

DO YOU MEET THE MINIMUM REQUIREMENT FOR A DISCRIMINATION / HARASSMENT CLAIM QUESTIONNAIRE?

**** CONFIDENTIAL & PERSONAL INFORMATION ****

Hi There,

If you are reviewing this document, then you likely reached out to me to enquire about whether or not you have a case for discrimination / harassment.

Discrimination / Harassment is very particular in New York, so this initial questionnaire will go through it all with you.

By answering the below, this will help you make your decision as to whether or not you have the preliminary requirements to file a claim of discrimination / harassment or not. Please take a look at the below. If you can answer yes to any of those confidently, then you will have the minimum requirements necessary needed to bring a claim.

PRELIMINARY CASE RELATED QUESTIONS

First, please tell me a bit about yourself:

Full Legal First & Last Name	
Current Address	
Preferred Cell Phone Number	
Preferred Email Address	
Your Employer	
Address of Employer	
Date of Hire	
Current Salary / Hourly Rate	
Date of Separation? (if applicable)	
Reason for Separation (if applicable)	<input type="checkbox"/> Misconduct <input type="checkbox"/> Job Abandonment <input type="checkbox"/> Reduction in Force / Lay Off <input type="checkbox"/> Poor Performance <input type="checkbox"/> Voluntarily Resigned <input type="checkbox"/> Still Employed!

Now that you have told me a little about yourself, you are here because you believed you have been discriminated against. What kind of discrimination did you suffer from? Below are some of most common types of DISCRIMINATORY ACTS reported. Please take a look and check off what you say you suffered from. There is a box where you can fill in our own below.

**** MUST HAVE AT LEAST ONE ****

- Refused to hire you
- Gave you a disciplinary notice or negative performance review



- Denied your request for an accommodation for your disability, or pregnancy-related condition
- Sexual harassment
- Fired you /laid you off
- Suspended you
- Denied you an accommodation for domestic violence
- Harassed or intimidated you on any basis indicated above
- Demoted you
- Did not call you back after lay-off
- Denied you an accommodation for your religious practices
- Denied you services or you treated differently
- Denied you a promotion/ pay raise
- Paid you a lower salary than other co-workers doing the same job
- Denied you leave time or other benefits
- Denied you a license by a licensing agency
- Denied you training
- Gave you different or worse job duties than other workers doing the same job
- Discriminatory advertisement or inquiry or job application
- Something else that they did to you, that I did not mention here:

Second, the Discrimination needed to be related to a protected category. Do you qualify as any of the below? What category, or PROTECTED CLASS do you think served as the basis of your discriminatory treatment above?

**** MUST FALL UNDER ONE OF THE CATEGORIES ****

- Age (Over 40)
- Alienage or citizenship status
- Arrest Record
- Military Status
- Conviction Record
- Domestic Violence Victim Status.
- Pregnancy Related Condition
- Use of Guide Dog, Hearing Dog, or Service Dog
- Predisposing-Related Condition
- Skin Color
- Creed/ Religion
- Disability or Perceived Disability
- Family status
- Gender Identity or Expression, Including the Status of Being Transgender
- Lawful occupation (i.e. if you were unemployed, and had no occupation)
- Lawful source of income
- Marital status
- National origin
- Partnership status
- Race

- Sexual orientation

Third, if you are asserting RETALIATION, you will need to show HOW you were treated differently after you filed, or helped someone file a discrimination complaint, participated as a witness to a discrimination complaint, or opposed or reported discrimination due to any category above. Tell me in a few sentences WHAT ACT YOU OPPOSED, THAT YOU BELIEVED WAS UNLAWFUL, and what RETALITORY TREATMENT you suffered.

TELL ME HERE.

Fourth, you will need at least 2 witnesses, who SEEN or HEARD the discriminatory acts.

- Yes No Got At Least 2 Witnesses?

Fifth, Easy Yes or No questions for RETALIATION:

- Yes No Did you report or complain about the discrimination to a supervisor?
- Yes No Were other people treated the same as you (in other words, did others receive the same poor treatment you received? Were they treated better than you?)

Finally, what are your expectations by way of SETTLEMENT / CONCILIATION here? To settle this complaint, what do you want?

- Payment for time missed?
- Payment for time going forward?
- Payment for emotional distress?
- Reinstatement to your job with accommodations?
- A promise in writing that the harassment will stop?
- A letter of apology?
- Alternative employment, in another position?
- Other (Anything in particular you are looking for?)

NEXT STEPS, THE RETAINER.

Please do complete the above and sent it to me directly at VMiletti@Milettilaw.com. I'll review it and I will be able to determine if you have at least the preliminary qualifications necessary to bring forth a case for discrimination / harassment / retaliation, etc.

Once we have been able to determine whether or not you meet the preliminary steps, I'll send you a retainer with the rates & fees applicable to the matter, and you will determine if it is something that is right for you.



If you have any questions or concerns in the interim, please do not hesitate to reach out to me and ask. Otherwise, please take a peek here, fill this out, send back to me and we will take it from there.

Thank you so much for the consideration and time!

Cordially,

A handwritten signature in black ink that reads "Vincent Mills". The signature is written in a cursive style and is positioned above a horizontal line.

Vinny

