

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

Agency Use Only

- ☐ FEPA
☐ EEOC

CHARGE NUMBER: (Agency Use Only)

Completely Fill in the Following

Audali J. Torres

Name of Charging Party (First Middle Last)

4731 Chelsea Drive

Address

Lorain OH 44055 Lorain
City State Zip Code County

(440) 396-7705

Telephone Number

6/20/21

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

Unknown

Total Number of Employees

3/2013
Date of Hire

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

- ☒ Race/Color Latino
☐ Sex _____
☐ Disability _____
☐ Military Status _____
☐ Age (Over 40 years old only - List Date of Birth) _____

- ☒ Religion Roman Catholic
☒ National Origin/Ancestry Latino
☐ Retaliation _____

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:

- ☐ Demotion ☐ Discharge/Termination ☐ Discipline
☐ Failure to Hire ☐ Forced to Resign ☒ Harassment/Sexual Harassment
☐ Layoff ☐ Promotion ☒ Reasonable Accommodation
☒ Other (Specify) Threats to reduce hours and take away benefits of employment

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

I am a retired Ohio State Patrol officer, and I have worked as a part-time police officer for the City of Sheffield Lake since 3/2013 to fund the public-service work I perform with my church, including annual mission trips to El Salvador. I also work with the Open Hearts Foundation, which includes a program where children get to ride along in a police cruiser. When he was Chief of Police at Sheffield Lake, Anthony Campo constantly harassed me about my religion and my ethnicity.

When I began working at Sheffield Lake, it was understood and agreed that I would require Sundays off because I am a devout Roman Catholic. But Mr. Campo was angry that I had reached that understanding with the City and often tried to make me work on Sundays and publicly insulted me for not working on Sundays. Mr. Campo even created images of my face on a priest's body with a speech balloon saying "Oh, hell no!" that he placed on the official bulletin board with the schedules. Mr. Campo became angry about the fact that I used my paid time off to take annual mission trips to El Salvador to work in the communities there and made my work environment difficult by making insulting comments about my plans. Mr. Campo also often mocked me for observing Lent and not eating meat on Fridays.

Mr. Campo created images with my face and speech balloons that he posted to official bulletin boards in the station. These included images of my face on a jar of salsa, images of my face on a priest's body, and an image of me with two children on one of my mission trips to El Salvador and a thought bubble implying that I was a pedophile.

When I tried to stand up to Mr. Campo, he threatened to reduce my hours and threatened to not allow me to use a police cruiser as part of my charity work with Open Hearts, which I had always been allowed to do as part of outreach efforts.

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.

Charging Party Signature

Date

Notary or Ohio Civil Rights Commission Representative

Subscribed and sworn to before me on this

8th day of February 2022

Notary or Commission Representative