

IN SUPPORT OF SENATE BILL 1035  
"ERADICATING JUDICIAL BULLYING" BY SYLVESTER TRAYLOR

Sylvester Traylor  
881 Vauxhall St. Ext.  
Quaker Hill, CT. 06375  
(860) 331-4436

March 5, 2015

State of Connecticut  
Judiciary Committee  
State Capitol  
Hartford, CT. 06106

RE: In Support of SB-1035

Dear Rep. Tercyak and Sen. Gomes

I, Sylvester Traylor do hereby support SB-1035 because I believe that it is a good bill in progress. I support it becoming law because it eradicates judicial bullying, for the following reasons:

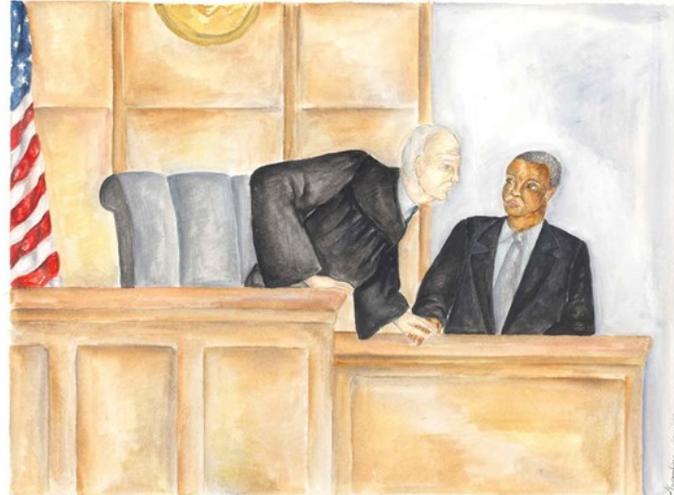
I have experienced first hand judicial bullying under Former Judge Thomas F. Parker. His offenses included ..., intimidating witnesses or parties to legal action. It is my belief that Judge Parker committed a Civil Rights violation against me by reaching into the witness box and grabbing my wrist, with the intent to intimidate and bully me because of my race and color.

Judicial Bullying is in fact an unfair and unscrupulous scheme of conspiring State Actors with the intent to provoke violence within our courts and to deprive targeted individuals of their Civil Rights. See appendixes **Exhibits A, B, C, D, E, and F** the SOCIOLOGICAL JURISPRUDENCE of Judge Parker's courtroom which sets out judicial bullying and systemic discrimination. Furthermore, kindly find attached an Affidavit marked Exhibit "A" from Habibah Abdul-Hakeem a former employee of the New London Superior Court who stated: ***"In my opinion, the animus based discrimination by the New London Superior Court towards Mr. Traylor, was in fact intended to discredit him, and this discrimination lessened his chances of obtaining a jury trial."***

On January 23, 2015, Judge Thomas F. Parker was removed as a State of Connecticut Trial Referee Judge, by Governor Dannel P. Malloy.

- To hear Judge Thomas F. Parker's testimony before the Connecticut Judiciary Committee concerning his judicial bullying. Click here: <http://ct-n.com/ctnplayer.asp?odID=11104>

Judge Thomas F. Parker's  
"Bullying" – Lack of Judicial Temperament



**INTIMIDATION OF A WITNESS**

What would have been the consequences for an African-American Plaintiff [if] the roles had been reversed, and he had reached into the judge's bench to touch a judge?

- To hear Mr. Traylor’s testimony concerning Judge Parker’s judicial bullying. Click here: <http://ctn.com/ctnplayer.asp?odID=11104>
- See the Governor’s letter addressed to the Connecticut Judiciary Committee removing Judge Parker as a Trial Referee Judge. See **Exhibit G**.

Judicial Bullying, Workplace Bullying and Cyberbullying are three types of egregious forms of intimidation which causes employee emotional harm. Furthermore, these three types of bullying have an adverse impact on workplace productivity.

The Members of Connecticut Healthy Workplace Advocates have worked ten years to get this workplace bullying bill into legislation. I hereby support this bill because it is a good bill moving in the right direction for the following reasons:

As I’ve stated earlier, I do support this good Bill in progress because it’s a move in the right direction. However, there are some concerns that the Legislative Commissioner’s Office should address as follows:

1. Given the States budgetary posture it is imperative that these forms of workplace bullying should no long be tolerated, and just make it a criminal and/or a tort offence law without a taxpayer advisory board.
2. The Act Concerning Workplace Bullying is focused on state employees and which sets up a large and unwieldy advisory board, at cost to the taxpayers. I hereby request the State Legislative Commissioner’s Office to research and report back to the Labor Committee the findings of any other states that have by passed any criminal or tort statutes remedying this type of judicial bullying that doesn’t require an advisory board for a remedy.
3. I hereby request that SB-1035 be replaced with the Healthy Workplace Bill, model in legislation that has ready been passed into law in 28 states, including Puerto Rico (though vetoed by the governor) and which allows targets of workplace bullying to get a remedy with no fiscal burden on taxpayers for the administration of the legislation. Information about this legislation is available at [www.healthyworkplacebill.org](http://www.healthyworkplacebill.org) and we have sent the model bill to members of the Labor and Public Employees commission.
4. The Members of Connecticut Healthy Workplace Advocates HEREBY REQUEST THE FOLLOWING CHANGES:
5. The definition of “workplace bullying” to be a definition of abusive conduct that reads as follows:
  - (a) Abusive work environment. An abusive work environment exists when an employer or one or more its employees, acting with intent to cause pain or distress to an employee, subjects that employee to abusive conduct that causes physical harm, psychological harm, or both.
  - (1) Abusive conduct. Abusive conduct includes acts, omissions, or both, that a reasonable person would find abusive, based on the severity, nature, and frequency of the conduct.

Abusive conduct may include, but is not limited to: repeated verbal abuse such as the use of derogatory remarks, insults, and epithets; verbal, non-verbal, or physical conduct of a threatening, intimidating, or humiliating nature; or the sabotage or undermining of an employee's work performance. It shall be considered an aggravating factor that the conduct exploited an employee's known psychological or physical illness or disability. A single act normally will not constitute abusive conduct, but an especially severe and egregious act may meet this standard.

- (2) Psychological harm. Psychological harm is the impairment of a person's mental health, as established by competent evidence.
- (3) Physical harm. Physical harm is the impairment of a person's physical health or bodily integrity, as established by competent evidence.
- (b) Adverse employment action. An adverse employment action includes, but is not limited to, a termination, demotion, unfavorable reassignment, failure to promote, disciplinary action, or reduction in compensation.
- (c) Constructive discharge. A constructive discharge shall be considered a termination, and, therefore, an adverse employment action within the meaning of this Chapter. A constructive discharge for purposes of this Chapter exists where: (1) the employee reasonably believed he or she was subjected to an abusive work environment; (2) the employee resigned because of that conduct; and, (3) the employer was aware of the abusive conduct prior to the resignation and failed to stop it.

6. We would like the following language introduced to help targets:

- (a) Abusive Work Environment. It shall be an unlawful employment practice under this Chapter to subject an employee to an abusive work environment as defined by this Chapter.
- (b) Retaliation. It shall be an unlawful employment practice under this Chapter to retaliate in any manner against an employee who has opposed any unlawful employment practice under this Chapter, or who has made a charge, testified, assisted, or participated in any manner in an investigation or proceeding under this Chapter, including, but not limited to, internal complaints and proceedings, arbitration and mediation proceedings, and legal actions.

## 7. Relief

- (a) Relief generally. Where a party is liable for an unlawful employment practice under this Chapter, the court may enjoin the defendant from engaging in the unlawful employment practice and may order any other relief that is deemed appropriate, including, but not limited to, reinstatement, removal of the offending party from the complainant's work environment, back pay, front pay, medical expenses, compensation for pain and suffering, compensation for emotional distress, punitive damages, and attorney's fees.
- (b) Limitations on employer liability. Where an employer is liable for an unlawful employment practice under this Chapter that did not include an adverse employment action, emotional distress damages and punitive damages may be awarded only when the actionable conduct was extreme and outrageous. This limitation does not apply to individually named employee defendants.

We would like the following language introduced to give respondents the following liability and affirmative defenses:

## **8. Employer Liability and Defense**

- (a) An employer shall be vicariously liable for an unlawful employment practice, as defined by this Chapter, committed by its employee.
- (b) Where the alleged unlawful employment practice does not include an adverse employment action, it shall be an affirmative defense for an employer only that:

- (1) the employer exercised reasonable care to prevent and correct promptly any actionable behavior; and,

the complainant employee unreasonably failed to take advantage of appropriate preventive or corrective opportunities provided by the employer.

## **9. Employee Liability and Defense**

- (a) An employee may be individually liable for an unlawful employment practice as defined by this Chapter.
- (b) It shall be an affirmative defense for an employee only that the employee committed an unlawful employment practice as defined in this Chapter at the direction of the employer, under actual or implied threat of an adverse employment action.

## **10. Affirmative Defenses**

It shall be an affirmative defense that:

- (a) The complaint is based on an adverse employment action reasonably made for poor performance, misconduct, or economic necessity; or,
- (b) The complaint is based on a reasonable performance evaluation; or,
- (c) The complaint is based on an employer's reasonable investigation about potentially illegal or unethical activity.

11. Lastly, we would like to emphasize that the language we propose would create no advisory committee. It would be straightforward legislation to create a private right of action, and there would be no cost to taxpayers to do this. The legislation would be fair to businesses, and would encourage them to institute best practices to make workplaces bully-free. The legislation as we propose it would give targets a remedy, which the present legislation does not do.

Wherefore I, Sylvester Traylor do hereby support SB-1035 because I believe that it is a good bill in progress. I support it becoming law because it eradicates judicial bullying, for the above reasons. However, I'm requesting the Labor Committee to forward this Bill back to the Legislative Commissioner's Office for review of the above concerns.

March 5, 2015

In Support of SB-1035,

Yours Sincerely,

/s/ Sylvester Traylor/

**Sylvester Traylor**

**881 Vauxhall St. Ext.**

**Quaker Hill, CT. 06375**

**Email: [syltr02@gmail.com](mailto:syltr02@gmail.com)**

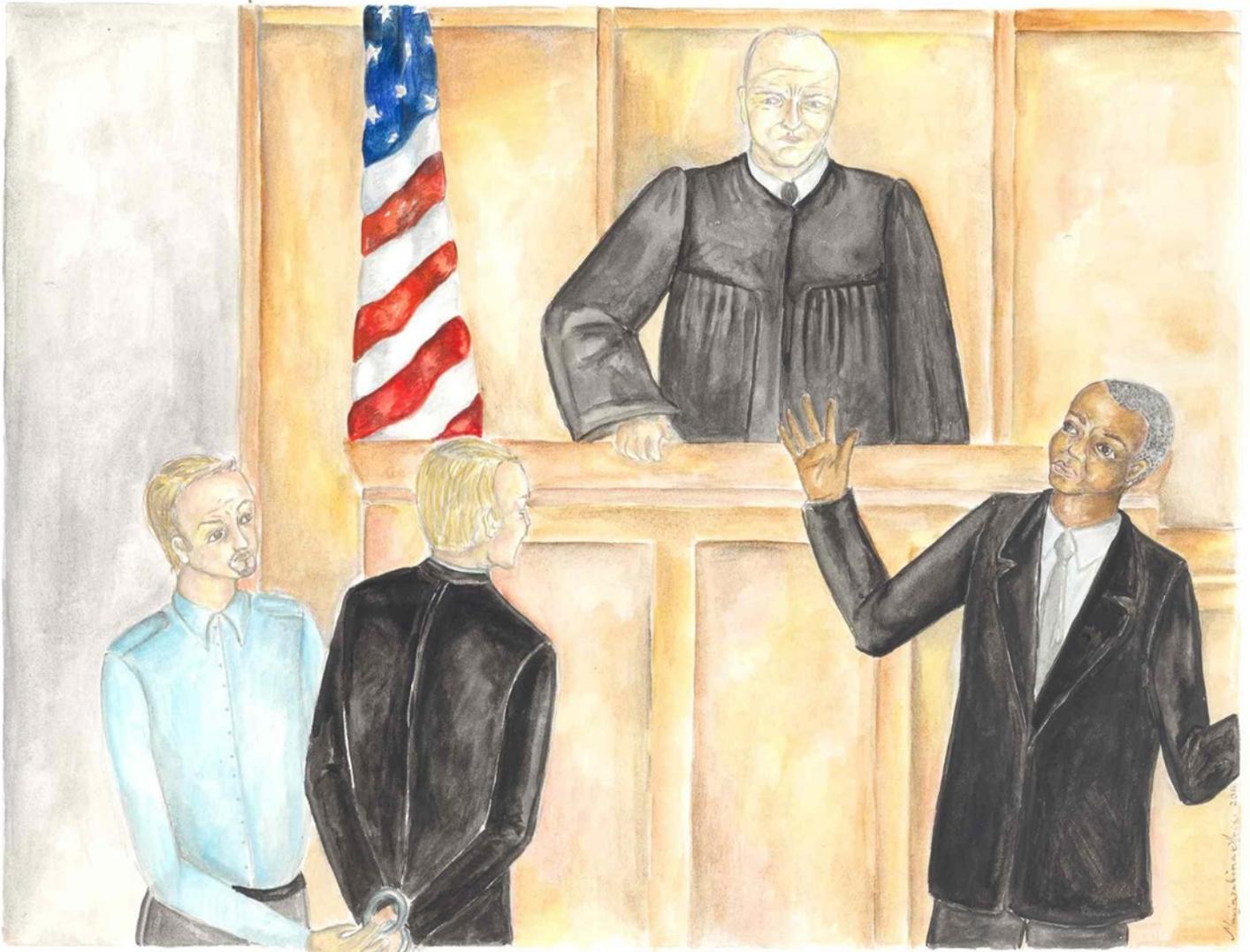
## SOCIOLOGICAL JURISPRUDENCE - EXHIBIT A



### INSTITUTIONALIZED RACISM

Mr. Traylor, an African-American, was ordered to obtain an attorney in his "OWN NAME," during a scheduled hearing without all parties present after an Ex Parte communications with the missing party.

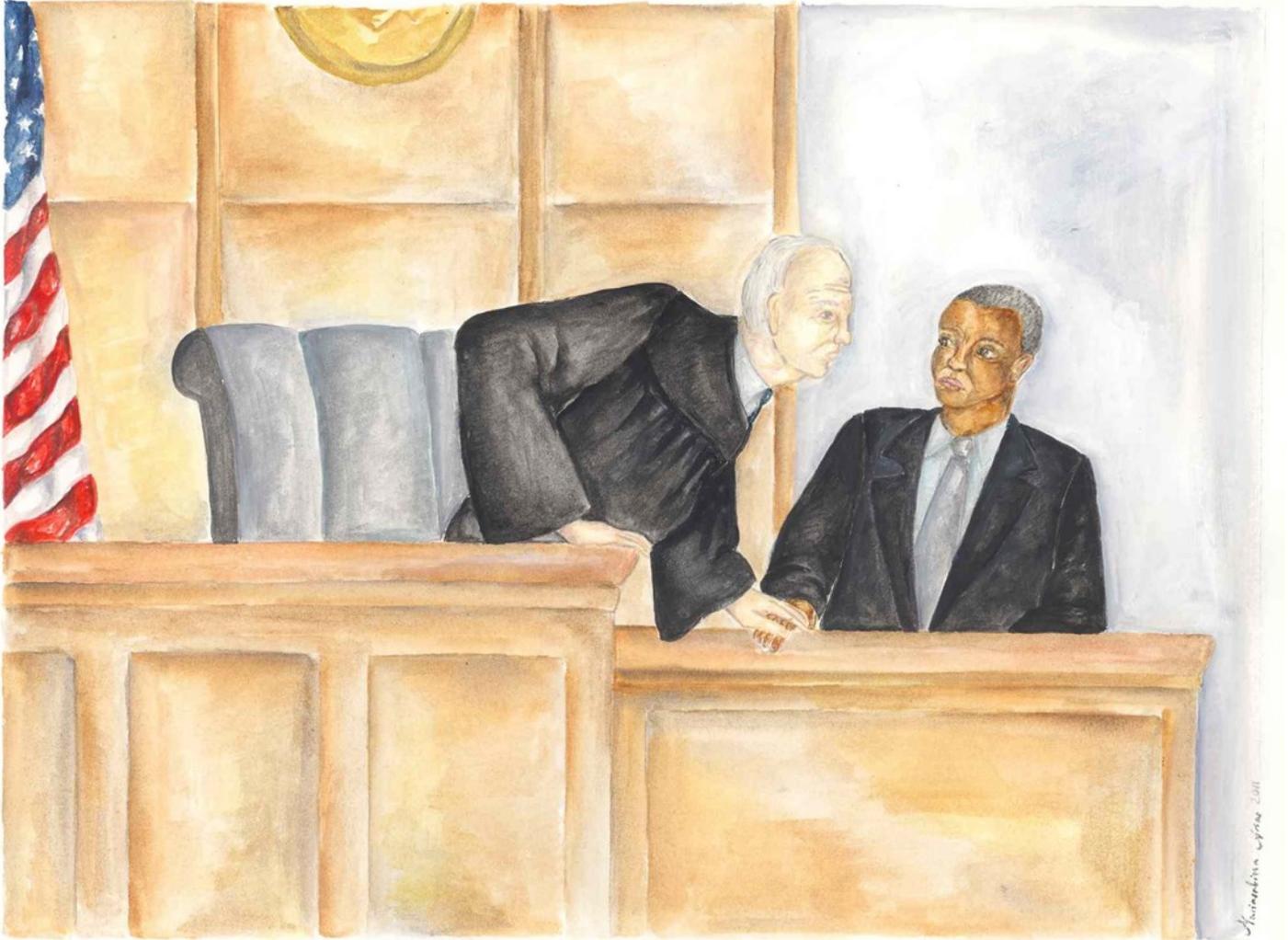
## SOCIOLOGICAL JURISPRUDENCE - EXHIBIT B



### ABUSE OF CONTEMPT POWER

Once Mr. Traylor, an African-American, obtained an attorney, his attorney was held in contempt of court for six (6) hours, without being fined for any wrongful actions.

## SOCIOLOGICAL JURISPRUDENCE - EXHIBIT C



### INTIMIDATION OF A WITNESS

What would have been the consequences for an African-American Plaintiff if the roles had been reversed, and he had reached into the judge's bench to touch a judge?

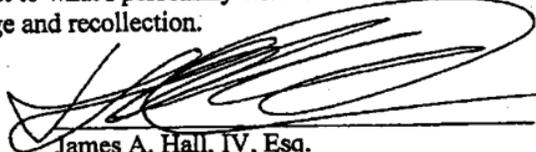
# EXHIBIT D

DOCKET NO.: KNL-CV-06-5001159S : SUPERIOR COURT  
SYLVESTER TRAYLOR, ET AL : J.D. OF NEW LONDON  
V. : NEW LONDON  
BASSAM AWWA, M.D., ET AL : AUGUST 17, 2010

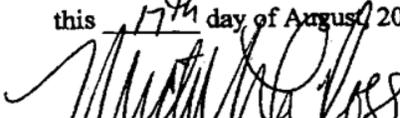
## AFFIDAVIT

My name is James A. Hall, IV, and I am over the age of 18 and believe in the obligation of an oath.

1. On July 8, 2010, I witnessed four Judicial Marshals in the courtroom while Mr. Traylor's hearing proceeded.
2. When I questioned one of the State of Connecticut Judicial Marshals as to why there were four Marshals in a hearing room with only myself, the defense attorney and Mr. Traylor, he replied "get used to it".
3. I have never previously seen four Judicial Marshals in the courtroom for a case which is not a criminal case.
4. At the next hearing with Mr. Traylor, there was only one Judicial Marshal.
5. Mr. Traylor has asked that I attest to what I personally witnessed and the above is true and accurate to the best of my knowledge and recollection.

  
James A. Hall, IV, Esq.

Subscribed and sworn to before me  
this 17<sup>th</sup> day of August, 2010.

  
~~Commissioner of Superior Court~~  
Notary Public  
My Commission Expires: 3-31-14

**FILED**

AUG 20 2010  
SUPERIOR COURT  
New London Judicial District

(390)

Exhibit "4"

Sylvester Traylor  
881 Vauxhall St. Ext.  
Quaker Hill, CT. 06375  
(860) 331-4436

October 19, 2009

Richard Zabarek  
61 Woodland St.  
Hartford, CT. 06105  
(860) 722-5868

RE: Retaliation for making a "Racial Profiling Complaint"

Dear Sir,

On May 27, 2009 I wrote to your office concerning racial profiling by the Judicial Marshals in the New London Court.

As you know since, I've received a response from your office regarding my complaint against the New London Marshals I have not made any additional complaint against the New London Marshals. Thank you for resolving that complaint.

However, one of the New London Marshals was transferred to Norwich, and it is my belief that he did not get your memo concerning to ceasing the harassment and racial profiling.

On October 16, 2009 I was forced to contact the Norwich Police Department concerning Marshal Zeimet and Marshal Winski. Marshal Winski instructed Marshal Zeimer to single me out as I was approaching a metal detector. There were people ahead of me, all who were white, but their wallets were not opened and inspected. When I questioned both Marshals why I was the only one singled out. Also see attached Norwich Police 911 report hereto marked Exhibit "A".

- They said that: "*We can single out who ever we want too.*"
- My response was that: "*That does not give you the power to harass and/or racially profile a person.*" Needless to say, when I went through the metal detector with NO ringing sounds going off.

I then proceeded to go down to the Law Library which I discovered was closed. As I was leaving the building, I asked for the two Marshals names, so that I may write to you again, but they refused to give me their names.

- Instead they questioned me, "**Why do you need our names?**"

I saw an ink pen on top of "the large metal scanner", so I picked it up and started to write down their names.

4 . 16



Suddenly Marshal Zeimet , came over from behind his counter, and then pulled out his baton started to strike at my legs in a provoking manner while clutching my writing hand.

- Marshal Zeimet then said, ***“Put the Ink pen back.”***

I was ***ONLY*** writing down his name. Needless to say, I had the time to write down both Marshals names.

- I said in a very loud voice: ***“Don’t touch me!”***

Marshal Zeimet, looked back towards Marshal Winski, and then Marshal Winski motioned his head to say, No.

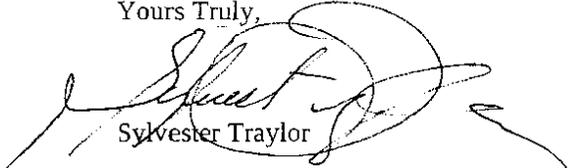
After I finished writing down their names, I put the ink-pen back on top of ***“the large metal scanner”***, where I got it from. Refer back to the attached Norwich Police 911 report hereto marked ***Exhibit “A”***.

- I then said to Marshal Winski, ***“This guy is out of control, and over reacting. Did you see him strike at my legs.”***
- Suddenly, Marshal Zeimet, looks back towards to Marshal Winski and said, ***“He took a defense stands.”***

Needless to say, all I was doing was writing down his name. There was no reason for Marshal Zeimet to come from behind his counter and approached me, or swinging at my legs in a provoking manner.

I have not given anyone the reason to provoke me. I am a law abiding citizen of the United States. I do not want to feel intimidated or provoked each and every time that I enter the Superior Court. I only go to the Superior Court to conduct official business. I am hereby requesting that the discrimination towards me because of my race, African -American and Pro-Se status be eradicated.

Yours Truly,

  
Sylvester Traylor

4-1c

183  
Exhibit A

**EXHIBIT E**  
**UNITED STATES DISTRICT COURT**  
**DISTRICT OF CONNECTICUT**

**SYLVESTER TRAYLOR**

Plaintiff

DOCKET No: # 3:11CV132 (AWT)

Vs.

**BASSAM AWWA, M.D. AND CONNECTICUT BEHAVIORAL HEALTH ASSOCIATES P.C;**  
**ATTORNEY DONALD LEONE OF CHINIGO LEONE & MARUZO LLP;**  
**ROBERT AND NEIL KNOWLES ON BEHALF OF ADVANCED TELEMESSAGING INC;**  
**RICHARD BLUMENTHAL, CONNECTICUT ATTORNEY GENERAL AND ON BEHALF OF THE**  
**STATE OF CONNECTICUT SUPERIOR COURT and on behalf of (“State Actors”: Hon. Judge**  
**Thomas F. Parker, Hon. Judge James W. Abrams, Hon. Judge Robert C. Leuba, Hon. Judge Robert**  
**A. Martin, and Hon. Judge A. Susan Peck, State of Connecticut Judiciary Chief Justice Chase T.**  
**Rodgers, and Judge Barbara M. Quinn Chief Court Administrator);**  
**CONNECTICUT ATTORNEY GENERAL GEORGE C. JEPSEN**  
**CITY OF NEW LONDON;**  
**JOSEPH D’ALESIO OF THE STATE OF CONNECTICUT COURT OF OPERATIONS;**  
**NEW LONDON CRIMINAL DIVISION STATE ATTORNEY’S (State's Attorney, Michael L. Regan,**  
**Supervisory Assistant State's Attorney Lawrence J. Tytla, and Supervisory Inspector Philip Fazzino);**  
**DR. ROBERT GALVIN, COMMISSIONER FOR THE STATE OF CONNECTICUT DEPARTMENT**  
**OF PUBLIC HEALTH;**  
**CONNECTICUT MEDICAL INSURANCE COMPANY;**  
**DEFENDANTS**

**JURY TRIAL REQUESTED**

DATE: August 10, 2011

**Affidavit by**  
**Habibah Abdul-Hakeem**  
**Concerning Connecticut Judicial Bullying**

I, Habibah Abdul-Hakeem, I am an African American female, being duly sworn, deposed and say:

I am over the age of 18 years old, and believe in the obligation of an oath.

I make this affidavit of my own free will because of my personal knowledge and concerns about the institutionalized racism within the New London Superior Court.

I am a resident of Connecticut, residing at 10 Franklin St. #2, New London, Connecticut 06320.

I have lived in the State of Connecticut since 1974.

I am a citizen of the United States of America.

I was employed by the New London Superior Court in 2005, as a TAC.

In 2005, when I was first employed by the New London Superior Court located at 70 Huntington Street, New London Connecticut 06320, I immediately observed the fact that I was the only African-American employed as a clerk.

On one occasion, during my initial stage of employment, Mr. Sylvester Traylor of Quaker Hill, Connecticut, came to the clerk's window while conducting a civil litigation matter and introduced himself as a Life Member of the NAACP. Mr. Traylor informed me that he had filed a complaint prior to my employment that there were no African-American clerks or Judges, employed at the New London Superior Court.

Immediately after this conversation with Mr. Traylor, I was made to feel and believe by upper management, that Mr. Traylor, an "African American" was going to enter the court some day with a gun and shoot and kill everybody by going "postal".

Upper management caused me to further question Mr. Traylor's credibility and demean him because he was indigent and an African American.

There was, in fact, disparaging treatment towards Mr. Traylor. It is my belief that I was deliberately influenced by my co-workers that Mr. Traylor did not have a legitimate lawsuit. However, I later learned that he had in fact obtained a Certificate of Merit to support his complaint by the Director of Medicine at Yale University, who had signed a letter instructing the court that Mr. Traylor did in fact have a legitimate complaint of medical malpractice.

In my opinion, the animus based discrimination by the New London Superior Court towards Mr. Traylor, was in fact intended to discredit him, and this discrimination lessened his chances of obtaining a jury trial.

I have never observed Mr. Traylor threatening violence towards any of the State of Connecticut Judges or staff. I believe that the State of Connecticut employees did, in fact, conspire and retaliate against Mr. Traylor, as a Life member of the NAACP, for making a complaint against the New London Superior Court's officials and staff.

On a personal note, it is my belief that after years of employment by the court, they used the same tactic and mode of operation against me to cause fear based on race and attempted to sway others into believing that I, "an African American," was going to enter the court and shoot and kill everybody with a gun, thus going "postal".

Additionally, management influenced my co-workers to make the same falsehood against me via a petition signed by only white employees, which was based on animus based discrimination. Their attitude was in fact discriminatory against both Mr. Traylor and me because of our race.

### **IN CONCLUSION**

Between 2010 and 2011, the New London Superior Court clerk's office staff received a memo of concern from Jorene Couture, Chief Clerk, which outlined concerns that Court Operations had regarding our "handling" of the public at large. The memo was issued by Ms. Couture after receiving a report from Court Operations indicating that they had sent "secret shoppers" to observe the staff's work habits and daily interaction with the public. After this memo was issued by Jorene Couture, Ms. Couture announced that she alone would "handle" Mr. Traylor whenever he came into the clerk's office for assistance. It is my belief that Mr. Traylor was in fact singled out because everyone knew that he had made a complaint to our Human Resource Office concerning our disparaging treatment.

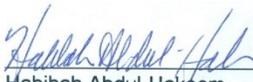
From 2010-2011, I also personally observed unusual behavior by Judge Thomas F. Parker in relation towards Mr. Traylor regarding the civil litigation of Traylor v Awwa, docket number CV-06-5001159-S. I noted that Judge Parker would keep Mr. Traylor's file under lock and key in his chambers. Judge Parker would even request the clerks and staff to inform him whenever Mr. Traylor had entered the court, and to inform him of the exact nature of Mr. Traylor's business.

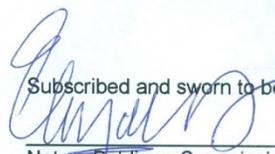
Clearly, the Connecticut Judicial System needs to clean up its act as evidenced by the disparity in treatment in both my complaint and Mr. Traylor's complaint. The disparity of treatment in POWER by judges and court clerks is reminiscent of a playground bully of our childhood which is improper and unnecessary.

I, Habibah Abdul-Hakeem, do hereby attest to and affirm, and support the fact that the New London County Superior Court located at 70 Huntington St. New London, Connecticut 06320 did in fact conspire to deprive Mr. Traylor of his civil rights to have a fair trial by a jury. This was a form of retaliation against Mr. Traylor through the practice of animus based discrimination and caused state employees to fear Mr. Traylor because of his race and color.

The bottom line is that institutional racism does exist in the Judicial Branch, and especially in the New London County Judicial District via the practices of nepotism, cronyism, race, age, sexual and gender discrimination, harassment and bullying of which Mr. Traylor and I have repeatedly faced by State Employees. It is my belief that Mr. Traylor was in fact denied his access to court. I further believe that Judicial Bullying based on race and color should be eradicated. There is a definite need for the creation of a Healthy Workplace Environment, as well as, improvement of Services to all members of the general public, minus the public bullying based on race and economic status.

I, Habibah Abdul-Hakeem, being first duly sworn under oath according to the law, deposes and says that I, Habibah Abdul-Hakeem, have read the foregoing Affidavit which I have subscribed, that the matters stated herein are true to the best of my knowledge and belief.

  
Habibah Abdul-Hakeem  
10 Franklin St. #2,  
New London, Connecticut 06320  
Tel: 860.514.5140

Subscribed and sworn to before me  
  
Notary Public or Commissioner of  
the Superior Court  
My Commission Expires: \_\_\_\_\_ Elizabeth A. Sabina

# **EXHIBIT F**

**UNITED STATES DISTRICT COURT  
DISTRICT OF CONNECTICUT**

**SYLVESTER TRAYLOR**  
Plaintiff

DOCKET No: **HHD-CV11-5035895-S**

vs.

**STATE SENATOR TERRY GERRATANA, (State Actor); ET. AL.**

**CONNECTICUT GENERAL ASSEMBLY; (State Actors),** State Senator Robert Kane, State Senator Tony Guglielmo, State Senator Len Fasano, State Senator Toni Boucher, State Senator Jason Welch, Senator Toni Nathaniel Harp, State Senator Kevin Witkos, State Senator Michael McLachlan, Senator Anthony Musto; State Senator Len Suzio; State Representative Prasad Srinivasan;

**THE HONORABLE JUDGE THOMAS F. PARKER (In His Personal and Official Capacity);**

**CONNECTICUT MEDICAL INSURANCE COMPANY;**

**And THE STATE OF CONNECTICUT:**

("State Actors" which includes: **1.)** The New London Superior Court, **2)** The Connecticut Court of Appeals, and it's employee Alan M. Gannuscio of the Connecticut Court of Appeals, **3)** The State of Connecticut Superior Court, Chief Court Administrator, the Honorable Judge Barbara M. Quinn, and **4)** State of Connecticut Judiciary, Chief Justice Chase T. Rodgers, all of whom have applied law unconstitutionally as to the Plaintiff, in an effort to shield and conceal a medical malpractice murderer.

**Defendants**

**JURY TRIAL REQUESTED**

DATE: August 24, 2012

**IN SUPPORT OF THE ABOVE  
CAPTIONED MATTER**

**Affidavit by**  
**Tiana Armstrong**

**Concerning:** Institutionalized Racism and Segregation of Disability in the State of Connecticut Judicial System.

I, Tiana Armstrong, an African-American female, being duly sworn, deposed and say:

1. I am over the age of 18 years old, and believe in the obligation of an oath.
2. I make this affidavit of my own free will because of my personal

knowledge and concerns about the institutionalized racism, discriminatory practices based on race and physical disabilities within the State of Connecticut Judicial Branch, located at 90 Washington Street, Hartford, Connecticut.

3. I am a resident of Connecticut, residing at 110 Benjamin Court, Windsor, CT. 06095.
4. I have lived in the State of Connecticut since birth.
5. I am a citizen of the United States of America.
6. I was employed by the State of Connecticut Judicial Branch, most recently as an Adult Probation Officer II ( APO II).
7. First and foremost, I would like to state for the record that I am in full support of Sylvester Traylor, a Life Member of the NAACP, in his fight to eradicate all forms of discrimination within the Connecticut Judicial Branch. It is my belief that institutionalized racism does exist in the Connecticut Judicial Branch.
8. The practices of nepotism, cronyism, race, gender discrimination, harassment and bullying of individuals such as Mr. Traylor, Habibah Abdul-Hakeem, and myself is rampant. Many of us have faced the same Human Resources Department of the Connecticut Judicial Branch with similar complaints. However, Human Resources, has in fact, ignored the practice of institutionalized racism within the State Court System, and they have repeatedly denied the validity of discrimination complaints. This practice has de-humanized us. Why would so many people of color be making the same complaint, if there were not some degree of truth in their complaints concerning the Connecticut Judicial Branch's racial bullying of its' employees and the public? Who can possibly remedy this situation if it is occurring within our court system? When racism takes place outside of

the court system, individuals are allowed to have their complaints heard, but when individuals within our court system have complaints of institutionalized discrimination, who can they turn to?

9. I believe that there is substantial evidence that I have endured much of the same institutionalized racism that Mr. Sylvester Traylor and Ms. Habibah Abdul-Hakeem have also endured.
10. Clearly, there is substantial evidence of a pattern of institutionalized racism, as well as an effort made by high ranking officials in the State of Connecticut Judicial System to discredit and disparage anyone who makes a complaint of racial discrimination, or anyone who questions the practices or procedures within the court system and other agencies within the Judicial Branch such as the Human Resources Department and Probation Department.
11. The totality of the systemic discrimination practiced by the Connecticut Judicial Branch is so egregious that they target any person of color who makes a discrimination complaint against the Connecticut Judicial system. The victim's characters are being defamed in order to discredit them, so that the Human Resource Department may cover up a discrimination complaint.
12. For example, in my personal experience, in 2009, I filed an internal hostile environment/racial discrimination complaint to Laurie Parent in the Human Resources Department of the Judicial Branch.
13. I had requested an ergonomic evaluation of my work station due to my disability. I had cervical and lumbar spine pain which aggravated my migraine headaches. I requested a particular style of desk which was used by a co-worker and which I also used on days when the other employee was not there with the permission of said employee. The use of that

particular desk helped to alleviate my symptoms. I was informed by my immediate supervisor that I could not use that desk and must remain at my desk. Furthermore, I was not to leave the office for any reason other than breaks and lunch. In other words, I was not permitted to conduct home visits, field visits, obtain police reports, etc. even though I was expected to maintain a high-level supervision of a full caseload in Hartford, CT. The out of office work is not only required for my job but clearly has an integral role with public safety. It took me more than a year to obtain that particular style of desk despite repeated requests by myself and physicians.

14. Thereafter my initial complaint, the retaliation and harassment began and continued for the next 3 years getting increasingly worse. I was threatened that I would be terminated when my physician took me out of work due to the failure to accommodate me with an ergonomic desk/chair, even though my physician had not cleared me to return. This was, in my opinion, a clear violation of the Americans with Disabilities Act by the State of Connecticut. I had my attendance altered and changed by Management in Judicial Human Resources directly impacting my pay as well as accrued times, at times my accrued vacation time disappearing without my knowledge and without my being paid. I was also said to have created a hostile work environment and violence in the workplace because my immediate supervisor said she felt fearful that I was keeping a "paper trail" and she feared being sued or arrested. This being only some examples of what I had to endure.
15. It is my contention that I was treated differently as an African-American woman, and I did not receive the same treatment as my fellow White-American co-workers.
16. Furthermore, I believe that the State of Connecticut Judicial Branch targeted me after the filing of my complaint. This targeting of individuals

who complain has had a chilling effect on current employees who are too fearful to speak up about unfair practices. Another individual such as Habibah Abdul-Hakeem, who was employed on the opposite end of the state, has also filed a similar complaint in regards to the institutionalized racism in the Connecticut Judicial System. This clearly illustrates a pattern of animus based discrimination within the Connecticut Judicial System which is creating a hostile work environment for African-Americans and Hispanics, both protected classes. For example, I am aware of two Hispanic females (both Adult Probation Officer II) being targeted by the same supervisors. One of them was being given a caseload that was known to be in bad shape and once she advised the supervisor that there was reason to believe the previous white female Probation Officer who had the caseload had falsified information that had not taken place. She was rebuffed by the supervisor she reported it to and continued to be overly scrutinized from the day she received that caseload. It is also my understanding that she ultimately needed to take FMLA leave as a result. This same Hispanic Officer along with another officer were also told that they are not to leave the office (by the same supervisors who told me) again even though this is an integral part of the job of a Probation Officer and is so ever crucial to Public Safety. The egregious abuse of authority by supervisors and management really needs to be investigated and oversight taken as it not only has a devastating effect on the Probation Officers who are a victim of it but a devastating role on public safety.

17. This institutionalized racism and/or bullying under the color of law is in fact carried out through upper management, by further creating defamatory statements against anyone who opposes the violation of basic human dignity.
18. For example, my (White) co-workers created a false image of me by claiming that I was using the "race card" after I had made a verbal

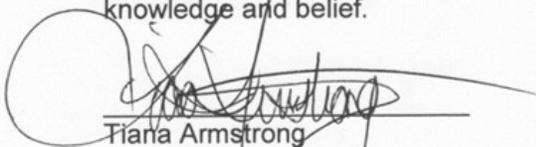
complaint how they were abusing their authority and/or bullying people under the color of law, as probation officers.

19. As an APO, I observed Probation Officers who would degrade people from the general public by yelling at them and using disparaging treatment knowing that they had no other recourse to law for protection. I believe that the individuals on probation still had rights despite being on probation. However, as a result of my standing up for the rights of others, I suffered the emotional distress of racism and retaliation by management.

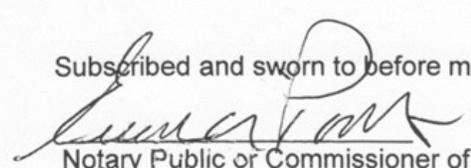
**In Conclusion**

20. Once again, I hereby join and support the efforts of the NAACP and Sylvester Traylor's fight to eradicate all forms of discrimination which I have personally witnessed in many courts and offices, including the Connecticut Judicial Branch in its entirety. I also feel that there is a definite need for the creation of a healthy workplace environment, oversight of the agency, as well as the need to improve services to the general public, minus the public bullying based on race and economic status.

I, Tiana Armstrong, being first duly sworn under oath according to the law, deposes and says that I, Tiana Armstrong, have read the foregoing Affidavit which I have subscribed, that the matters stated herein are true to the best of my knowledge and belief.

  
Tiana Armstrong  
110 Benjamin Court  
Windsor, CT. 06095

Subscribed and sworn to before me

  
Notary Public or Commissioner of  
the Superior Court  
My Commission

**Eileen A. Powers**  
NOTARY PUBLIC  
Commission Expires  
March 31, 2016

# EXHIBIT G



**Dannel P. Malloy**  
GOVERNOR  
STATE OF CONNECTICUT

**STATE OF CONNECTICUT  
SENATE**

**JAN 26 2015**

**REFERRED TO COMMITTEE ON**

**JUDICIARY**  
*Barry S. Herman*

January 23, 2015

TO THE HONORABLE GENERAL ASSEMBLY:

Pursuant to Section 2-44 of the Connecticut General Statutes, I hereby withdraw the nomination of the Honorable Thomas F. Parker of Crescent Beach, Niantic to be a State Referee.

A handwritten signature in black ink, appearing to read "D. P. Malloy".

Dannel P. Malloy  
Governor

cc: Honorable Denise W. Merrill, Secretary of the State  
Honorable Kevin P. Lembo, Comptroller  
Messrs. John C. Geragosian and Robert M. Ward, Auditors of Public Accounts  
Honorable Patrick L. Carroll III, Chief Court Administrator  
Joseph D. D'Alesio, Superior Court Operations, Judicial Department  
Thomas Siconolfi, Administrative Services, Judicial Department  
Melissa A. Farley, External Affairs Division, Judicial Department  
Dennis O'Connor, Executive Director, Judicial Review Council  
Judicial Selection Commission  
The Honorable Thomas F. Parker