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SUPERIOR COURT OF N.J.
CUMBERLAND COUNTY

MAY 26 2015

REC'D & FILED
CIVIL CASE
MANAGEMENT OFFICE

<p>DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN</p> <p>Plaintiffs,</p> <p>v.</p> <p>CITY OF BRIDGETON, ANGEL SANTIAGO, and LUIS SANTIAGO,</p> <p>Defendants.</p>	<p>SUPERIOR COURT OF NEW JERSEY LAW DIVISION -- CIVIL PART CUMBERLAND COUNTY</p> <p>Docket No. CUM-L- 361- -15</p> <p>Civil Action</p> <p>COMPLAINT, JURY DEMAND AND DESIGNATION OF TRIAL COUNSEL</p>
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Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN, all residents of Cumberland County and/or Salem County, New Jersey, complaining against Defendants, say:

FIRST COUNT

1. Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN, were at all times relevant hereto employed Defendant CITY OF BRIDGETON and doing their various jobs with an industrious and conscientious fervor up through the present day.

2. On various diverse dates up through the date of his suspension without pay, Defendant Angel Santiago visited upon Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN a plethora of

unwanted sexual harassment because of their gender and unwanted hostile work environment because of their gender, including, but not limited to:

- A. "Accidentally" rubbing his penis up against them;
- B. Rubbing his penis on their hands as they rested their arms and hands on the arms of their chairs;
- C. Bending over their chairs and trying to kiss their necks;
- D. Aggressively pushing his hands down the inside of their shirts trying to touch their breasts;
- E. Scratching the top of their breasts;
- F. Saying that each should "let me hit it", meaning give him the chance to have sex with them;
- G. Acting like he was fixing something underneath their desks and subsequently pushing his penis on them after making them stand up out of their chairs;
- H. Using force to make each attempt to touch his penis;
- I. Pushing them into doors or tables or walls as each tried to get past him so as to touch or rub up against them;
- J. Walking with his cellphone, telling them to look and then flipping his cellphone towards their faces showing videos of girls with whom he was engaged in sexual activity and subsequently referring to the picture depicted on the screen as "the airplane" because the female depicted was laying on his couch while he was standing up holding her legs wide open;
- K. After trading in his cellphone, continuing to show X-rated photographs, videos, and text messages on his iPhone and Tablet;
- L. Bragging about the women, most of whom did not even realize they were being tape recorded by him, know they were being tape recorded by him, or consent to being recorded as they had sex with him;
- M. Bragging he was "bangin' all the girls at the Bridgeton ER";
- N. Showing pictures of his penis and telling them that's "Captain Hook, because it was curved, but it hit all the good spots";

- O. Telling them how he loved "fucking" and women on their periods did not bother him because he fucked in the shower and the blood went right down the drain;
- P. Telling them how good they must have been fucked the night before, but also that they did not know what they were missing as it relates to fucking him;
- Q. Pulling their ponytails and making sounds while doing it and/or otherwise touching their hair;
- R. Explaining cold sores on his lips by saying that's what happened when he ate "rotten coochie";
- S. Forcibly attempting to kiss them;
- T. Smacking them on their buttocks;
- U. Blocking their entry into the ladies restroom until he received a kiss;
- V. Blocking their entry into the maintenance closet until he received a kiss or felt them up;
- W. Asking them to sleep with him;
- X. Upon being denied sexual gratification, rolling his eyes, complaining out loud that they were all stupid and wished Bridgeton would hire competent people for their jobs;
- Y. Admitting that he slapped his own girlfriend;
- Z. Slapping them on the back of their heads with clipboards;
- AA. Accusing them of staring/looking at his crotch;
- BB. Throwing items on the floor, accusing them of being pigs, and telling them to clean up their area;
- CC. Claiming he was fucking their co-workers and sharing the details about said co-workers, including the size of their nipples;
- DD. Re-enacting a woman's head banging against his headboard as he fucked her and shouting "bam, bam, bam, bam" during the re-enactment;
- EE. Asking them to sit on his lap;

- FF. Referring to his penis as "Hook" and making a curve with his fingers as he said the word "Hook";
- GG. Talking about always being "horny";
- HH. Talking about always "needing to go home and fuck";
- II. Grabbing his penis and saying "I'm horny" or "Man, I need to go home and fuck";
- JJ. Referring to the latest woman he was sleeping with as "this girl";
- KK. Repeatedly saying "Man, I was up all night fucking";
- LL. Showing text messages from woman with whom he was having intimate relations;
- MM. Repeatedly inquiring "wanna fuck" or "let's fuck";
- NN. Silently mouthing the words "wanna fuck" or "let's fuck" if other males were around;
- OO. Making comments about make-up or a lack of make-up worn by them;
- PP. Making comments about his penis being uncircumcised;
- QQ. Standing too close into their personal space;
- RR. Describing how certain women wanted him so bad;
- SS. Describing how he was going to make certain women "wait for his dick";
- TT. Showing pictures of his own penis on his cellular telephone or iPhone while commenting "you like what you see", "you can have that if you want", or "oh wait you're white, you can't handle this dick";
- UU. Showing on a mini recording device a video of him having sex with a white female and saying that this was his favorite position, the "airplane" because he could go "deep" on a female;
- VV. Playing audio of women moaning saying he has to record the women because he likes to and so they cannot say he forced them to have sex;
- WW. Repeatedly saying "let's fuck", or "do you wanna have

sex", or "sit on my lap", or "sit on my face," or "you don't know what you're missing, Puerto Ricans do it the best";

- XX. Asking if they were a "squirter";
- YY. Saying they looked good and "could get it";
- ZZ. Making moaning noises as he repaired their computers;
- AAA. Standing behind their chairs and breathing down their necks;
- BBB. Laughing as his brother, Luis Santiago, claimed that women called his penis "Long Island";
- CCC. Claiming they could call his penis "Speed Bumps" and refusing to acknowledge any questions or inquiries until he was called "Speed Bumps";
- DDD. Claiming he would not have sex with a woman unless she had a "bald eagle down there";
- EEE. Asking for sex in Spanish;
- FFF. Pulling out their hair clips;
- GGG. Kicking the back of their chairs;
- HHH. Asking them if they were pregnant because their bodies looked different;
- III. Making comments upon their return from breaks like: "oh what were you just doing; did you go home and have quickie";
- JJJ. Unlocking their doors and saying "there isn't a door in here that I don't have a key to";
- KKK. Saying he liked long hair because it gave him something to "wrap around his hand when hitting it from behind";
- LLL. Becoming more and more aggressive with his jokes;
- MMM. Joking around about sex and how many women he had sexual relationships with, but insinuating he would only "bang them" and would never be in a real relationship with them;
- NNN. Asking in Spanish "Cuando vamos a chichar?" (translated to "When are we going to fuck?") where Chichar is Puerto Rican slang word for "fuck";

OOO. Assigning female officers to pair up with him so as to isolate them and get them alone with him;

PPP. Making a sexual comment about their "ass[es]" being so big;

QQQ. Humiliating them when they turned down his sexual advances; and

RRR. Falsely claiming he had nude photographs of them;

3. The environment became so abusive and hostile that Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN, and other females eventually made reports up their chain of command and an investigation was undertaken.

4. Unfortunately, following those reports and during the subsequent investigation and disciplinary process of Defendant ANGEL SANTIGAO, Defendant City of Bridgeton failed to protect Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN, and other females from retaliation from Defendant LUIS SANTIAGO, the twin brother of Defendant ANGEL SANTIAGO.

5. Defendant LUIS SANTIAGO undertook a campaign of retaliation that included, but was not limited to:

a. Referring to all members of the police force as "guys" and when a female was around using the term "gal" to single out her gender;

b. At Roll Call, specifically announcing that Defendant ANGEL SANTIAGO was on Administrative Leave even though he had never previously publicly announced any other officers as not working because they were on Administrative Leave;

- c. Refusing to engage in certain conversations if female officers or female employees were in the room;
- d. Refusing to let other police officers who were free cover calls for female police officers who testified against his brother;
- e. Driving his brother's vehicle to work to give the impression that his brother was back to work;
- f. Constantly asking female officers and employees "if they were alright" after never making the inquiry prior to the report of his brother;
- g. Accusing female officers and female employees of seeming "grumpy" and "disgruntled";
- h. Having a demeaning tone and attitude toward female officers and female employees who reported his brother;
- i. Falsely making complaints about female officers and female employees who reported his brother;
- j. Making loud comments about where he was assigned to "stay out of trouble" and telling individuals they "needed to get over themselves";
- k. Making dirty looks at them; and
- l. Rolling his eyes at them.

6. All of the concerns and objections of Plaintiffs DEENA BERTOLINI, VERÓNICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN were ignored and rebuked by Defendants CITY OF BRIDGETON.

7. Instead of responding to their concerns and objections, Defendants CITY OF BRIDGETON allowed Defendant LUIS SANTIAGO to continue to target Plaintiffs,

retaliate against Plaintiffs, and attempt to set up Plaintiffs as the source of insubordination and ineptness for their non-compliance with applicable law and policies.

8. Rather than properly investigate their complaints, rectify their own deficient policies and procedures, and undo the adverse employment action to which Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN, were subjected, Defendants CITY OF BRIDGETON did nothing to protect Plaintiffs from Defendant LUIS SANTIAGO.

10. Defendant CITY OF BRIDGETON was and is, at all times relevant to this matter, an employer defined by N.J.S.A. 34:19-2.

11. Defendants CITY OF BRIDGETON and LUIS SANTIAGO did take retaliatory action against Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN because of their disclosure to supervisors of activities that each believed to be in violation of law, rule or regulation promulgated pursuant to law, including, but not subjecting each to a continued hostile work environment and other adverse employment action.

12. Defendants CITY OF BRIDGETON and LUIS SANTIAGO did retaliate against Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN for their lawful disclosures and objections by taking adverse employment action against Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN in the terms and conditions of their employment, as more specifically set forth above.

13. Defendant CITY OF BRIDGETON also had certain obligations pursuant to N.J.S.A. 34:19-7 for which it was deficient.

14. As a result of the aforementioned actions of Defendants, Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN have suffered both economic and non-economic damages and have otherwise been irreparably injured.

WHEREFORE, Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN demand judgment against Defendants CITY OF BRIDGETON and LUIS SANTIAGO as follows:

- A. An injunction to restrain continued violation of the New Jersey Conscientious Employee Protection Act;
- B. Immediate reinstatement and restoration to office, namely the same position held by Plaintiffs prior to the retaliatory action of Defendants or an equivalent position;
- C. Full reinstatement of fringe benefits and seniority rights;
- D. Full reinstatement and back pay constituting compensation for lost wages, benefits and other remuneration;
- E. Payment by Defendants of the reasonable costs of this action and for attorneys' fees;
- F. Compensatory damages;
- G. Punitive damages;
- H. The assessment of a Civil Penalty as allowed by law;
- I. Any other relief allowed under the Conscientious Employee Protection Act;
and
- J. Any other relief that the Court deems equitable and just.

SECOND COUNT

1. Plaintiffs repeat and incorporate all previous allegations as if fully set forth herein.

2. At all times relevant to this matter, Defendant CITY OF BRIDGETON was at all times relevant hereto an employer as defined by N.J.S.A. 10:5-12(a).

3. Defendant CITY OF BRIDGETON, by and through Defendant ANGEL SANTIAGO commenced a pattern and practice of unwelcome and unwanted sexual harassment and retaliation based exclusively upon Plaintiffs' gender to a degree so persuasive as to alter the conditions of employment of Plaintiffs and create an abusive and hostile working environment by not stopping the actions of a supervisor who was sexually harassing Plaintiffs and others.

4. Defendant CITY OF BRIDGETON by and through Defendant ANGEL SANTIAGO, did, by virtue of its inaction, perpetrate unlawful sexual harassment against Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN pursuant to N.J.S.A. 10:5-12(b) and did proximately cause Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN to suffer severe and permanent injuries and damages.

WHEREFORE, Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN demand Judgment against Defendants CITY OF BRIDGETON and ANGEL SANTIAGO as follows:

- A. Compensatory damages;
- B. Punitive damages;
- C. Interest, attorney's fees and costs of suit; and

D. Any other relief that the Court deems equitable and just.

THIRD COUNT

1. Plaintiffs repeat and incorporate all previous allegations as if fully set forth herein.

2. Defendant CITY OF BRIDGETON, was at all times relevant hereto an employer of Plaintiffs pursuant to N.J.S.A. 10:5-12(a).

3. Defendant CITY OF BRIDGETON by and through Defendant ANGEL SANTIAGO did notwithstanding direct reports of Plaintiffs regarding pervasive and continuous sexual harassment failed to take any remedial action on behalf of Plaintiffs and did, notwithstanding actual and constructive notice of that sexual harassment, failed to in any way protect or take any action on behalf of Plaintiffs.

4. Defendant CITY OF BRIDGETON by and through Defendant ANGEL SANTIAGO did perpetrate unlawful sexual harassment employment practices to the detriment of Plaintiffs, and did proximately cause Plaintiffs to suffer severe and permanent injuries and damages aforesaid.

WHEREFORE, Plaintiffs DEENA BERTOLINI, VERONICA CHEESEMAN, CAROLYN DOVER, DEANNE LAING, and KELLY QUEEN demand Judgment against Defendants CITY OF BRIDGETON and ANGEL SANTIAGO as follows:

- A. Compensatory damages;
- B. Punitive damages;
- C. Interest, attorney's fees and costs of suit; and
- D. Any other relief that the Court deems equitable and just.

RULE 4:5-1 CERTIFICATION

Pursuant to R. 4:5-1, I hereby certify that to the best of my knowledge, information and belief, the matter in controversy is not the subject of any other action pending in any Court or arbitration proceedings, and no other action is contemplated. I know of no other parties that should be joined herein.

CERTIFICATION OF COMPLAINT WITH R. 1:38-7(c)

I certify the Confidential Personal Identifiers have been redacted from documents now submitted to the Court, and will be redacted from all documents submitted in the future in accordance with R. 1:38-7(b).

JURY DEMAND PURSUANT TO R.4:35-1

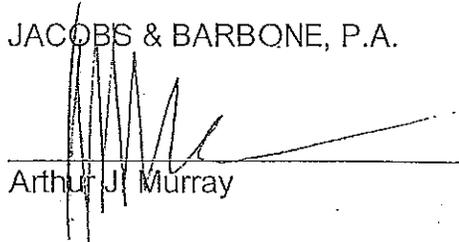
Plaintiffs hereby demands Trial by jury as to all issues.

DESIGNATION OF TRIAL COUNSEL

Plaintiffs hereby designate Arthur J. Murray, Esquire as trial counsel in this case.

JACOBS & BARBONE, P.A.

BY:



Arthur J. Murray

Dated: May 22, 2015