
Retaliation Charges

Sumitomo Shoji America, Inc. v. Avagliano, 457
US 176 - Supreme Court 1982

2-11-1983

Rosemary Bellini's EEOC Retaliation Charge

Lewis M. Steel '63

APPROVED BY <i>ZMB</i> 46-0012 Date 12/31/83	CHARGE OF DISCRIMINATION IMPORTANT: This form is affected by the Privacy Act of 1974, see Privacy Act Statement on reverse before completing it.	CHARGE NUMBER(S) (AGENCY USE ONLY) <input type="checkbox"/> STATE/LOCAL AGENCY <input type="checkbox"/> EEOC
--	--	--

Equal Employment Opportunity Commission and
(State or Local Agency)

NAME (Indicate Mr., Ms. or Mrs.) <i>Ms. Rosemary Bellini</i>	HOME TELEPHONE NUMBER (Include area code) (212) 369-2021
STREET ADDRESS <i>1 East 97th Street</i>	COUNTY <i>New York</i>
CITY, STATE, AND ZIP CODE <i>New York, New York 10029</i>	

NAME OF THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME. (If more than one list below).

NAME <i>Sumitomo Corp. of America</i>	TELEPHONE NUMBER (Include area code) (212) 935-7000
STREET ADDRESS <i>45 Park Avenue, New York, New York 10154</i>	CITY, STATE, AND ZIP CODE

NAME	TELEPHONE NUMBER (Include area code)
STREET ADDRESS	CITY, STATE, AND ZIP CODE

CAUSE OF DISCRIMINATION BASED ON MY (Check appropriate box(es))

RACE COLOR SEX RELIGION NATIONAL ORIGIN OTHER (Specify)

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (Month, day, and year) *continuing*

THE PARTICULARS ARE
I charge Sumitomo Corp. of America with retaliating against me for continuing to press my case against it in the United States District Court, which is brought pursuant to Title VII of the Civil Rights Act of 1964.

I originally filed a charge of discrimination against Sumitomo Corp. of America's predecessor corporation, Sumitomo Shoji America, Inc., on or about March 2, 1977. At that time, my name was Rosemary T. Cristofari. The EEOC charge number is 021-77-1361. Thereafter, I received a right to sue letter dated October 27, 1977 and was one of twelve plaintiffs who filed a Title VII action against Sumitomo in the United States District Court on November 21, 1977. That case is entitled *Lisa M. Avigliano, et al. v. Sumitomo Shoji America, Inc., 77 Civ. 5641*. It is assigned to the Hon. Charles H. Tenney.

From 1977 through June 1982, the case did not move forward in the courts as a result of a motion to dismiss which was filed by the defendant. That motion was finally denied as a result of a decision of the United States Supreme Court, which is reported at 102 S.Ct. 2374.

During this time period, every other plaintiff except myself left the employment of Sumitomo Shoji America, Inc., now Sumitomo Corp. of America.

Throughout these years, Sumitomo's policies and practices, which adversely affected women, have remained intact. The corporation has, however, instituted clerical grade levels such as secretary, senior secretary and administrator. During the years the case was pending, many women far junior to me in service have received these changes in job title and pay raises to reflect the change. I did not, however, receive a change in job title to senior secretary until January 1982. As these job title changes do not entail different job functions, I believe that I did not receive a new title for so long as a result of filing this action.

In December 1982, after my case was reactivated, an official of Sumitomo, out of the presence of my attorney, sought to see whether I would settle out of court and I received a promotion. I believe this conversation was harassing and intimidating. (CONTINUED ON ATTACHED SHEET)

I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY - (When necessary to meet State and Local Requirements) I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
--	--

<i>Rosemary Bellini</i> I declare under penalty of perjury that the foregoing is true and correct.	SIGNATURE OF COMPLAINANT <i>Rosemary Bellini</i> SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year) <i>Oct 11, 1983</i> <i>Lewis M. Steel</i> LEWIS M. STEEL Notary Public, State of New York No. 31-9162590 Qualified to New York County Commission Expires March 30, 1984
---	--

CHARGING PARTY (Signature)

ROSEMARY BELLINI (continued)

did not agree to proceed along the lines suggested to me. On January 4, 1983, I was not promoted to administrator although employees far junior to me did receive such a promotion.

I believe that the failure to promote me is in retaliation for my continuing to prosecute this action and resisting settlement pressure.