
382. Often in the meetings Defendant PEARSON in a crude manner wherein he spreads his legs wide in a an overtly suggestive sexual manner which appears as if he is showing off his genitalia.
383. Plaintiff from December 1, 2022 forward are tasked with constantly worrying about and policing Defendant PEARSON's sexual misconduct.
384. This constant worry caused Plaintiff to work in a hostile work environment.
385. Following each broken promise, Plaintiff would speak with Bernard Adams, about Defendant PEARSON's sexual misconduct and beg for help in getting Defendant PEARSON to stop his harassment of the women in the office.
386. During each conversation, Bernard Adams, would make excuses for Defendant PEARSON by telling Plaintiff that he is "harmless" and just a "ladies man."
387. Each one of these conversations constitutes protected activity under New York State and City Human Rights law.
388. Following each of these conversations, it becomes known that Plaintiff engaged in protected activity by objecting to the unlawful sexual harassment of Defendant PEARSON.
389. Plaintiff is retaliated against by Defendant PEARSON as he refuses to promote his people who have been working extremely hard and proficiently in getting MSA up and

running as a new agency.

390. Plaintiff is powerless to stop the inappropriate actions of Defendant PEARSON and is forced to continue working in a hostile work environment as he tries to police the out of control Defendant PEARSON.
391. In March 2023, Deputy Mayor Banks again tells Plaintiff to text Sergeant Ludemann's information for promotion.
392. In March 2023, again, Defendant PEARSON tells Plaintiff that Sergeant Ludemann is getting promoted in March.
393. On March 24, 2023, the promotional list is issued for the promotional ceremony to be held on March 31, 2023.
394. Sergeant Ludemann is not on the list.

**E. Plaintiff Confronts Defendant PEARSON About His Sexual Harassment and Terminated From Municipal Services Assessment in Retaliation**

395. On March 25, 2023, Plaintiff calls Defendant PEARSON and confronts him over Sergeant Ludemann, again, being left off the promotional list.
396. The phone call happens on speaker which is witnessed by Plaintiff's wife.
397. During this call Plaintiff tells Defendant PEARSON that he lied to him about promoting Sergeant Ludemann.
398. Instead Defendant PEARSON promoted his assistant Karen Collins again while denying the promotions to MSA.
399. As Plaintiff is telling Defendant PEARSON about his misconduct and his inappropriate actions, Defendant PEARSON abruptly hangs up the phone.
400. Plaintiff immediately calls Bernard Adams about Defendant PEARSON.



401. Bernard Adams tells Plaintiff that Defendant PEARSON told him he hung up the phone before he (Plaintiff) had a chance to get him in trouble.
402. Plaintiff tells Defendant PEARSON that he no longer wants to work in this type of environment.
403. Plaintiff is directly referencing and objecting to the sexual harassment and hostile work environment that Defendant PEARSON has created during this conversation which is protected activity under New York State and City Human Rights law.
404. On March 27, 2023, Plaintiff texts Deputy Mayor Banks and Defendant PEARSON to discuss the exit strategy for Plaintiff and his NYPD cohorts.
405. The situation is extremely tenuous as Defendant PEARSON has a great deal of power and is particularly influential over the NYPD.
406. Plaintiff and the member of his team are aware that Defendant PEARSON is unhappy that they are objecting to his sexual advances towards Sergeant Ludemann, and they are concerned, rightfully, that Defendant PEARSON will retaliate against them.
407. It is agreed that the matter will be discussed when they return from vacation.
408. Defendant PEARSON has previously scheduled vacation from March 27, 2023 until April 7, 2023.
409. Plaintiff has previously scheduled vacation from April 3, 2023 until April 7, 2023.
410. Sergeant Ludemann is also out sick from April 3, 2023 until April 7, 2023.
411. On Monday, April 10, 2023, at 09:41 hours Plaintiff receives notice that he is to email a copy of Executive Order 24 which is entitled “Mayor's Office of Risk Management and Compliance and Mayor's Office of Municipal Services Assessment.”
412. At 12:30 pm on April 10, 2023, Karen Collins calls Plaintiff to set up a meeting with

Defendant PEARSON for 4:00 pm.

413. Plaintiff has a scheduling conflict, so the meeting is rescheduled for April 11, 2023 at 12:30 pm at 375 Pearl Street.
414. Plaintiff arrives for the meeting which consists of Defendant PEARSON and Justin Meyers, the Chief of Staff to Deputy Mayor Banks.
415. Defendant PEARSON opens the meeting by informing Plaintiff that he is terminated as the Commanding Officer of MSA.
416. Defendant PEARSON explicitly states that he is being terminated following his call where he objected to the sexual harassment of Defendant PEARSON.
417. Plaintiff's termination as the Executive Director of MSA comes in less than two (2) weeks from Plaintiff objecting to the hostile work environment created by Defendant PEARSON's sexual harassment and retaliation.
418. Prior to Plaintiff being terminated as the Commanding Officer of MSA his work performance was exemplary.
419. Plaintiff was terminated as the Commanding Officer of MSA in retaliation for his protected complaints of hostile work environment created by Defendant PEARSON's sexual harassment and retaliation.
420. The temporal proximity of Plaintiff's termination to his protected complaints shows that the actions were retaliatory.
421. In the meeting, Plaintiff explains that he does not trust Defendant PEARSON who has repeatedly lied to him.
422. Defendant PEARSON continues to lie in the meeting about what he had previously said to Plaintiff.

423. Plaintiff again accuses Defendant PEARSON of lying and specifically tells him that Bernard Adams is a witness.
424. Defendant PEARSON continues to lie throughout the meeting.
425. During the exchange, Plaintiff bluffs Defendant PEARSON, in an effort to get him to tell the truth, and tells him that he recorded Defendant PEARSON previously and that he is lying.
426. Defendant PEARSON immediately stops stating that Plaintiff was previously insubordinate.
427. Plaintiff tells Defendant PEARSON that he cannot fire him because the Mayor is the one who hired him.
428. Following the tense meeting Plaintiff exits and goes to Deputy Mayor Bank's office.
429. Plaintiff explains the situation and that he did not record Defendant PEARSON.
430. Deputy Mayor Banks is on a call and tells Plaintiff to standby.
431. Defendant PEARSON comes in and attempts to throw Plaintiff out of the office to which Plaintiff responds that he is waiting to speak with Deputy Mayor Banks.
432. Defendant PEARSON angrily leaves Deputy Mayors Banks office and is heard shouting "get Defendant MADDREY on the phone."
433. When Deputy Mayor Banks hangs up the phone, Plaintiff explains what happened and that he did not record Defendant PEARSON.
434. Plaintiff then left and is told to report to Defendant MADDREY's office the following day.
435. As Plaintiff left the office, he again called Bernard Adams and informed him about what happened including that he did not record Defendant PEARSON.

436. As Plaintiff is driving back to the office with Sergeant Ludemann in the vehicle, Defendant MADDREY calls Plaintiff.
437. Defendant MADDREY tells Plaintiff to keep his head low and to come see him the following day.
438. Plaintiff then contacts Captains Endowment Association (hereinafter referred to as “CEA”) President Chris Monahan about the retaliation that had just taken place.
439. Plaintiff is in touch with Monahan from this point forward about the sexual harassment and retaliation.
440. Plaintiff subsequently learned that Defendant MADDREY told Monahan that “Milt is going to be fine, and he has nothing to worry about” in terms of retaliation.
441. On April 12, 2023, Plaintiff reports to the NYPD but the rest of the MSA team has a meeting with Defendant PEARSON.

**F. Defendant PEARSON uses the NYPD to Retaliate Against The Other Members of Municipal Services Assessment**

442. Defendant PEARSON lies to the teams by stating that Plaintiff voluntarily left MSA when he was terminated.
443. During the meeting Defendant PEARSON makes clear that if the administration was going to act against him, they would have already.
444. Specifically Defendant PEARSON states that Plaintiff spoke with Bernard Adams and essentially that he (Defendant PEARSON) had won the power struggle.
445. In reality Defendant PEARSON was explicitly informing the team of MSA that Plaintiff engaged in protected activity by reporting his sexual harassment and that the administration chose Defendant PEARSON over Plaintiff.

446. Defendant PEARSON states in sum and substance that he won the battle against Plaintiff and that the other team members should fall in line.
447. These statements specifically mentioned to dissuade Plaintiff and others from engaging in protected activity.
- 448.
449. At the meeting, Defendant PEARSON threatens the MSA team and the other members of the team.
450. During the meeting, Defendant PEARSON threatens the team by stating “You go into purgatory. You do what you gotta do, but you leave it alone,” referring to Plaintiff.
451. Defendant PEARSON also states, “But you keep stirring s–t, you’re going to get s–t on you.”
452. Defendant PEARSON then states referring to Plaintiff, “You got a star and while you still got that star, shut up, take your medicine, move on, take your purgatory and then move on with your career.”
453. Defendant PEARSON is bragging to the MSA team that Plaintiff’s career is now over because he objected to Defendant PEARSON’s sexual harassment of Sergeant Ludemann.
454. Defendant PEARSON further states “You’re all going to be jumping to be martyrs so to speak and jump out, let me tell you what happens — you gotta think about your career,” and “Look before you cross the street ... Don’t join me in jumping in that grave.”
455. Defendant PEARSON further states that Plaintiff “will be lucky if he keeps his star.”
456. Defendant PEARSON is adamant in the meeting that if the team members leave they

“will never work together again.”

457. Defendant PEARSON further states that “You go back to the department, I don’t control your fate,” Pearson says, “When you decide to go over there, I don’t know what’s going to happen to you. You could be in the 75, you could be in the 47. I don’t know. Before you go jumping ship ... be smart about it.”
458. The other members of the team and Defendant PEARSON were all aware that Plaintiff had just been removed from MSA after he engaged in protected activity by objecting to the sexual harassment of Sergeant Ludemann.
459. It was clear to Plaintiff and the other members of the team that Defendant PEARSON was forcing each of them to choose between the sexual harassment of women on the team by Defendant PEARSON and their careers.
460. At the meeting Defendant PEARSON, states repeatedly that the team, that they should consider their families before they decide as to whether or not they want to leave MSA.
461. MSA team members Sergeants Roxanne Ludemann and Michael Ferrari and Lieutenant George Huang submit their resignations due to the sexual misconduct of Defendant PEARSON.
462. Plaintiff, Huang, Ludemann and Ferrari were retaliated against as a result of their protected objections to sexual harassment.
463. Plaintiff and MSA Team from December 1, 2022 are constantly forced to work in a hostile work environment due to the sexual misconduct of Defendant PEARSON.
464. Plaintiff and the MSA team from December 1, 2022 until the present date are forced to work in a hostile work environment.
465. On April 13, 2023 Sergeant Ludemann emailed Director of the Mayor's Office of Risk

Management and Compliance and attorney, Majorie Landa, to let her know what had taken place over the last week.

466. Plaintiff is told by Landa that she will forward the complaint to Brendan McGuire's team.

467. The team never contacts Plaintiff.

468. Within a couple hours of that email, Plaintiff receives a call from Lieutenant Huang that he is to report to the Medical Division because he is being "randomly" Dole (drug) tested.

469. Plaintiff calls Inspector Gazis who runs the Medical Division and is informed that this is a promotional drug test.

470. Plaintiff responds that he will be there immediately.

471. This is not a random test and Plaintiff is being further retaliated against by Defendants PEARSON and MADDREY.

472. The excuse use, a promotional Dole test, makes little sense as Plaintiff was promoted a nearly a year earlier.

473. The "random" drug test was ordered by Defendant PEARSON and/or Defendant MADDREY to retaliate against Plaintiff for his objections to Defendant PEARSON sexually harassing Sergeant Ludemann.

474. This action was taken purposefully to dissuade Plaintiff and others from engaging in protected activity.

475. This retaliatory action came less than two (2) hours after Sergeant Ludemann engaged in protected activity by emailing attorney Landa and less than a day after Plaintiff confronted Pearson and was terminated.

476. Following the phone call, Plaintiff discovers that his computer (VPN) access has been completely shut off.
477. Plaintiff no longer has any access to his department emails or applications.
478. This type of removal from the NYPD system is only reserved for someone who is arrested or under criminal investigation.
479. Plaintiff was locked out of the computer network for engaging in protected activity in objecting to the sexual harassment of Defendant PEARSON.
480. This action was taken purposefully in retaliation to dissuade Plaintiff and others from engaging in protected activity.
481. Plaintiff reports to the Medical Division for the drug test.
482. On April 14, 2023, Plaintiff speaks with Chief Ruben Beltran who is the NYPD Chief of Information Technology:
483. Chief Beltran informs Plaintiff that his VPN was personally stopped by Defendant PEARSON which was very unusual as this type of action only occurs if an employee is arrested or under criminal investigation.
484. Plaintiff is none of those things and was being retaliated against for objecting to the sexual harassment of Defendant PEARSON.
485. At 2:08 pm on April 14, 2023, Plaintiff receives a call from Commanding Officer of the NYPD Health and Wellness Section, Mark Watcher, to see if Plaintiff was “ok.”
486. Watcher tells Plaintiff that he received an “anonymous” call saying that they had not seen Plaintiff all week and that he was not acting like himself recently.
487. Plaintiff explains to Watcher that this is Defendant PEARSON retaliating against him.
488. Watcher fails to report the retaliation complaint to OEEEO despite being a mandated



reporter.

489. At 2:15 pm on April 14, 2023, Plaintiff receives a call from Police Commissioner Keechant Sewell Chief of Staff Oleg Chernaysky asking if he is “ok.”
490. Plaintiff explains everything that happened to Chernaysky including Defendant PEARSON retaliating against him and being locked out of his VPN.
491. Chernaysky fails to report the matter to OEEEO despite being a mandated reporter.
492. At 2:20 Plaintiff calls Chief of Internal Affairs Miguel Iglesias to preemptively inform him that Defendant PEARSON was going to try to retaliate against him.
493. Plaintiff explicitly tells Iglesias that Defendant PEARSON will attempt to drop some bullshit log on him.
494. Plaintiff further informs Iglesias that Defendant PEARSON has made numerous statements that he is responsible for placing Iglesias as the Chief of Internal Affairs and he “owns” him.
495. Iglesias also fails to report the matter to OEEEO.
496. On April 15, 2023, Plaintiff meets with Jamaica Queens Bishop Erskine Williams who presided over the 103<sup>rd</sup> Community Council.
497. The Bishop informs Plaintiff that Defendant PEARSON had publicly disparaged the women pastor he had sexually abused.
498. The Bishop further informed Plaintiff that Defendant PEARSON had referred to in Jamaica Queens Christ Community Church leader Bishop Lester Williams as a “fag child molester.”
499. Again Bishop Williams could not believe how crass and insensitive Defendant PEARSON acted.

500. On April 17, 2023, Plaintiff is working out of Patrol Borough Queens South located at 144-09 94<sup>th</sup> Avenue.
501. On that date, Karen Collins arrives at 9:30 am and Defendant PEARSON arrives at 10:30.
502. At 11:00 am Integrity Control Officer of Queens South Jaspreet Sandhu to supervise Plaintiff's departure from Queens South.
503. During this process Sandhu gets a message from Commanding Officer of Queens South Assistant Chief Kevin Williams who requests his presence.
504. Defendant PEARSON tells Sandhu, to have Plaintiff finish the remainder of his tour at the Queens South Borough.
505. Sandhu follows the orders of Defendant PEARSON.
506. That same day Plaintiff text messages Chief John Mastronardi and states that he spoke with Defendant MADDREY and Sergeant Ludemann is to come with him to Patrol Borough Brooklyn North.
507. Chief Mastronardi responds to Plaintiff "10-4" and to give Sergeant Ludemann his number.
508. On April 18, 2023, Plaintiff reports to Patrol Borough Brooklyn North for work.
509. Sergeant Ludemann reports to Patrol Borough Brooklyn North with Plaintiff.
510. On April 19, 2023, Plaintiff reports to Patrol Borough Brooklyn North for work.
511. Plaintiff is off for chart days on April 20 and 21, 2023.
512. Chart days are days off for an employee of the NYPD which is based on the calendar.
513. On April 21, 2023, Lieutenant George Huang and Sergeant Michael Ferrari resign from MSA.

514. On April 25, 2023, all vehicles that were issued to the MSA team were requested to be given back by Defendant PEARSON.
515. At this time it begins to become obvious who Defendant PEARSON would use to retaliate against Plaintiff.
516. Defendants MADDREY and CHELL begin to call and text Plaintiff about the vehicles.
517. It becomes clear to Plaintiff that Defendants MADDREY and CHELL are willing to retaliate against Plaintiff, and his team, for Defendant PEARSON.
518. Defendants MADDREY and CHELL are the two (2) highest ranking members of service in the NYPD as Defendant MADDREY is the Chief of the Department and Defendant CHELL is the Chief of Patrol.
519. Plaintiff knows that Defendant PEARSON is initiating and controlling the retaliation.
520. During the calls from Defendants MADDREY and CHELL, Plaintiff explains that this is unlawful retaliation.
521. Despite being mandated reporters, neither Defendants MADDREY nor CHELL make OEEEO complaints on Plaintiff's behalf as they are required to do.
522. Plaintiff further explains that the cars that Defendant PEARSON is ranting and raving about are located exactly where they are supposed to be at Highway and the 105<sup>th</sup> Satellite office.
523. Plaintiff is told that the vehicles should be brought to Police Headquarters which is done immediately.
524. On April 24 and 25, 2023 Lieutenant Huang and Sergeant Ferrari both have chart days.
525. Defendant PEARSON is angry that Lieutenant Huang and Sergeant Ferrari both have chart days.

526. Lieutenant Huang and Sergeant Ferrari are ordered to report to MSA the following day.
527. On April 26, 2023, Lieutenant Huang and Sergeant Ferrari report to MSA where they learn their key cards had been deactivated and they are also locked out of their VPNs.
528. Lieutenant Huang and Sergeant Ferrari are intercepted in the lobby by Arnold Alli and informed that they are not supposed to be there.
529. Lieutenant Huang and Sergeant Ferrari are taken into a conference room where they wait for instructions.
530. Lieutenant Huang and Sergeant Ferrari are informed that they must report to Police Headquarters at 1:00 pm to meet with Defendant MADDREY.
531. Also on this day, Sergeant Ludemann is scheduled to be transferred from Queens South to join Plaintiff.
532. Lieutenant Huang and Sergeant Ferrari report to Defendant MADDREY's office.
533. After waiting for several hours in Defendant MADDREY's office Defendant PEARSON exits the office and comes over to Lieutenant Huang and Sergeant Ferrari to yell at them.
534. Defendant PEARSON is angry with Lieutenant Huang and Sergeant Ferrari.
535. Defendant PEARSON proceeds to stare down Lieutenant Huang and Sergeant Ferrari in a purposefully intimidating way.
536. The actions taken towards Lieutenant Huang and Sergeant Ferrari by Defendants PEARSON and MADDREY were done purposefully in retaliation for objecting to the sexual harassment of Defendant PEARSON and to dissuade others from engaging in protected activity.

537. When Defendant PEARSON leaves, Defendant MADDREY calls Lieutenant Huang and Sergeant Ferrari into his office.
538. Defendant MADDREY tells Lieutenant Huang and Sergeant Ferrari “Hey guys. I do not want to hear it. You guys are collateral damage. It’s come to an end at MSA. No big deal. We will move past this and on to the next chapter.”
539. Defendant MADDREY goes on to tell Lieutenant Huang and Sergeant Ferrari that “they should pick a precinct, but you will never work together again.”
540. This is the exact language that was used by Defendant PEARSON in the meeting with MSA on April 12, 2023.
541. At the end of the meeting, Defendant MADDREY tells Lieutenant Huang and Sergeant Ferrari that they will never get back to a sought after detail again and will remain on regular patrol for the rest of their careers.
542. This comments by Defendant MADDREY highlights the retaliatory nature of the actions taken against Lieutenant Huang and Sergeant Ferrari.
543. Sergeant Ferrari is assigned to the 112th Precinct
544. Lieutenant Huang is subsequently assigned to Transit District 20.
545. Each of these retaliatory transfers are a demotion which end the careers of Lieutenant Huang and Sergeant Ferrari.
546. Sergeant Ferrari subsequently resigns due to the hostile work environment before he reaches his twentieth year which costs him more than \$1,000,000 in lost wages.
547. Plaintiff again contacts Chief Mastronardi about the transfers who is with Defendant MADDREY.

548. Chief Mastronardi asks Defendant MADDREY who responds by stating “tell Milt he will be lucky if he keeps his star.”
549. This is again the exact language used by Defendant PEARSON to the MSA team on April 12, 2023 by Defendant PEARSON.
550. From April 26, 2023 onward, the behavior of Defendant MADDREY towards Plaintiff, and his team, changed from helpful to retaliation on behalf of Defendant PEARSON.
551. On April 27, 2023, Plaintiff is formally assigned to work in Patrol Borough Brooklyn North as an Executive Officer.
552. While this position would not be a demotion for a normal person in Plaintiff’s rank, the firing from MSA, a highly sought after specialized unit who reports directly to the mayor, the position to be the Executive Officer of Patrol Borough Brooklyn North is a demotion to Plaintiff.
553. As stated by Defendant PEARSON, Plaintiff’s career was now in purgatory in retaliation for his complaints
554. Sergeant Ludemann is transferred back to Patrol Borough Queens South on April 27, 2023.
555. This was a retaliatory transfer in retaliation for Sergeant Ludemann’s refusal to acquiesce to the sexual harassment of Defendant PEARSON.
556. Plaintiff worked in Patrol Borough Brooklyn North where he was forced to watch Sergeant Ludemann be retaliated against with numerous transfers and denial of overtime.
557. Further, once the MSA team members resigned, they had no chance of receiving the discretionary promotions they had earned.

558. The denial of these promotions was due solely to the MSA team members objections to the sexual harassment of Defendant PEARSON.
559. After being assigned to Patrol Borough Brooklyn North, Plaintiff was informed by a Borough Inspector that when Defendant PEARSON was the Commanding Officer in the 88<sup>th</sup> Precinct and the Inspector was a Sergeant, that Defendant PEARSON announced “That this is my HEN HOUSE” referring to the Command and that it was only Defendant PEARSON who could have sex with the women in the precinct.
560. Around this time, Plaintiff was also informed that when Defendant PEARSON was the Commanding Office of Police Service Area 2 he was exiting a woman’s apartment disheveled when the CEA board member walked by.
561. Defendant PEARSON began to berate the CEA Board Member in front of subordinate.
562. Upon information and belief, on this unknown date, Defendant PEARSON was having sex with the woman in her apartment while on duty.
563. This CEA Board Member was later told by Defendant PEARSON that “if you cannot get to the father then you get to the son.”
564. This sentiment drives the retaliatory acts of Defendant PEARSON.

**G. Defendant PEARSON uses the NYPD to Retaliate Against Plaintiff**

565. In November 2023, Plaintiff is called down to an internal hearing referred to as a GO-15 with the NYPD Internal Affairs Group 1.
566. Prior to the interview, Plaintiff texts the Commissioner of the New York City Department of Investigations Jocelyn Strauber to inform her of what was taking place and the retaliatory actions of Defendant PEARSON.
567. Plaintiff has a conversation with Strauber who asks Plaintiff to come in to discuss what

happened with Defendant PEARSON.

568. Plaintiff informs her that his union counsel is advising him not to speak with her but that now she will be able to get the full hearing transcript from the NYPD's Internal Affairs which will detail Defendant PEARSON's sexual misconduct and history.
569. On that date, Plaintiff is interviewed by Deputy Inspector Joseph Profeta.
570. During the course of the interview, Plaintiff tells Inspector Profeta exactly what he knows about Defendant PEARSON and his sexual misconduct history.
571. Plaintiff is so honest in the interview that Inspector Profeta becomes noticeably upset with his responses about Defendant PEARSON.
572. Throughout the interview, Plaintiff attempts to explain Defendant PEARSON's history of sexual misconduct.
573. Plaintiff attempts to tell Profeta about the sexual abuse charge against Defendant PEARSON.
574. Plaintiff attempts to tell Profeta about Defendant PEARSON being caught having sex in Cunningham Park.
575. Plaintiff attempts to tell Profeta about Defendant PEARSON receiving oral sex from Gloria in Police Headquarters.
576. Plaintiff further explains the hell that Defendant PEARSON caused when he sexually harassed Sergeant Ludemann and retaliated Ludemann, Ferrari, Huang and Plaintiff.
577. Profeta interrupts Plaintiff by repeatedly saying "I know about Pearson." "I know about Pearson."
578. Plaintiff continued to explain that harm that Defendant PEARSON had caused.
579. Profeta tells Plaintiff "Chief, we get it" to get him to stop talking.



580. Upon information and belief, the interview of Plaintiff by Profeta was ordered by Defendant PEARSON through Internal Affairs Chief Miguel Iglesias.
581. Upon information and belief, Iglesias was placed into the Internal Affairs Chief position because he can be controlled by Defendant PEARSON and Mayor Eric Adams.
582. Following this meeting, it is unclear whether or not the Defendant CITY ever interviewed Defendant PEARSON about the sexual harassment, misconduct, or abuse.
583. Upon information and belief, the Defendant CITY never investigated any of the allegations against Defendant PEARSON for sexual misconduct, harassment and/or retaliation.
584. As a result of the Defendant CITY failure to investigate, Defendant PEARSON is allowed to continue abusing his power.
585. On December 23, 2023, Plaintiff has a conversation with Brooklyn North Commanding Officer Assistant Chief Scott Henderson about bringing Sergeant Ludemann to Patrol Borough Brooklyn North.
586. Plaintiff was aware that Sergeant Ludemann had undergone eight (8) months of exhaustive retaliation and was trying to help her.
587. In addition to the constant retaliation, Sergeant Ludemann was stripped of her overtime in her last year before retirement which would have a compounding effect on her pension benefits for the rest of her life.
588. Plaintiff was trying to help Sergeant Ludemann as her treatment was unlawful and unfair.
589. Plaintiff is told by Chief Henderson that Sergeant Ludemann cannot transfer back as

per the orders of Defendant MADDREY.

590. Defendant MADDREY tells Chief Henderson that “this is still a very sensitive subject” in reference to Sergeant Ludemann and Defendant PEARSON’s sexual harassment.

591. Plaintiff also tried to assist Lieutenant Huang who was demoted back to Transit District 20, a patrol assignment.

592. Following the reassignment, Plaintiff called the Commanding Officer of Transit District 20 to inform them that Lieutenant Huang was an exemplary supervisor.

593. Plaintiff did the same for Sergeant Michael Ferrari who was demoted to the 112<sup>th</sup> Precinct.

594. Following his reassignment, Plaintiff called the Commanding Officer of 112<sup>th</sup> Precinct to inform him that Sergeant Ferrari was ivy league educated and a highly professional individual.

595. On March 21, 2024, Sergeant Ludemann commenced a sexual harassment and retaliation lawsuit against the Defendants, CITY, PEARSON and MADDREY in addition to Inspector Profeta and the NYC Economic Development Group who allegedly employ Defendant PEARSON.

596. Following the filing of that case, there was widespread news coverage of the lawsuit.

597. On March 23, 2024, Plaintiff texted CEA President Monahan after the news story of Ludemann’s lawsuit garnered so much attention.

598. Plaintiff knew that retaliation would be coming and wanted to preemptively text his union to be prepared and that they should put the job on notice.

599. Monahan tells Plaintiff to “do nothing and he will be fine but if they try anything in the future then he will definitely have a retaliation case.”

600. On March 25, 2024, Plaintiff has a phone conference with Monahan and CEA counsel Lou LaPietra to reiterate that he will soon be retaliated against.
601. Plaintiff further confirms on the call that he has many witnesses to the retaliation including Monahan himself, Plaintiff's wife and others who had witnessed Defendant PEARSON's constant retaliation which had been occurring since December 1, 2022.
602. On April 17, 2024, Sergeant Michael Ferrari commences a sexual harassment association, hostile work environment and retaliation lawsuit against the Defendants CITY, PEARSON and MADDREY as well as Profeta.
603. This lawsuit again garners widespread media coverage.
604. On May 26, 2024, at 4:00 there is a member of service involved shooting during Memorial Day weekend coverage.
605. Plaintiff was off on that day after working six (6) straight days.
606. There was executive coverage on that date as well.
607. The Executive on this date was Inspector Fiore.
608. Plaintiff later learns that for a period of two (2) hours Defendant CHELL is repeatedly asking where Plaintiff is and who is going to do the press conference.
609. Inspector Fiore informs Defendant CHELL that Plaintiff had just worked and is off.
610. On June 6, 2024, Lieutenant George Huang commences a sexual harassment association, hostile work environment and retaliation lawsuit against the Defendants CITY, PEARSON and MADDREY as well as Profeta.
611. On June 19, 2024 at 8:00 pm, Plaintiff receives a call from Defendant CHELL.
612. Defendant CHELL asks Plaintiff questions about Patrol Borough Brooklyn North's minimal manning.

613. Despite being off duty, Plaintiff attempts to provide Defendant CHELL with specific answers to his questions.
614. During the call, Defendant CHELL is highly unprofessional and condescending to Plaintiff on the phone as he keeps cutting Plaintiff off before he can answer his questions.
615. Defendant CHELL refers to Plaintiff repeatedly as an idiot and curses at him for “ruing his fucking night.”
616. Plaintiff maintains his composure and tries to communicate with Defendant CHELL but is unable.
617. Defendant CHELL screams at Plaintiff to be in his office the following morning at 9:00 am and hangs up on him.
618. Defendant CHELL further yells to Plaintiff that this job is 24/7 while unironically complaining that he is being forced to work at night and ruining his day off.
619. Brooklyn North was implementing a new and more efficient minimum manning system.
620. Defendant CHELL seemingly doesn’t understand what Plaintiff is saying and then calls Chief Henderson who explains what Plaintiff had just said.
621. On June 20, 2024 at 19:15 hours Plaintiff receives a last minute call from Defendant CHELL.
622. Defendant CHELL again asks a pointed question about the manpower in Brooklyn North.
623. Plaintiff again explains to Defendant CHELL that he is off and does not have the information that he is requesting as a result.

624. Plaintiff then tells Defendant CHELL what they had implemented since the last call which includes Chief Henderson giving new directions to the Commanding Officers.
625. Defendant CHELL is irate and unprofessional and directs Plaintiff and Chief Tolentino to his office the following day.
626. On June 21, 2024, Plaintiff reports to Defendant CHELL's office for the meeting which is held in the conference room at the Chief of Patrol's office.
627. Present for the meeting are Defendant CHELL, Plaintiff, Inspector Bruce Ceparano, Chief Tolentino and a Unit female.
628. At the meeting Plaintiff and Chief Tolentino are informed that they are to be given a punishment tour of 15:00 x 23:00 hours and they will be negatively crafted in the CRAFT system.
629. Plaintiff informs Defendant CHELL in the meeting that this discipline is excessive and that he has been performing in a satisfactory manner since he returned from his time with the "corrupt" administration.
630. Plaintiff and Chief Tolentino are the only two (2) Chiefs in the Department that have a designated tour.
631. This change in tour was done purposefully to take Plaintiff away from his family in retaliation for his efforts to stop the sexual misconduct of Defendant PEARSON.
632. Previously Plaintiff would return from work at approximately 7:00 pm.
633. As a result of the tour change, Plaintiff now gets home around 1:00 am.
634. Defendant CHELL fails to make an OEEO despite being a mandated reporter to Plaintiffs retaliation complaint.
635. This action taken against a Chief is highly irregular.

636. Plaintiff had known Defendant CHELL since he was a sergeant, and it was clear to him that he was being directed start a disciplinary trail on Plaintiff.
637. In this meeting Defendant CHELL brought up the Memorial Day incident as if Plaintiff had done anything wrong.
638. Defendant MADDREY ordered Defendant CHELL to discipline Plaintiff.
639. Defendant MADDREY, who is an attorney, is well versed at masking his retaliatory actions on the job.
640. In this instance, Defendants CHELL and MADDREY disciplined Chief Tolentino in an effort to hide his true motives which is to retaliate against Plaintiff.
641. Defendant MADDREY believes that if it appears as though he is not targeting an individual that it will mask the retaliatory intent of the actions.
642. The true intent of the Defendants herein is most obvious as Plaintiff is disciplined but his boss who is in charge of the manpower in Brooklyn North, Chief Henderson, is not disciplined.
643. In fact, Plaintiff is punished for alleged infractions which transpired while he was off duty while Chief Henderson was actually on duty during the alleged infractions.
644. The discipline to Plaintiff was done purposefully in retaliation for his objections to the sexual harassment of Defendant PEARSON and to dissuade others from engaging protected activity.
645. On June 24, 2024, Plaintiff confers with Chief Jose Frias who is the Deputy Chief of the Personnel Bureau that Crafts are only to be completed for the on the job infractions which further highlights the retaliatory nature of the actions taken against Plaintiff.
646. On June 24, 2024, Plaintiff calls the CEA to file a retaliation complaint.

647. Plaintiff explains the most recent events to both CEA President Monahan and an attorney for the CEA.
648. At the end of the hour long conversation wherein Plaintiff details the sexual misconduct of Defendant PEARSON, the retaliation and the recent events of Defendant CHELL, Plaintiff is informed by the attorney that he is representing Defendant CHELL on several other complaints, he has a conflict of interest and cannot represent Plaintiff.
649. Plaintiff is further informed that while he has done everything correct to this point, that Plaintiff is ending his career by filing the OEEEO.
650. Undeterred, on June 24, 2024 at 4:35 pm, Plaintiff files a formal OEEEO complaint for retaliation against Defendants PEARSON, CHELL and MADDREY.
651. The complaint is taken by Commanding Officer of OEEEO Tyrice Miller.
652. Prior to the meeting with OEEEO Plaintiff sends a text message to Police Commissioner Caban that he will be filing a retaliation complaint that day.
653. Commissioner Caban never responds to the text message.
654. On June 27, 2024, Plaintiff receives an email from the NYPD Patrol Services Bureau the manning system that Plaintiff had explained to Defendant CHELL on June 24, 2024 and was subsequently disciplined for was being implemented city-wide.
655. The real reason for Plaintiff having his tour changed and receiving discipline was in retaliation for his objections to the sexual harassment of Defendant PEARSON.
656. On June 28, 2024, Plaintiff is informed that Internal Affairs and City Hall would be handling his OEEEO complaint.
657. Plaintiff has a scheduled vacation from June 29, 2024 until July 12, 2024.
658. On the last day prior to his vacation, Plaintiff was approached by a Lieutenant about

Defendant PEARSON.

659. Defendant PEARSON was sexually harassing a women detective who he claimed owed him sex in exchange for him getting her promoted.
660. On Monday July 15, 2024, Plaintiff's first day back at work, he reported the sexual harassment allegation against Defendant PEARSON to OEEO Commanding Officer Miller.
661. Miller responds to Plaintiff and informs him that he believes this should be a new case against Defendant PEARSON.
662. Upon information and belief a new log is generated for the OEEO complaint against Defendant PEARSON.
663. It should be noted that the Defendant CITY had actual knowledge of the misconduct of Defendant PEARSON since December 2022 and have refused to take action for more than eighteen (18) months which has resulted in numerous women being harassed and many others who have had their careers ruined because Defendant PEARSON's sexual misconduct.
664. The Defendants refuse to take action to discipline Defendant PEARSON.
665. On July 16, 2024, Plaintiff was in attendance to 8<sup>th</sup> Floor meeting for 1 Star Chief's and above which is chaired by Defendant MADDREY.
666. At around 10:45 am at the conference, Defendant CHELL immediately begins to state that he is Defendant MADDREY's Executive Officer and then proceeds to state "I don't give a crap about anyone who has filed complaints against me. I will see you in my deposition in get back from Florida in 2025. This is my last spot."
667. Defendant CHELL further states that "some people only respond to one way of being



talking to.”

668. This is in direct response to Plaintiff’s allegations against Defendant CHELL that he talked to him in an unprofessional manner.
669. Defendant CHELL further states that “this is a 24 hours a day, 7 day a week job and if you don’t like it you should retire.”
670. Plaintiff took the admissions of Defendant CHELL to mean that he
- a. is aware that Plaintiff made a complaints against him for retaliation,
  - b. is extremely close with Defendant MADDREY and will protect him,
  - c. and Defendants MADDREY and PEARSON will continue to retaliate against Plaintiff until he resigns.
671. Immediately following the meeting, Plaintiff files a supplemental complaint for retaliation with OEEO Commanding Officer Miller.
672. The retaliation towards Plaintiff is continuous and ongoing to date.
673. The hostile work environment and retaliation complained of herein took a severe emotional toll on Plaintiff.
674. The hostile work environment and retaliation complained of herein became so severe that it exacerbated Plaintiff’s GERD disease and caused him to suffer heart palpitations.
675. Throughout this entire time, Plaintiff was working under constant stress and worry about his team and how to protect them from Defendant PEARSON.
676. The stress of the events described herein took a great toll on Plaintiff which negatively impacted him, his family and marriage while he was burdened with the unrelenting stress of dealing with the sexual exploits of Defendant PEARSON.
677. At every level of city government, good people have turned a blind eye to the sexual

- misconduct of Defendant PEARSON and the trail of retaliation he has left in his wake.
678. Their failure to act as leaders in the face of Defendant PEARSON's unlawful actions has led to Plaintiff, Sergeant Ludemann, Sergeant Ferrari and Lieutenant Huang's careers being senselessly ruined.
679. At all times herein, Plaintiff was discriminated against due to his association with Sergeant Ludemann who was being sexually harassed.
680. At all times herein, Plaintiff was retaliated against due to his association with Sergeant Ludemann who was being sexually harassed.
681. At all times herein, Plaintiff was retaliated against due to his objections to the sexual harassment of Sergeant Ludemann.
682. At all times herein, the team members were caused to work in a hostile work environment due to the sexual harassment of Defendant PEARSON.
683. Plaintiff is qualified for his positions with the NYPD and is being retaliated against.
684. Plaintiff suffered economic and emotional distress as a result of the conduct of the Defendants herein.
685. Plaintiff's career prospects and upward mobility within the NYPD has been negatively altered as a result of the conduct of the Defendants herein.
686. Plaintiff also suffered severe emotional distress as a result of the unlawful actions contained herein.
687. The Defendants herein failed to properly investigate Plaintiff's complaints of sexual harassment and retaliation.
688. As a result, Plaintiff was forced to endure continued harassment and retaliation.
689. The City of New York and New York City Police Department, having been on notice

of the sexual harassment and retaliation, yet failing to intervene on Plaintiff's behalf, are strictly liable to Plaintiff.

690. Plaintiff was forced to work in a hostile work environment and endure continuous sexual harassment, discrimination, and retaliation.

691. This has caused Plaintiff to suffer severe emotional distress.

692. Plaintiff is a member of a protected group in that he was subjected to a hostile work environment as a result of the sexual harassment of Defendant PEARSON.

693. The sexual harassment was so commonplace that the men of the Unit had to devise a plan and actively police the workplace to ensure that Defendant PEARSON was not alone with women.

694. Plaintiff's role in the office made him uncomfortable and subjected him to a hostile work environment on the basis of sexual harassment.

695. This atmosphere was severe and pervasive and altered Plaintiff's ability to perform his job.

696. The team members of MSA regularly engaged in protected activity when they all discussed and confirmed that Defendant PEARSON was a sexual predator in the workplace.

697. Plaintiff repeatedly complained about the conduct to his supervisor Bernard Adams.

698. When Plaintiff complained about the sexual harassment and was kicked out of the unit as a result.

699. Plaintiff engaged in protected activity repeatedly from December 2022 until his final protected act when he requested a transfer to get away from the sexual harassment and Defendant PEARSON.

700. Defendant PEARSON and Defendant MADDREY were aware that Plaintiff engaged in protected activity when he objected to the sexual harassment and when he requested a transfer out of MSA.
701. Defendant PEARSON and Defendant MADDREY punished Plaintiff and the other members of the team for their engagement in protected activity.
702. The hostile actions taken against Plaintiff, Sergeant Ferrari and Sergeant Ludemann were done purposefully to dissuade others from engaging in protected activity.
703. Further, Plaintiff was unable to attend work without severe emotional duress causing him to suffer more harm.
704. The Defendant CITY was aware of the sexual harassment dating back to 2022, yet failed to take remedial action which subjected Plaintiff to further harassment and retaliation.
705. By failing to take remedial action following the complaints of Plaintiff and the MSA team, Defendant CITY condoned and acquiesced to the discriminatory conduct.
706. As a result of the knowledge by upper management of the conduct towards Plaintiff namely sexually harassing and retaliating against the MSA team and their failure to take remedial action, liability is imputed to Defendant CITY.
707. Any actions taken by the Defendants herein to curb the sexual harassment suffered by Plaintiff amount to mere “window dressing” and forced Plaintiff to work in a hostile work environment.
708. The discriminatory and retaliatory actions of the Defendants described herein were continuous and ongoing from 2022 until the present date.
709. Plaintiff was forced to attend work and endured sexual harassment and retaliation day

after day and year after year without supervisory intervention forcing Plaintiff to work in a hostile work environment.

710. These actions by the Defendants herein which caused the hostile work environment for Plaintiff were severe and pervasive.

711. As a result of Defendant CITY being on notice of the sexual harassment dating back to 2022, and subsequent failure to take prompt and effective remedial action and/or that the Defendant CITY should have known and failed to exercise reasonable diligence to prevent future acts, the Defendants PEARSON, and MADDREY, are strictly liable to Plaintiff pursuant to New York City Human Rights Law (hereinafter referred to as "NYCHRL") §8-107(13)(b).

712. As a result of the Defendants' failure to prevent the discriminatory atmosphere in which Plaintiff was subjected, the intentional, malicious, and reckless indifference that resulted in sexual harassment, discrimination and retaliation of Plaintiff, Defendants are subjected to punitive damages in this action.

713. The Defendants' failure to intervene and protect Plaintiff, despite knowing that employment sexual harassment, discrimination and retaliation are unlawful, which is common knowledge in today's society that employment sexual harassment, discrimination and retaliation is impermissible, Plaintiff is entitled to an award of punitive damages.

714. The Defendants' egregious misconduct is evidence of the Defendants mental state of intentional sexual harassment, discrimination, and retaliation.

715. Plaintiff engaged in protected activity when he objected to the harassment of Defendant PEARSON and was retaliated against for said complaints.

716. Plaintiff suffered disadvantageous employment actions, and more than petty slights and trivial inconveniences when he was demoted, denied promotional opportunities , transferred, and stripped of all overtime by the Defendants herein.
717. Plaintiff suffered more than petty slights and trivial inconveniences as a result of the discriminatory and retaliatory actions of the Defendants herein.
718. Plaintiff was forced to work in a hostile work environment as a result of the facts described herein.
719. Plaintiff alleges that the actions of the defendants herein caused him to suffer severe and pervasive emotional distress as a result of that hostile environment.
720. Plaintiff, at all times herein, was treated less well than abled bodied employees due to his gender .
721. This disparate treatment resulted in Plaintiff being forced to work in a hostile work environment as a result of his gender.
722. At all times herein, Defendants PEARSON, CHELL and MADDREY were supervisors of Plaintiff and treated his in an unlawful manner.
723. At all times herein, the Defendant CITY knew or should have known of the discriminatory conduct herein yet refused to take action to stop the conduct complained of herein.
724. At all times herein, the Defendant CITY acquiesced to the conduct complained of herein.
725. The retaliatory actions of Defendants PEARSON, CHELL and MADDREY were undertaken purposefully to punish Plaintiff for engaging in protected activity.
726. At all times herein The retaliatory actions of Defendants PEARSON, CHELL and

MADDREY were undertaken purposefully to dissuade others from engaging in protected activity.

**COUNT I**  
**RETALIATION**  
**STRICT LIABILITY IN VIOLATION OF**  
**NEW YORK CITY ADMINISTRATIVE CODE § 8-107(13)(b)**  
**AGAINST ALL DEFENDANTS**

727. Plaintiff re-alleges all paragraphs contained herein and incorporates them by reference of Count I of this complaint.
728. Plaintiff alleges that New York City Administrative Code § 8-107 (13) (b), makes a Defendant strictly liable for the acts of managers and supervisors against a subordinate employee, such as the Plaintiff herein.
729. Plaintiff was subjected to repeated retaliatory acts following the lawful complaints made by Plaintiff regarding sex and gender discrimination.
730. The Defendant CITY OF NEW YORK was aware of the actions of managers and supervisors, including Defendants PEARSON, and MADDREY. The Defendants failed to exercise reasonable diligence to prevent such retaliatory conduct.
731. Plaintiff performed his job duties satisfactorily which is reflected in Plaintiffs stellar performance evaluations and numerous commendations. Nevertheless, Defendants denied Plaintiff benefits of employment, including all favorable conditions and emoluments thereof because of Plaintiff's gender, sexual harassment, and created a hostile work environment by the conduct of Defendants PEARSON, and MADDREY, and without any non-discriminatory basis thereof. The wrongful conduct was condoned by the Defendant CITY.
732. At all times herein, the Defendants PEARSON, MADDREY and CHELL held a

supervisory role to Plaintiff.

733. Defendants' actions were taken under circumstances giving rise to an inference of retaliation.
734. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff lost his job, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, lost career, and business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.
735. Plaintiff alleges Defendants PEARSON, and MADDREY, engaged in various unlawful employment actions against Plaintiff in retaliation for his lawfully protected complaints of sex and gender discrimination.
736. Plaintiff alleges that as a direct and proximate result of the unlawful employment practices of Defendants PEARSON, and MADDREY, Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, punitive damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.
737. As a result of Defendants willful actions, they are strictly liable to Plaintiff for their actions.

**COUNT II**  
**RETALIATION**  
**IN VIOLATION OF NEW YORK**  
**STATE EXECUTIVE LAW § 296**  
**AGAINST ALL DEFENDANTS**

738. Plaintiff re-alleges all paragraphs herein and incorporates them by reference in Count II of this complaint.
739. Plaintiff alleges that New York State Executive Law §296, makes it unlawful to deny



employment and benefits therein in retaliation for Plaintiff engaging in lawfully protected activity.

740. Plaintiff engaged in protected activity when she complained of sex, gender and pregnancy discrimination related to the sexual harassment.
741. Plaintiff was retaliated against by the Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, Individually, as a result of his engagement in protected activity.
742. Defendants' actions were taken under circumstances giving rise to an inference of retaliation.
743. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff lost significant income, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, hurt his credit rating, lost career, and business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.
744. Plaintiff alleges Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, engaged in various unlawful employment actions against Plaintiff in retaliation for Plaintiff's lawfully protected complaints.
745. Plaintiff alleges that as a direct and proximate result of the unlawful employment practices of Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.

**COUNT III**  
**RETALIATION**  
**IN VIOLATION OF NEW YORK CITY**  
**ADMINISTRATIVE CODE § 8-107**  
**AGAINST ALL DEFENDANTS**

746. Plaintiff re-alleges all paragraphs herein and incorporates them by reference in Count III of this complaint.
747. Plaintiff alleges that New York City Administrative Code § 8-107, makes it unlawful to deny employment in retaliation for Plaintiff engaging in protected activity.
748. Plaintiff engaged in protected activity when she complained of sex, gender and pregnancy discrimination related to the sexual harassment.
749. Plaintiff was retaliated against by the Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, Individually, as a result of his engagement in protected activity.
750. Defendants' actions were taken under circumstances giving rise to an inference of retaliation.
751. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, hurt his credit rating, lost career, and business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.
752. Plaintiff alleges Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, engaged in various unlawful employment actions against Plaintiff in retaliation for Plaintiff's lawfully protected complaints.

753. Plaintiff alleges that as a direct and proximate result of the unlawful employment practices of Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, punitive damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.

**COUNT IV**  
**SEX/GENDER DISCRIMINATION/SEXUAL HARRASSMENT/ASSOCIATION**  
**STRICT LIABILITY IN VIOLATION OF**  
**NEW YORK CITY ADMINISTRATIVE CODE § 8-107(13)(b)**  
**AGAINST ALL DEFENDANTS**

754. Plaintiff re-alleges all paragraphs herein and incorporates them by reference in Count IV of this complaint.

755. At all times herein, Plaintiff was associated with someone being sexually harassed and subjected to adverse actions as a result.

756. Plaintiff alleges that New York City Administrative Code § 8-107 (13) (b), makes a Defendant strictly liable for the discriminatory acts of managers and supervisors against a subordinate employee, such as the Plaintiff herein.

757. Plaintiff was subjected to an office with repeated sexual harassment following the lawful complaints made by Plaintiff regarding sex, and gender, discrimination.

758. The Defendants were aware of the actions of managers and supervisors, including Defendants PEARSON, and MADDREY, but failed to take corrective remedial action which forced Plaintiff to be subjected to future sexual harassment, a hostile work environment and repeated comments involving sex.

759. The Defendants failed to exercise reasonable diligence to prevent such discriminatory

conduct.

760. At all times herein, the Defendants PEARSON, CHELL and MADDREY and held a supervisory role to Plaintiff.
761. At all times herein, the Defendants knew or should have known about the discriminatory and retaliatory treatment towards Plaintiff but failed to take actions to prevent said unlawful conduct.
762. At all times herein, the Defendants acquiesced to the conduct of the Defendants herein.
763. Plaintiff performed his job duties satisfactorily which is reflected in Plaintiffs stellar performance evaluations. Nevertheless, Defendants denied Plaintiff benefits of employment, including all favorable conditions and emoluments thereof because of Plaintiff's gender, sex, sexual harassment, created a hostile work environment by the conduct of Defendants PEARSON, CHELL and MADDREY and without any non-discriminatory basis thereof. The wrongful conduct was condoned by the Defendant CITY.
764. Defendants' actions were taken under circumstances giving rise to an inference of discrimination.
765. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff was denied promotional opportunities, overtime, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, hurt his credit rating, business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.
766. Plaintiff alleges Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, engaged in various

unlawful employment actions against Plaintiff based on his sex and gender and association with someone being sexually harassed.

767. Plaintiff alleges that as a direct and proximate result of the unlawful employment practices of Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, punitive damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.
768. As a result of Defendants willful actions, they are strictly liable to Plaintiff for their actions.

**COUNT V**  
**SEX/GENDER/SEXUAL HARASSMENT ASSOCIATION DISCRIMINATION**  
**HOSTILE WORK ENVIRONMENT**  
**STRICT LIABILITY IN VIOLATION OF**  
**NEW YORK CITY ADMINISTRATIVE CODE § 8-107(13)(b)**  
**AGAINST ALL DEFENDANTS**

769. Plaintiff re-alleges all paragraphs herein and incorporates them by reference in Count V of this complaint.
770. Plaintiff alleges that New York City Administrative Code § 8-107 (13) (b), makes a Defendant strictly liable for the acts of managers and supervisors against a subordinate employee, such as the Plaintiff herein.
771. Plaintiff was subjected to repeated discriminatory acts following his association with Ludemann who was subjected to discrimination on the basis of sex, gender, and pregnancy discrimination.
772. Plaintiff performed his job duties satisfactorily which is reflected in Plaintiffs stellar performance evaluations. Nevertheless, Defendants denied Plaintiff benefits of

employment, including all favorable conditions and emoluments thereof because of Plaintiff's association with someone who was being discriminated against based on their gender, pregnancy, sexual harassment, created a hostile work environment by the conduct of Defendants CITY, NYC ECONOMIC DEVELOPMENT, PEARSON, MADDREY and CHELL without any non-discriminatory basis thereof. The wrongful conduct was condoned by the Defendant CITY.

773. The Defendants were aware of the actions of managers and supervisors, including Defendants PEARSON, and MADDREY, but failed to take corrective remedial action which forced Plaintiff to be subjected to future retaliation.

774. The Defendants failed to exercise reasonable diligence to prevent such retaliatory conduct.

775. Plaintiff performed his job duties satisfactorily which is reflected in Plaintiff's stellar performance evaluations. Nevertheless, Defendants denied Plaintiff benefits of employment, including all favorable conditions and emoluments thereof because of Plaintiff's gender, pregnancy, sexual harassment, created a hostile work environment by the conduct of Defendants CITY, NYC ECONOMIC DEVELOPMENT, PEARSON, MADDREY and CHELL and without any non-discriminatory basis thereof. The wrongful conduct was condoned by the Defendant CITY.

776. Defendants' actions were taken under circumstances giving rise to an inference of retaliation.

777. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff was denied promotional opportunities, overtime, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, hurt his credit rating,

business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.

778. Plaintiff alleges Defendants CITY, NYC ECONOMIC DEVELOPMENT, PEARSON, MADDREY and CHELL , engaged in various unlawful employment actions against Plaintiff in retaliation for his lawfully protected complaints of sex, gender, and pregnancy discrimination.
779. Plaintiff alleges that as a direct and proximate result of the unlawful employment practices of Defendants CITY, NYC ECONOMIC DEVELOPMENT, PEARSON, MADDREY and CHELL , Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, punitive damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.
780. As a result of Defendants willful actions, they are strictly liable to Plaintiff for their actions.

**COUNT VI**  
**SEX/GENDER DISCRIMINATION/SEXUAL HARRASSMENT**  
**HOSTILE WORK ENVIRONMENT**  
**IN VIOLATION OF NEW YORK**  
**STATE EXECUTIVE LAW § 296**  
**AGAINST ALL DEFENDANTS**

781. Plaintiff re-alleges all paragraphs herein and incorporates them by reference in Count VI of this complaint.
782. Plaintiff alleges that New York State Executive Law §296, prohibits discrimination, harassment, and disparate treatment on the basis of gender in employment.
783. Plaintiff performed his job duties satisfactorily which is reflected in Plaintiffs stellar performance evaluations. Nevertheless, Defendants denied Plaintiff benefits of employment, including all favorable conditions and emoluments thereof because of

Plaintiff's gender, sex, sexual harassment, created a hostile work environment by the conduct of Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL and without any non-discriminatory basis thereof. The wrongful conduct was condoned by the Defendant CITY.

784. At all times herein, Plaintiff was associated with someone being sexually harassed and subjected to adverse actions as a result.
785. Defendants' actions were taken under circumstances giving rise to an inference of discrimination.
786. Due to the atmosphere created by the Defendant PEARSON, Plaintiff was subjected to a hostile work environment.
787. Defendants subjected Plaintiff to a materially adverse and hostile work environment by subjecting him, day after day and year after year, without supervisory intervention to sexual harassment, discrimination and retaliation based on his sex and gender.
788. The actions of the Defendants towards Plaintiff were severe and pervasive.
789. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff was denied promotional opportunities, overtime, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, hurt his credit rating, business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.
790. Plaintiff alleges Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, engaged in various unlawful employment actions against Plaintiff based on his sex and gender.
791. Plaintiff alleges that as a direct and proximate result of the unlawful employment



practices including a subjecting Plaintiff to a hostile work environment, of Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.

**COUNT VII**  
**SEX/GENDER DISCRIMINATION/SEXUAL HARRASSMENT**  
**IN VIOLATION OF NEW YORK CITY**  
**ADMINISTRATIVE CODE § 8-107**  
**AGAINST ALL DEFENDANTS**

792. Plaintiff re-alleges all paragraphs herein and incorporates them by reference in Count VII of this complaint.
793. Plaintiff alleges that New York City Administrative Code § 8-107, makes it unlawful to deny employment on the basis of his sex and gender.
794. At all times herein, Plaintiff was associated with someone being sexually harassed and subjected to adverse actions as a result.
795. Plaintiff performed his job duties satisfactorily which is reflected in Plaintiffs stellar performance evaluations. Nevertheless, Defendants denied Plaintiff benefits of employment, including all favorable conditions and emoluments thereof because of Plaintiff's gender, sex, sexual harassment, created a hostile work environment by the conduct of Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL without any non-discriminatory basis thereof. The wrongful conduct was condoned by the Defendant CITY.
796. Defendants' actions were taken under circumstances giving rise to an inference of discrimination.

797. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff was denied promotional opportunities, overtime, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, hurt his credit rating, business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.
798. Plaintiff alleges Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, engaged in various unlawful employment actions against Plaintiff based on his sex and gender.
799. Plaintiff alleges that as a direct and proximate result of the unlawful employment practices of Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, punitive damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.

**COUNT VIII**  
**SEX/GENDER DISCRIMINATION/SEXUAL HARRASSMENT**  
**HOSTILE WORK ENVIRONMENT**  
**IN VIOLATION OF NEW YORK CITY**  
**ADMINISTRATIVE CODE § 8-107**  
**AGAINST ALL DEFENDANTS**

800. Plaintiff re-alleges all paragraphs herein and incorporates them by reference in Count VIII of this complaint.
801. Plaintiff alleges that New York City Administrative Code § 8-107, makes it unlawful to deny employment on the basis of his sex and gender.
802. At all times herein, Plaintiff was associated with someone being sexually harassed and subjected to adverse actions as a result.

803. Plaintiff performed his job duties satisfactorily which is reflected in Plaintiffs stellar performance evaluations. Nevertheless, Defendants denied Plaintiff benefits of employment, including all favorable conditions and emoluments thereof because of Plaintiff's gender, sex, sexual harassment, created a hostile work environment by the conduct of Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL and without any non-discriminatory basis thereof. The wrongful conduct was condoned by the Defendant CITY.
804. Defendants' actions were taken under circumstances giving rise to an inference of discrimination.
805. Defendants subjected Plaintiff to a materially adverse and hostile work environment by subjecting his, day after day and year after year, without supervisory intervention to sexual harassment, discrimination and retaliation based on his sex and gender.
806. The actions of the Defendants towards Plaintiff were severe and pervasive.
807. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff was denied promotional opportunities, overtime, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, hurt his credit rating, business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.
808. Plaintiff alleges Defendants CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, engaged in various unlawful employment actions against Plaintiff based on his sex and gender.
809. Plaintiff alleges that as a direct and proximate result of the unlawful employment practices, including subjecting Plaintiff to a hostile work environment, of Defendants

CITY OF NEW YORK, NYC ECONOMIC DEVELOPMENT GROUP, PEARSON, MADDREY, and CHELL, Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, punitive damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.

**COUNT IX**  
**SEX/GENDER/PREGNANCY ASSOCIATION DISCRIMINATION**  
**IN VIOLATION OF NEW YORK CITY**  
**ADMINISTRATIVE CODE § 8-107**  
**AGAINST ALL DEFENDANTS**

810. Plaintiff re-alleges all paragraphs herein and incorporates them by reference in Count IX of this complaint.
811. Plaintiff alleges that New York City Administrative Code § 8-107, makes it unlawful to deny employment on the basis of their association with someone based on their sex and gender or who becomes pregnant.
812. Plaintiff alleges that he was subjected to employment discrimination due to his association with someone who was being discriminated against on the basis of their sex, gender, sexually harassed and/or was pregnant.
813. Plaintiff was subjected to adverse employment actions and actions that are more
814. Plaintiff performed his job duties satisfactorily which is reflected in Plaintiffs stellar performance evaluations. Nevertheless, Defendants denied Plaintiff benefits of employment, including all favorable conditions and emoluments thereof because of Plaintiff's association with someone who was being discriminated against based on their gender, pregnancy, sexual harassment, created a hostile work environment by the conduct of Defendants CITY, PEARSON, and MADDREY without any non-discriminatory basis thereof. The wrongful conduct was condoned by the Defendant

CITY.

815. Defendants' actions were taken under circumstances giving rise to an inference of discrimination.
816. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff was denied promotional opportunities, overtime, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, hurt his credit rating, business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.
817. Plaintiff alleges Defendants CITY, PEARSON, and MADDREY, engaged in various unlawful employment actions against Plaintiff based on his sex and gender.
818. Plaintiff alleges that as a direct and proximate result of the unlawful employment practices of Defendants CITY, PEARSON, and MADDREY, Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, punitive damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.

**COUNT X**  
**SEX/GENDER/SEXUAL HARASSMENT ASSOCIATION DISCRIMINATION**  
**HOSTILE WORK ENVIRONMENT**  
**IN VIOLATION OF NEW YORK CITY**  
**ADMINISTRATIVE CODE § 8-107**  
**AGAINST ALL DEFENDANTS**

819. Plaintiff re-alleges all paragraphs herein and incorporates them by reference in Count X of this complaint.
820. Plaintiff alleges that New York City Administrative Code § 8-107, makes it unlawful to deny employment on the basis of his sex and gender and to someone associated with someone being discriminated against on the basis of sex and gender. .

821. Plaintiff performed his job duties satisfactorily which is reflected in Plaintiffs stellar performance evaluations. Nevertheless, Defendants denied Plaintiff benefits of employment, including all favorable conditions and emoluments thereof because of Plaintiff's association with someone who was being discriminated against based on their gender, pregnancy, sexual harassment, created a hostile work environment by the conduct of Defendants CITY, PEARSON, and MADDREY and without any non-discriminatory basis thereof. The wrongful conduct was condoned by the Defendant CITY.
822. Defendants' actions were taken under circumstances giving rise to an inference of discrimination.
823. Defendants subjected Plaintiff to a materially adverse and hostile work environment by subjecting his, day after day and year after year, without supervisory intervention to discrimination and retaliation based on his sex and gender.
824. The actions of the Defendants towards Plaintiff were severe and pervasive.
825. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff was denied promotional opportunities, overtime, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, hurt his credit rating, business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.
826. Plaintiff alleges Defendants CITY, PEARSON, and MADDREY, engaged in various unlawful employment actions against Plaintiff based on his sex and gender.
827. Plaintiff alleges that as a direct and proximate result of the unlawful employment practices, including subjecting Plaintiff to a hostile work environment, of Defendants

CITY, PEARSON, and MADDREY, Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, punitive damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.

**COUNT XI**  
**SEX/GENDER/PREGNANCY ASSOCIATION DISCRIMINATION**  
**STRICT LIABILITY IN VIOLATION OF**  
**NEW YORK CITY ADMINISTRATIVE CODE § 8-107(13)(b)**  
**AGAINST ALL DEFENDANTS**

828. Plaintiff re-alleges all paragraphs herein and incorporates them by reference in Count XI of this complaint.
829. Plaintiff alleges that New York City Administrative Code § 8-107, makes it unlawful to deny employment on the basis of his sex and gender and to someone associated with someone being discriminated against on the basis of sex and gender. .
830. Plaintiff alleges that New York City Administrative Code § 8-107 (13) (b), makes a Defendant strictly liable for the discriminatory acts of managers and supervisors against a subordinate employee, such as the Plaintiff herein.
831. Plaintiff was denied Plaintiff benefits of employment, including all favorable conditions and emoluments thereof because of Plaintiff's association with someone who was being discriminated against based on their gender, pregnancy, sexual harassment, created a hostile work environment by the conduct of Defendants CITY, PEARSON, and MADDREY.
832. Plaintiff was subjected to repeated discrimination as a result of his association with someone who is being discriminated against on the basis of sex, gender, and pregnancy discrimination.

833. The Defendants were aware of the actions of managers and supervisors, including Defendants PEARSON, and MADDREY, but failed to take corrective remedial action which forced Plaintiff to be subjected to future sexual harassment, sexual assault and repeated comments involving sex.
834. The Defendants failed to exercise reasonable diligence to prevent such discriminatory conduct.
835. Plaintiff performed his job duties satisfactorily which is reflected in Plaintiffs stellar performance evaluations. Nevertheless, Defendants denied Plaintiff benefits of employment, including all favorable conditions and emoluments thereof because of Plaintiff's gender, pregnancy, sexual harassment, created a hostile work environment by the conduct of Defendants PEARSON, and MADDREY and without any non-discriminatory basis thereof. The wrongful conduct was condoned by the Defendant CITY.
836. Defendants' actions were taken under circumstances giving rise to an inference of discrimination.
837. The direct and proximate cause of Defendants' recklessness and negligence, Plaintiff was denied promotional opportunities, overtime, suffered lost past and future wages, lost other valuable benefits and emoluments of employment, hurt his credit rating, business opportunities, suffered severe damage to his good name and reputation, and endured severe emotional pain and trauma, all to his detriment.
838. Plaintiff alleges Defendants CITY, PEARSON, and MADDREY, engaged in various unlawful employment actions against Plaintiff based on his sex and gender.
839. Plaintiff alleges that as a direct and proximate result of the unlawful employment



practices of Defendants CITY, PEARSON, and MADDREY, Plaintiff incurred significant legal costs, back pay, front pay, compensatory damages, punitive damages, attorneys' fees, emotional distress, and damage to his personal and professional reputation.

840. As a result of Defendants willful actions, they are strictly liable to Plaintiff for their actions.

**COUNT XII**  
**NEW YORK CITY ADMINISTRATIVE CODE §8-502**  
**(AGAINST ALL DEFENDANTS)**

841. Plaintiff re-alleges and incorporates all paragraphs contained herein by reference to Count XII of this complaint.
842. By reason thereof, Defendant has violated New York City Administrative Code §8-502(a), and Plaintiff has been damaged in an amount to be determined at trial.

**JURY TRIAL**

843. Plaintiff demands a trial by jury of all issues in this action that are so triable.

**PRAYER FOR RELIEF**

WHEREFORE, Plaintiff respectfully request that the Court:

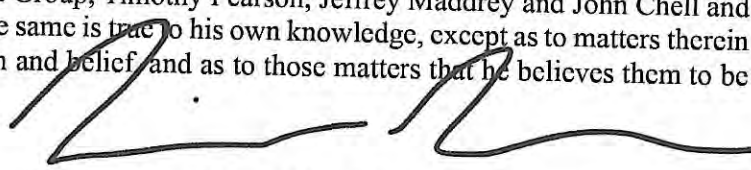
- a. Award compensatory damages for the back pay, front pay, pain, suffering, emotional distress, loss of dignity, humiliation, and damages to reputation and livelihood endured by Plaintiff and all other damages afforded to Plaintiff by statute or otherwise in an amount to be determined at trial.
- b. Award Plaintiff punitive damages in an amount to be determined at trial New York City Human Rights Law Administrative Code §8-502(a) against Defendants NYC ECONOMIC DEVELOPMENT GROUP, TIMOTHY



INDIVIDUAL VERIFICATION

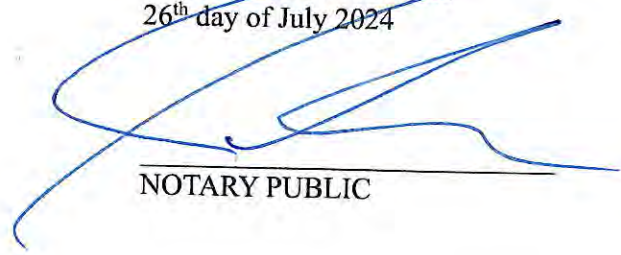
STATE OF NEW YORK  
COUNTY OF NEW YORK

MILTADIS MARMARA, being duly sworn, deposes and says; that he is the claimant herein; that he has read the foregoing summons and complaint against The City of New York, New York City Economic Development Group, Timothy Pearson, Jeffrey Maddrey and John Chell and knows the contents thereof; that the same is true to his own knowledge, except as to matters therein stated to be alleged on information and belief and as to those matters that he believes them to be true.



MILTADIS MARMARA

Sworn To Before Me This  
26<sup>th</sup> day of July 2024



NOTARY PUBLIC

JOHN ANDREW SCOLA JR.  
NOTARY PUBLIC, STATE OF NEW YORK  
Registration No. 02SC0019001  
Qualified in New York County  
Commission Expires December 21, 2027