



anibal hugo

11/30/21

To: Vera Nuhi >

Anibal Hugo Plaza Body Shop

Anibal Hugo

596 East 32nd St

Brooklyn, NY 11210

347-658-4987

Human Resources

Plaza Auto Mall

2740 Nostrand Ave

11/30/21

Dear Ms. Vera,

I am writing this letter to inform you about the recent events that have created a hostile atmosphere in my working environment. I feel like I have been subjected to insults and derogatory remarks by a body shop director, Thomas Demattia. This is a formal complaint of harassment that I have been subjected to, and I request an early action and proper investigation of the situation.

I work in the Plaza Body Shop, and have been employed here for nearly five months.

The harassment started last month when Thomas Demattia said that I was a "useless millennial" and described my appearance as "faggy." The verbal abuse took place in the premises of the company. There have been numerous occasions in which this has taken place. He has also targeted fellow employees as well as vendors by saying and even yelling racial slurs.

I would like to point out that these repeated instances of harassment have caused me stress and anxiety, and they have been affecting my performance at work which has led me to my decision and the second reason for this email.

This email is to also inform you of my immediate resignation from my position as body shop advisor. Unfortunately, this resignation is due to the hostile work environment I have been experiencing. I can no longer keep coming into the office under these conditions. I will not be coming back into work so please accept this email as my official notice of resignation from Plaza Auto Mall.

I apologize for any inconvenience that my resignation may cause.

It is my hope that by bringing this situation to your attention, some type of action can be



I apologize for any inconvenience that my resignation may cause.

It is my hope that by bringing this situation to your attention, some type of action can be taken to prevent this from happening to the next person who steps into my position. If you would like to discuss this with me further, please contact me at [347-658- 4987](tel:347-658-4987) or Ani2bal@yahoo.com

Yours Sincerely,
Anibal Hugo
Body Shop Advisor
Plaza Auto Mall



Found in Yahoo! Inbox



Vera Nuhi

12/1/21

To: anibal hugo >



Hello Anibal,

Please see attached notice. After you submit the attached document- I will call you.


Thanks,

Vera Nuhi

Human Resources Manager

Plaza Auto Mall



←  **Vera Nuhi**
To: anibal hugo >

12/1/21



Hello Anibal,

Please see attached notice. After you submit the attached document- I will call you.

Thanks,


Vera Nuhi
Human Resources Manager
Plaza Auto Mall
(347) 554-6515




Anibal Hugo.pdf
1 MB

[See More](#)



→  **anibal hugo**

12/1/21

Begin forwarded message: From: Vera N... 



COMPLAINT FORM

The Company maintains a uniformly enforced policy that all of its employees should be entitled to work in an environment and work place free from inappropriate and unprofessional conduct, disrespect, discrimination and harassment, including sexual harassment. In furtherance of this policy, the Company is committed to investigating all employee claims and complaints alleging misconduct and implementing the necessary and appropriate action including disciplinary action if warranted. In order for the Company to conduct a responsible and professional investigation of the facts of your complaint, please complete this form below.

Name: Anibal Hugo
Date(s) of Incident 10/2021 - 11/30/21

Job Title/Department: Body Shop Advisor


Please describe as clearly as you can the facts and details concerning the incident. Include dates, location, time, statements and witnesses. If there was more than one incident of alleged misconduct, please describe each incident separately. You may use the back of this form or another sheet of paper.

Please see the following page.

I authorize and consent that the Company may disclose where necessary, the information with respect to this complaint in order that a complete investigation may be conducted.

Should you decide that you do not want the Company to disclose certain information you provide, please specify that information below. The Company will try to honor such requests consistent with its obligations to identify, address and remedy any acts of workplace misconduct.

I acknowledge that I have read and understand the statements within this complaint.



Employee signature

12/02/21
Date

The incidents have been going on for quite some time now. The interactions between Tommy and Larry speaking to each other started off with what seemed to be joking at the time. However, as time progressed it has become evident that it wasn't just jokes. They use

that information below. The Company will try to honor such requests consistent with its obligations to address and remedy any acts of workplace misconduct.

I acknowledge that I have read and understand the statements within this complaint.


Employee signature

12/02/21
Date

PlazaAutoMall.com ■ 2740 Nostrand Avenue, Brooklyn NY, 11210 ■ (718) 253-8400

The incidents have been going on for quite some time now. The interactions between Tommy and Larry speaking to each other started off with what seemed to be joking at the time. However, as time progressed it has become evident that it wasn't just jokes. They use racial slurs, as well as derogatory terms in regards to fellow employees' appearance and sexuality. They have referred to Mookie (tow truck driver) as the "dumbest white guy they know" and a "stupid Jew bastard." Tommy has referred to my appearance as "faggy" by making comments on my nails. He has made unnecessary and sarcastic comments regarding what I was wearing for work meanwhile I always abided by the dress code. They have both referred to me as a "useless and lazy millennial." Tommy on multiple occasions has referred to Kenny as "China man" "the yellow one" and "chink." He has also referred to vendors of Arabic descent as camel jockeys and dot heads. When he got upset, he accused me of not doing my job told me to "shut the fuck up and listen because I am the boss and you're the worker." Tommy is evidently unprofessional and is in dangerous a place of power and authority. Being spoken down to along with insults creates an extremely hostile and unbearable work environment for myself and others. It is an extremely poor representation of Plaza Auto Mall.

See More

Found in Yahoo! Sent Mailbox



anibal hugo

12/2/21

To: Vera Nuhi >



Anibal Hugo (1).pdf

738 KB

Sent from my iPhone

On Dec 1, 2021, at 12:03 PM, Vera Nuhi
<vera@plazacars.com> wrote:

Hello Anibal,

Show Quoted Content

Anibal Hugo

Body Shop Advisor

Plaza Auto Mall



Anibal Hugo.pdf

1 MB

See More



**anibal hugo**

To: Vera Nuhi >

12/2/21



Good Afternoon Vera,

I've attached the form in my previous email. I greatly appreciate your time and help with this matter.

Please let me know if you need anything else.

Sincerely,
Anibal Hugo

Sent from my iPhone

On Dec 2, 2021, at 4:08 PM, anibal hugo
<ani2bal@yahoo.com> wrote:



Anibal Hugo (1).pdf

738 KB

Show Quoted Content

Anibal Hugo



AH

anibal hugo

12/6/21

To: Vera Nuhi >

Anibal Hugo

Good Afternoon Vera,

I am emailing you to confirmed you have received the documents you had sent to me to fill out. I never received a confirmation you got it or the call. I wanted to know if there was anything additional you needed from me for your investigation. After you complete your investigation I'd like to request a copy of the incident report or any form of confirmation. I also wanted to let you know that I have been highly considering filing a complaint with the EEOC.

Regards,

Anibal F Hugo



**Vera Nuhi**

12/6/21

To: anibal hugo >

Hi Anibal- I did receive. Conducting internal investigation. will circle back to you.

Vera Nuhi

Human Resources Manager

Plaza Auto Mall

[\(347\) 554-6515](tel:(347)554-6515)

-----Original Message-----

From: anibal hugo <ani2bal@yahoo.com>

Sent: Monday, December 6, 2021 11:58 AM

To: Vera Nuhi <vera@plazacars.com>

Subject: Anibal Hugo

Good Afternoon Vera,



I am emailing you to confirmed you have received the documents you had sent to me to fill out. I never received a confirmation you got it or the call. I wanted to know if there was anything additional you needed from me for your investigation. After you complete your investigation I'd like to request a copy of the





5 Messages

Anibal Hugo

  **Vera Nuhi**
To: anibal hugo >

12/7/21

What is your best contact phone number?

Vera Nuhi
Human Resources Manager
Plaza Auto Mall
[\(347\) 554-6515](tel:(347)554-6515)

-----Original Message-----

From: Vera Nuhi
Sent: Monday, December 6, 2021 12:33 PM
To: 'anibal hugo' <ani2bal@yahoo.com>
Subject: RE: Anibal Hugo

Hi Anibal- I did receive. Conducting internal investigation. will circle back to you.

Vera Nuhi
Human Resources Manager
Plaza Auto Mall
[\(347\) 554-6515](tel:(347)554-6515)

-----Original Message-----

From: anibal hugo <ani2bal@yahoo.com>



Found in Yahoo! Sent Mailbox



anibal hugo

12/7/21

To: Vera Nuhi >

[3476584987](#)

Sent from my iPhone

[See More](#)



**anibal hugo**

12/8/21

To: Vera Nuhi >

Good afternoon,

I need to know what the status of your internal investigation is. It has been brought to my attention that Thomas Demattia is calling shops that previously shown interest in employing me and telling them to not give me a job. Initially you had said no form of retaliation would be permitted but this is obviously not the case. I have filed a complaint with the state department of employment and I have reached out to my attorney to begin legal action.

You have my phone number if you have any questions regarding this matter.

Sent from my iPhone

[See More](#)