MICHAEL A. SIRAGUSA
ERIE COUNTY ATTORNEY

COUNTY OF ERIE

MARK C. POLONCARZ
COUNTY EXECUTIVE
DEPARTMENT OF LAW

MICHELLE M. PARKER
FIRST ASSISTANT COUNTY ATTORNEY

JEREMY C. TOTH
SECOND ASSISTANT COUNTY ATTORNEY

November 25, 2013

Mr. Robert M. Graber, Clerk
Erie County Legislature
92 Franklin Street. 4th Floor
Buffalo, New York 14202

Dear Mr. Graber:

In compliance with the Resolution passed by the Erie County Legislature on June 25, 1987, regarding notification of lawsuits and claims filed against the County of Erie, enclosed please find a copy of the following:

File Name:	*Bailey, Jareld v. Erie County Sheriff's Office*
Document Received:	Division of Human Rights Charge of Discrimination
Name of Claimant:	Jareld Bailey
Claimant's attorney:	Claimant is proceeding *pro se*.

Should you have any questions, please call.

Very truly yours,

MICHAEL A. SIRAGUSA
Erie County Attorney

By: Michelle Parker
Michelle M. Parker
First Assistant County Attorney

MMP:dld

Enc.

ANDREW M. CUOMO
GOVERNOR

NEW YORK STATE
DIVISION OF HUMAN RIGHTS

NEW YORK STATE DIVISION OF HUMAN RIGHTS on the Complaint of JARELD BAILEY, Complainant, v. ERIE COUNTY, SHERIFF'S OFFICE, Respondent.	VERIFIED COMPLAINT Pursuant to Executive Law, Article 15 Case No. **10165554**

Federal Charge No. 16GB400606

I, Jareld Bailey, residing at 133 Hamlin Rd., Buffalo, NY, 14208, charge the above named respondent, whose address is 95 Franklin St., Rm. 1634, Buffalo, NY, 14202 with an unlawful discriminatory practice relating to employment in violation of Article 15 of the Executive Law of the State of New York (Human Rights Law) because of race/color, arrest record.

Date most recent or continuing discrimination took place is 8/26/2013.

The allegations are:

1. I am African American and have a prior arrest which was resolved in my favor through a sealed conviction. Because of this, I have been subject to unlawful discriminatory actions.

2. In July 2013, respondent interviewed me for the position of Deputy Sheriff/Corrections Officer for which I had applied in April 2009. I was reachable on the list of candidates. At this time, I disclosed my sealed arrest to the interviewers. I believe the interview went well and after the interview, Captain Hartman gave me a number to call if I did not hear from respondent within 10 days time.

3. On August 26, 2013, respondent sent me a letter stating that other candidates had been selected for the vacancies. I believe respondent failed to hire me due to my race/color and my prior sealed arrest record. I am aware that African Americans are under represented in respondent's workforce.

Based on the foregoing, I charge respondent with an unlawful discriminatory practice relating to employment because of race/color, arrest record, in violation of the New York State Human Rights Law (Executive Law, Article 15), Section 296.

I also charge the above-named respondent with violating Title VII of the Civil Rights Act of 1964, as amended (covers race, color, creed, national origin, sex relating to employment). I hereby authorize SDHR to accept this verified complaint on behalf of the U.S. Equal Employment Opportunity Commission (EEOC) subject to the statutory limitations contained in the aforementioned law(s).

I have not commenced any other civil action, nor do I have an action pending before any administrative agency, under any state or local law, based upon this same unlawful discriminatory practice.

Jareld Bailey

Jareld Bailey

STATE OF NEW YORK)
COUNTY OF) SS:

Jareld Bailey, being duly sworn, deposes and says: that he/she is the complainant herein; that he/she has read (or had read to him or her) the foregoing complaint and knows the content thereof; that the same is true of his/her own knowledge except as to the matters therein stated on information and belief; and that as to those matters, he/she believes the same to be true.

Jareld Bailey

Jareld Bailey

Subscribed and sworn to
before me this 14 day
of November, 2013

Beverly A. Freschholtz

Signature of Notary Public

BEVERLY A. FRESCHOLTZ
Notary Public, State of New York
No. 01FR6187237
Qualified in Erie County
My Commission Expires May 19, 2018