
Avagliano v. Sumitomo: EEOC Complaint and
Background

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

9-23-1977

Equal Employment Opportunity Commission Complaint Reprisal by Elizabeth Wong

Lewis M. Steel '63

October 7, 1977

Mr. Arthur W. Stern
District Director
Equal Employment Opportunity Commission
90 Church Street
Rm. 1301
New York, New York 10007

Re: Schneider, et al. v. Sumitomo Shoji America, Inc.
EEOC Charge No. 021-77-0049

Dear Mr. Stern:

This firm represents the following complainants who have filed charges against Sumitomo Shoji America, Inc.:

Joanne Schneider	Lisa M. Avigliano
Rosemary T. Cristofari	Janice Silberstein
Raellen Mandelbaum	Catherine Cummins
Maria Mannina	Reiko Turner
Sharon Meisels	Frances Pacheco
Elizabeth Wong	

The complaints of the above named persons allege that they have been discriminated against on the basis of sex, and/or country of national origin. As more than 180 days have passed since the formal filing of these charges, I hereby request that your office issue a right to sue notice, which should be mailed to my attention at this address.

Very truly yours,

Lewis M. Steel
Attorney for Complainants

LMS/cpm

Certified Mail-Return
Receipt Requested

September 27, 1977

Mr. Arthur W. Stern
District Director
Equal Employment Opportunity Commission
New York District Office
90 Church Street, Rm. 1301
New York, New York 10007

Re: Elizabeth Wong v. Sumitomo Shoji America, Inc.

Dear Mr. Stern:

I enclose the retaliation complaint of my client, Ms. Wong, for filing. Ms. Wong filed a complaint charging discrimination on the basis of sex with your office of the Equal Employment Opportunity Commission on or about February 27, 1977.

Very truly yours,

EISNER, LEVY, STEEL & BELLMAN, P.C.

By: _____
Lewis M. Steel

LMS/cpm

Enc. 1

UNITED STATES POSTAL SERVICE
OFFICIAL BUSINESS

SENDER INSTRUCTIONS

Print your name, address, and ZIP Code in the space below.
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USE TO AVOID PAYMENT
OF POSTAGE, \$300



RETURN
TO



EISNER, LEVY, STEEL & BELLMAN, P.C.
351 BROADWAY
NEW YORK, N. Y. 10013

Att: Lewis M. Steel, Esq.

INSTRUCTIONS

If you have a complaint, fill in this form and mail it to the Equal Employment Opportunity Commission's District Office in your area. In most cases, a charge must be filed with the EEOC within a specified time after the discriminatory act took place. IT IS THEREFORE IMPORTANT TO FILE YOUR CHARGE AS SOON AS POSSIBLE. (Attach extra sheets of paper if necessary.)

CAUSE OF DISCRIMINATION

- RACE OR COLOR SEX
 RELIGIOUS CREED
 NATIONAL ORIGIN

NAME (Indicate Mr. or Ms.)

Elizabeth Wong

DATE OF BIRTH

11/4/50

STREET ADDRESS

67-17 54th Avenue

COUNTY

Queens

SOCIAL SECURITY NO.

121-42-3835

CITY, STATE, AND ZIP CODE

Maspeth, New York 11378

TELEPHONE NO. (Include area code)

(212) 6390532

THE FOLLOWING PERSON ALWAYS KNOWS WHERE TO CONTACT ME

NAME (Indicate Mr. or Ms.)

Lewis M. Steel, Esq.
Eisner, Levy, Steel & Bellman, P.C.

TELEPHONE NO. (Include area code)

(212) 966-9620

STREET ADDRESS

351 Broadway

CITY, STATE, AND ZIP CODE

New York, N.Y. 10013

LIST THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT WHO DISCRIMINATED AGAINST YOU (If more than one, list all)

NAME

Sumitomo Shoji America, Inc.

TELEPHONE NO. (Include area code)

(212) 935-7000

STREET ADDRESS

345 Park Avenue

CITY, STATE, AND ZIP CODE

New York, N.Y. 10022

OTHERS WHO DISCRIMINATED AGAINST YOU (If any)

CHARGE FILED WITH STATE/LOCAL GOV'T. AGENCY

YES NO

DATE FILED

AGENCY CHARGE FILED WITH (Name and address)

APPROXIMATE NO. OF EMPLOYEES/MEMBERS OF COMPANY OR UNION THIS CHARGE IS FILED AGAINST

Approximately 400

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

Continuing discrimination.

Explain what unfair thing was done to you and how other persons were treated differently. Understanding that this statement is for the use of the United States Equal Employment Opportunity Commission, I hereby certify:

On or about February 25, 1977, I filed a charge of discrimination with the Equal Employment Opportunity Commission alleging discrimination on the basis of sex and national origin. A similar charge was filed with the New York State Division of Human Rights. My charge is presently pending in the New York District Office, 90 Church Street, and I believe that it is consolidated with Schneider vs. Sumitomo Shoji America, Inc., EEOC charge No.021-77-0049.

On or about September 7, 1977, the corporation has greatly increased my work load and responsibilities, and has refused to give me a pay increase for this additional work. I believe that the corporation has taken this action against me in reprisal for the filing of my original charge of discrimination.

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.

DATE

9/23/77

CHARGING PARTY (Signature)

Elizabeth Wong

Subscribed and sworn to before this EEOC representative.

DATE

SIGNATURE AND TITLE

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)

23, Sept., 1977

NOTARY PUBLIC

SIGNATURE (If it is difficult for you to get a Notary Public to sign this, sign your own name and mail to the District Office. The Commission will notarize the charge for you at a later date.)

PHIL MARCHEGION
NOTARY PUBLIC, State of New York
No. 41-4643649
Qualified in Queens County

CHARGE OF DISCRIMINATION		EEOC CHARGE NO.	FORM APPROVED OMB NO. 124-R0001
INSTRUCTIONS If you have a complaint, fill in this form and mail it to the Equal Employment Opportunity Commission's District Office in your area. In most cases, a charge must be filed with the EEOC within a specified time after the discriminatory act took place. IT IS THEREFORE IMPORTANT TO FILE YOUR CHARGE AS SOON AS POSSIBLE. (Attach extra sheets of paper if necessary.)		CAUSE OF DISCRIMINATION <input type="checkbox"/> RACE OR COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGIOUS CREED <input type="checkbox"/> NATIONAL ORIGIN	
NAME (Indicate Mr. or Ms.) Elizabeth Wong		DATE OF BIRTH 11/4/50	
STREET ADDRESS 67-17 54th Avenue	COUNTY Queens	SOCIAL SECURITY NO. 121-42-3835	
CITY, STATE, AND ZIP CODE Maspeth, New York 11378		TELEPHONE NO. (Include area code) (212) 6390532	
THE FOLLOWING PERSON ALWAYS KNOWS WHERE TO CONTACT ME			
NAME (Indicate Mr. or Ms.) Lewis M. Steel, Esq. Eisner, Levy, Steel & Bellman, P.C.		TELEPHONE NO. (Include area code) (212) 966-9620	
STREET ADDRESS 351 Broadway		CITY, STATE, AND ZIP CODE New York, N.Y. 10013	
LIST THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT WHO DISCRIMINATED AGAINST YOU (If more than one, list all)			
NAME Sumitomo Shoji America, Inc.		TELEPHONE NO. (Include area code) (212) 935-7000	
STREET ADDRESS 345 Park Avenue		CITY, STATE, AND ZIP CODE New York, N.Y. 10022	
OTHERS WHO DISCRIMINATED AGAINST YOU (If any)			
CHARGE FILED WITH STATE/LOCAL GOV'T. AGENCY <input type="checkbox"/> YES <input type="checkbox"/> NO		DATE FILED	
		AGENCY CHARGE FILED WITH (Name and address)	
APPROXIMATE NO. OF EMPLOYEES/MEMBERS OF COMPANY OR UNION THIS CHARGE IS FILED AGAINST Approximately 400		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (Month, day, and year) Continuing discrimination.	
<p>Explain what unfair thing was done to you and how other persons were treated differently. Understanding that this statement is for the use of the United States Equal Employment Opportunity Commission, I hereby certify:</p> <p>On or about February 25, 1977, I filed a charge of discrimination with the Equal Employment Opportunity Commission alleging discrimination on the basis of sex and national origin. A similar charge was filed with the New York State Division of Human Rights. My charge is presently pending in the New York District Office, 90 Church Street, and I believe that it is consolidated with Schneider vs. Sumitomo Shoji America, Inc., EEOC charge No.021-77-0049.</p> <p>On or about September 7, 1977, the corporation has greatly increased my work load and responsibilities, and has refused to give me a pay increase for this additional work. I believe that the corporation has taken this action against me in reprisal for the filing of my original charge of discrimination.</p>			
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.		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year) SIGNATURE (If it is difficult for you to get a Notary Public to sign this, sign your own name and mail to the District Office. The Commission will notarize the charge for you at a later date.)	
DATE	CHARGING PARTY (Signature)		
Subscribed and sworn to before this EEOC representative.		NOTARY PUBLIC	
DATE	SIGNATURE AND TITLE		