

**OHIO CIVIL RIGHTS COMMISSION
CHARGE OF DISCRIMINATION
EMPLOYMENT**

Agency Use Only

- FEPA
 EEOC

CHARGE NUMBER: (Agency Use Only)

Completely Fill in the Following

Keith L. Pool
Name of Charging Party (First Middle Last)
745 Lafayette Boulevard
Address
Sheffield Lake OH 44054 Lorain
City State Zip Code County
(440) 822-6478
Telephone Number
6/25/21
Date(s) of Discrimination

City of Sheffield Lake Division of Police
Name of Company
609 Harris Road
Address
Sheffield Lake OH 44054 Lorain
City State Zip Code County
(440) 949-7141
Telephone Number

Total Number of Employees
9/9/20
Date of Hire

I believe I was discriminated against because of my: (Please identify)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Race/Color _____ | <input type="checkbox"/> Religion _____ |
| <input type="checkbox"/> Sex _____ | <input type="checkbox"/> National Origin/Ancestry _____ |
| <input type="checkbox"/> Disability _____ | <input type="checkbox"/> Retaliation _____ |
| <input type="checkbox"/> Military Status _____ | |
| <input type="checkbox"/> Age (Over 40 years old only - List Date of Birth) _____ | |

PLEASE NOTE: Under division (A) of section 4112.052 of the Ohio Revised Code, you are prohibited from bringing a civil action under this chapter unless one of the following applies:

- (a) The conditions stated in division (B)(1) of section 4112.052 of the Ohio Revised Code are satisfied;
(b) An exception specified in division (B)(2) of section 4112.052 of the Ohio Revised Code applies.

Type of Discrimination:

- | | | |
|--|--|--|
| <input type="checkbox"/> Demotion | <input type="checkbox"/> Discharge/Termination | <input type="checkbox"/> Discipline |
| <input checked="" type="checkbox"/> Failure to Hire | <input type="checkbox"/> Forced to Resign | <input checked="" type="checkbox"/> Harassment/Sexual Harassment |
| <input type="checkbox"/> Layoff | <input type="checkbox"/> Promotion | <input type="checkbox"/> Reasonable Accommodation |
| <input checked="" type="checkbox"/> Other (Specify) <u>racial harassment that materially interfered with terms, conditions, privileges of employment</u> | | |

Please write a brief but detailed statement of the facts that you believe indicate an unlawful discriminatory practice. Please write legibly.

I have been employed as a police officer for the City of Sheffield Lake Division of Police since September 9, 2020. Between then and June 25, 2021, then-Chief of Police Anthony Campo harassed me on an ongoing basis because I am Black. One or more of my other superior officers had knowledge of Mr. Campo harassing me because I am Black but did not stop him.

Mr. Campo created racially offensive images mocking me, which he posted on police department bulletin boards and showed to other employees. These include the attached image created using faceinole.com depicting me and using the caption "the raccoon reaper" and the attached image of a car with large rims, tinted windows, and my name. He also posted images racially harassing the only Latino officer in the division, including the attached image depicting the Latino officer's face as part of a salsa logo.

Mr. Campo made racially offensive remarks, including telling me and a biracial officer, when we were sitting in a squad car, that it looked like our windows were tinted, referring to the fact that we have dark skin.

On June 25, 2021, Mr. Campo made a sign reading "Ku Klux Klan," which he typed and printed on a division of police computer and printer, and placed it on my raincoat over the "Police" label. Then he made a pointy Ku Klux Klan hat out of paper and wore it in front of me and other employees. He told me I should wear the KKK hat on my next service call.

Other police division employees have told me that before I was hired, Mr. Campo interfered with my application and recruitment process and said in the presence of multiple employees that he would never hire a "n*gger."

I declare under penalty of perjury that I have read the above charge and that it is true to the best of my knowledge, information and belief. I will advise the agency(ies) if I change my address or telephone number and that I will cooperate fully with them in the processing of my charge in accordance to their procedures.

Keith Pool
Charging Party Signature
11-1-21
Date

Notary or Ohio Civil Rights Commission Representative

Subscribed and sworn to before me on this 1st day of Nov. 2021

[Signature]
Notary or Commission Representative

Case Options and Intentions Questionnaire

Ohio law, under ORC 4112.052(A), prohibits individuals from bringing a civil action (lawsuit) in state court until they have filed a charge with the Ohio Civil Rights Commission (“OCRC” or “Commission”) and received a Notice of Right to Sue, with some exceptions¹. However, if Charging Parties wish to bring a civil action in state court as soon as possible, they can request a Notice of Right to Sue immediately. If Charging Parties request a Notice of Right to Sue at the time of filing a charge of discrimination, the Commission can issue that notice after the expiration of 60 days from the date the charge was filed.

If the Charging Parties decide to bring a civil action in state court right away, during the 60-day waiting period, the Charging Parties can take advantage of the Commission’s free and voluntary mediation program.

Charging Parties may decide to continue through the full OCRC investigation process and then decide to file a civil action in state court after the Commission makes an initial determination or otherwise dismisses the charge.

In order to process your charge effectively and efficiently, OCRC asks for Charging Parties to voluntarily inform the Commission of their intentions at the time of filing their charge(s). This information will not be shared with Respondents until all case records are made public. Any intentions stated below are not binding until you request and receive a Notice of Right to Sue, in writing. Please note that your case will not be impacted should your plans change.

Please check one, if applicable:

- I plan to request a Notice of Right to Sue (you will still need to officially request a Notice of Right to Sue in writing)
- I plan to request mediation, and if mediation is unsuccessful, I plan to request a Notice of Right to Sue
- I plan to request a full investigation conducted by OCRC, which may include mediation

¹ Exceptions are: 1) the person has received a Notice of Right to Sue from the Equal Employment Opportunity Commission (EEOC);

(2) The Commission fails to issue a Notice of Right to Sue within 45 days after one is requested and following the 60-day hold period;

(3) The civil action is seeking only injunctive relief; or

(4) The case has a Probable Cause finding and the Charging Party has withdrawn the case.