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Attorney for: PLAINTIFF LULA LEE JOHNSON

|                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                          |
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| <p>LULA LEE JOHNSON<br/>Plaintiff</p> <p>v</p> <p>COUNTY OF HUDSON, HUDSON COUNTY<br/>DEPT. OF FAMILY SERVICES, ROBERT<br/>KNAPP, FRANCES CINTRON,<br/>JOHN DOE (1-5), JANE DOE (1-5) ABC<br/>CORPORATION (1-5),</p> <p>(Fictitious parties identities unknown)</p> <p>Defendants</p> | <p>SUPERIOR COURT OF NEW JERSEY<br/>LAW DIVISION: HUDSON COUNTY</p> <p>DOCKET NO: HUD-L-</p> <p><u>Civil Action</u></p> <p><b>COMPLAINT AND JURY DEMAND AND<br/>DEMAND FOR INSURANCE INFORMATION</b></p> |
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Lula Lee Johnson (Plaintiff) by way of Complaint against the defendants says:

### **PARTIES**

1. Lula Lee, Plaintiff, is an African American female of dark complexion residing in the County of Hudson and the administrative supervisor over Hudson County Welfare Division fraud department.
2. Robert Knapp, Defendant a Caucasian male at all times was the director of Hudson County Department of Family Services
3. Frances Cintron, Defendant, an Hispanic female was at all times the union President.



4. John Does, Defendants 1-5 at all times were agents, employees or servants of the County of Hudson.
5. Jane Doe, Defendants 1-5 at all times were agents, employees or servants of the County of Hudson.
6. All Defendants operated with an invidious discriminatory intent under color of State Law in the performance of executing Civil Service Law and Statutory Law including N.J.S.A. 40A:14-147 and 149.
7. The above actions of defendants committed individually, jointly and conspiratorially as aiders and abettors of each other, giving preferential treatment and non complaining, personnel were in violation of N.J.S.A. 10:1-2, 10:5.4, N.J.S.A. 10:5-12 (a), (c), (d), (e), (f); N.J.S.A. 10:6-2.
8. All individual defendants acted willfully and maliciously to deprive plaintiff of the rights to which she was entitled under New Jersey Statutes and its Constitution.
9. All individually named defendants are being sued in their individual and official capacities- and roles.

#### **STATEMENT OF FACTS**

1. Plaintiff has been working for Hudson County for over 20 years.
2. Plaintiff has been serving and managing the fraud department for over 1 year now and made numerous complaints to personnel about the harassment that she has been

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experiencing from her Director Robert Knapp and and his right hand union president Frances Cintron.

3. Plaintiff made a complaint for sexual harassment against Mr. Knapp 1 year ago because the palm of his hand touched her buttock body part inappropriately by groping her.
4. On 2023, Plaintiff again experienced a rude comment from Mr. Knapp when she was walking up the hill to go home.
5. On June 28, 2022, plaintiff complained that her supervisor was sexually harassing her.
6. The county lawyers did an investigation in 2022 and did not give plaintiff a response from the investigation.
7. Plaintiff asked for the outcome and they sent her something on 6/29/23.
8. Plaintiff later got something in the mail stating that they weren't going to investigate the case any further.
9. On 7/27/23 Plaintiff and coworkers signed a petition about racial slurs coming from GH an Hispanic supervisor-worker in the department who called Plaintiff and two other African Americans : "Nigger" .
10. On August 6, 2023, four days later, Plaintiff went to the freeholders/commissioners meeting and was reassigned to be supervised by 2 lawyers.
11. On 12/01/2023 plaintiff wrote to attorney Deena Rosendahl, the assigned independent outside counsel, stating that PLAINTIFF had been retaliated against.
12. Plaintiff sent this complaint to EG, personnel director who has not had any resolutions a response from Ms. G's office in reference to her complaint.



13. On June /29/2023-Plaintiff emailed Ms. G requesting the outcome of the complaint investigation and she has not responded.
14. All plaintiff's complaints from 2022 to 2024 had largely been ignored.
15. Plaintiff has been subjected to harsh criticisms and increased scrutiny since her complaint.
16. When there was an attempt to investigate, plaintiff asked Ms. G not to share information with unauthorized persons for the fear of retaliation and this request was unanswered.
17. Not only was information shared with other persons, the union president Frances Cintron shared it with her friend GH a week later.
18. In July 2023, Ms. H who is a supervisor under plaintiff's supervision came into her office and started speaking about sexual Harassment.
19. Ms. Cintron also has been coercing her members to write up plaintiff for every little thing because "she said she got chief Mr. Knapp out of the department ,I'm going to get her if it's the last thing that I do."
20. Ms. Cintron Vice President EB, confided in IH which is one of plaintiff's supervisors, who stated that Ms. Cintron was personally going after the plaintiff and trying to get her into trouble because plaintiff made the complaint against Mr. Knapp.
21. Mr. Knapp also keeps plaintiff out of the loop and from participating in the Administrators' Meetings where all other administrators meet because she would not welcome his sexual advance and complained to the attorneys and EG, the H.R. Director

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22. Plaintiff stopped allowing Mr. Knapp to speak to her in any inappropriate manner which caused him to become angry and yell at her.
23. Plaintiff asked for training for over a year starting December 2021 and never got the required training to be an administrator. All administrators other than Plaintiff received the required training. Mr. Knapp put Plaintiff in a department where she was working out of title since 2021.
24. Plaintiff asked for a desk audit which was ignored
25. On 12/8/21, Plaintiff, without being given plaintiff adequate staff , spoke to personnel in other counties and called Trenton for assistance and got some help as there was no way for her to lead without the proper staff. Other administrators/ supervisors assisted and trained plaintiff when Hudson did not.
26. When Plaintiff went to director Mazza about this issue he stated he would petition the directors.
27. In February 2023, Mr. Knapps friend and right hand, Mr. M, stated via email he wasn't going to give Plaintiff any workers to do the job she was hired to do.
28. Plaintiff was told By Mateo Perez (one of the attorneys assigned to supervise plaintiff) that Mr. M and Mr. Knapp wanted her to fail so they can get her out of that department.
29. Since plaintiff disclosed that his friend Mr. Knapp has been sexual harassing her, Mr. Mateo Perez hasn't spoken to plaintiff and constantly leaves her out of meetings.
30. All administrators have meetings with their directors concerning what's needed in their department but plaintiff hasn't had one meeting with him to discuss the numerous issues that she is facing in the fraud department.

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31. Plaintiff has been alienated and the only person that will speak to her is a lawyer by the name of Ms. O.
32. Ms. O doesn't allow the plaintiff to manage her department as she goes directly to her workers and doesn't follow the chain of command.
33. Ms. O leaves plaintiff out of the loop when making decisions about her department.
34. Plaintiff asked every department she's involved with and they all say she doesn't go to the workers she goes to the administrator.
35. Plaintiff is being singled out and being micro managed by a lawyer which is unethical business practice.
36. On 6/29/ 2023, Ms. Od told plaintiff that her department has to do the work of another department. Same is clear retaliation to overwork plaintiff and her unit with unlawfully assigned work.
37. When Ms. O was shown the email that the State sent to inform them that the work was done by the claims department, her response was "oh well y'all going to do it anyway."
38. The state stated that it is not a good business practice to have Investigators do work that another department was hired to do. However, she totally ignored that request from the state.
39. When Plaintiff asked Mr. M why her department has to do the work of another department, he stated he had to negotiate to get us more workers, and that plaintiff's department should try get along with that department as they are short of staff.
40. Plaintiff explained her department was also short of staff more workers were needed.

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41. Plaintiff's fraud staff -workers also put in a complaint in 2023, that they were doing work of the workforce family development sand wish to be relieved and that request was unanswered.
42. No other department is doing work that belongs to another department but plaintiff's department, the Fraud unit. plaintiff's extra assignments began when she rejected knapp's advances.
43. Other administrators are allowed to speak to their director to get assistance , but plaintiff is **only allowed to speak to a lawyer concerning department issues** after she complained of unethical practice and work place harassment.
44. Every administrator in the agency gets the required workers needed to do the job but plaintiff is not able to sit down with Mr. Mateo Perez to discuss issues that she has in her department because he's friend with the man that has been holding plaintiff hostage to his unwanted sexual advances.
45. Plaintiff was told that he has been showing sympathy for Mr. Knapp and that that is another reason why he has never sat down nor even spoken to her about the complaint.
46. Plaintiff has never been offered any counseling for what was done to her.
47. None of plaintiff's complaints has been addressed and plaintiff was never offered any counseling after she complained of sexual harassment.
48. Plaintiff was interviewed by an attorney that the county paid who never bothered to give plaintiff a conclusion to her complaint and did not send her anything that said there was not enough evidence to further investigate the matter.
49. Defendants never gave the customary compassionate sit-down normally offered to others.

*Leah O. Burke*

50. No one asked plaintiff for all of the outside phone call logs and phone calls after hours Mr. Knapp made to her personally. No one asked plaintiff for the phone calls and all other proof that she has. Instead, Nothing was done. Same was the normal custom and practice FOR OTHER NON BLACK AND NON COMPLAINING PERSONNNEL.
51. When plaintiff complained about being called a "nigga" IN OR ABOUT 2023 by a supervisor last year at the commissioners meeting, Mr. BAPTISTA, THE COUNTY ATTORNEY stated there was going to be an investigation.
52. Two days later plaintiff received a letter from a Superior's office that she was now being supervised by 2 lawyers.
53. Plaintiff is the only administrator out of over 20 administrators that has ever been supervised by attorneys. Plaintiff is now being removed from her department that she built up out of the ashes to put her in THE FOOD STAMPS DEPT, THE WORST department in the agency which shows retaliation at the highest level.
54. Mr. Knapp trivialized the whole situation and now plaintiff is being punished for opening her mouth about the sexual harassment.
55. Plaintiff's department started off with 20 Investigators and now it is down to six ..
56. Despite this Mr. Knapp refuses to hire any more Investigators.
57. The plaintiff is now unable to do her job properly. Plaintiff's department was given over 50,000 matches not normal work for her office that Trenton wants to know when same will be completed.
58. Plaintiff told Mr. Mazza Perez she needs more workers to do the job ,but he has refused to provide more workers.



59. Mr. Mazza Perez went to Mr. Martinovich, department director and stated he wasn't hiring anyone for plaintiff's department.
60. Plaintiff's department is also in a desperate need of painting. Mr. Mazza Perez has refused that request for over a year while other departments were painted
61. The claims department which is literally 10 feet away from her department had just gotten painted and when plaintiff asked why hasn't her department also been painted , the response was they don't have painter.
62. Mr. Knapp has intentionally caused plaintiff to be left out of meetings.
63. Approximately 6/21/23, plaintiff's department had to go through training to replace stolen EBT food stamp benefits.
64. Mr. Knapp assigned the meeting to the claims department administrator Valerie Diggs (who holds a similar position ).
65. The plaintiff's department is the one that has to do the replacement of benefits even though she was left out of the meeting.
66. As of June 2023, plaintiff did not know what happened at meeting and her workers are calling her at her home.
67. Plaintiff is currently forced to take furlough days after her husband suffered a stroke.
68. Plaintiff asked personnel for Intermittent forms to take care of her husband her request was unanswered.
69. Ms. G's office is refusing to assist plaintiff and is quick to deny her equipment to house her medication on 6/13/23.
70. Plaintiff and another African supervisor requested accommodation and brought in doctors notes to keep our small refrigerators and Microwaves to house our insulin and

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prepare special meals because of plaintiff's and the other African AMERICAN

handicap - illnesses but was told that Ms. Gibney denied their request.

71. The pretextual reason given was the extra plugs can become a safety issue.

72. Plaintiff has had her refrigerator in her office for over 1 year and the other supervisor had her refrigerator in her office for over 10 years without incident.

73. It is no coincidence that this becoming a problem again as this is clearly retaliation.

74. Plaintiff walked through the entire building 6/13/23, and noted that every supervisor and administrator in this agency/building had the same refrigerators and microwave in their offices but were allowed to keep their equipment.

75. All the other supervisors and administrator allowed these privileges are non African American woman and men.

76. Plaintiff has been supervising the fraud department for over a year and never had any issues or problems with anyone in her department until after she made the complaint against Mr. Knapp for the inappropriate touching complaints.

77. Complaints started rolling in from Ms. Cintron's members.

78. One of Ms. Cintron's members, MM, told plaintiff that she called Ms. Cintron one day and mentioned plaintiff's name to her.

79. Ms. Cintron said loudly "what you said about Lula, we're going to get her."

80. Ms. MM told her that the conversation wasn't about plaintiff but somehow Ms. Cintron tried to create a false narrative to write up the plaintiff.

81. Ms. MM told Ms. Cintron that she wasn't going to write plaintiff up.

82. For years plaintiff has been putting in complaints to Mr. Knapp about the inappropriate behavior and the harassment.



83. All that the plaintiff told Ms. Cintron has been ignored.
84. Plaintiff has been told to just deal with it, or she was simply ignored.
85. Ms. Cintron has been angry because plaintiff was making more money as a supervisor and she was only getting a clerk salary.
86. When plaintiff brought it up Ms. Cintron's behavior to her director plaintiff was told to ignore her.
87. Ms. Cintron has been harassing plaintiff and coercing her workers against plaintiff because she is upset because plaintiff is making more money than her as Plaintiff's then director FM had informed plaintiff.
88. Ms. Cintron has issues with educated black woman in the agency.
89. She has an issue with getting along with African American woman as a whole.
90. Any time Ms. Cintron is challenged by an African American woman because of her behavior she goes out on crusades and tarnishes their names and make up false allegations.
91. Approximately July 2023, Ms. Cintron made up a false allegation that plaintiff was sleeping with her supervisor.
92. Ms. Cintron for years has tarnished the plaintiff's name.
93. Ms. Cintron has retaliated against plaintiff by stating false allegations against her for making made the complaint of sexual harassment against her friend Robert Knapp.
94. On January 16, 2024, plaintiff was given a memo that was marked 2022 attendance record distribution.
95. Plaintiff noticed that her name was left off the sheet. All administrative staff names were on there except hers.

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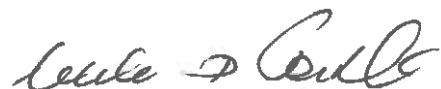
96. Every year since plaintiff became the fraud administrator her name has been on the sheet.

97. This year due to plaintiff's tarnished reputation and steps taken to assert her rights Mr. Q has chosen to leave her out and put another administrative personnel's brother name on the list instead.

**COUNT ONE**

**GENDER DISCRIMINATION, SEXUAL HARASSMENT, RECKLESS AND INTENTIONAL INFLICTION OF SEVERE EMOTIONAL DISTRESS**

1. Plaintiff repeats the allegations of the previous paragraphs and those below as if fully set forth at length herein.
2. NJLAD allows all persons to have the opportunity to obtain employment and conditions of employment without the hostility of sexual harassment.
3. The LAD prohibits gender-based discrimination and harassment in places of employment.
4. The sexual harassment by Defendant Knapp against plaintiff was unwelcome
5. Based on information and belief Defendant Knapp sexually harassed plaintiff because she was female in gender.
6. Defendant acted recklessly in sexually harassing the plaintiff in deliberate disregard of the high degree of probability that emotional distress would follow.
7. The conduct was outrageous in character, and so extreme in degree, as to go beyond all possible bounds of decency, and to be regarded as atrocious, and utterly intolerable in a civilized community.

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8. The defendant's conduct was intentional and proximate cause of plaintiff's severe distress.
9. Plaintiff did in fact sustain severe emotional distress that no reasonable person should be forced to endure. He made COMMENTS TO PLAINTIFF LIKE "I WANT TO POKE YOUR DOTS" and he would ask plaintiff if he could go to the "LADY'S ROOM WITH HER.
10. Defendant Knapp intended the sexually harassing acts AND inappropriate SEXUAL COMMENTS which made plaintiff feel uncomfortable and the emotional distress produced.

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory and per se damages, punitive damages with costs interest and attorney fees and any other relief the Court may deem proper.

**COUNT TWO**  
**RETALIATION, VIOLATION NJSA 10:15-12(d)(e) (r), HOSTILE ENVIRONMENT**

1. Plaintiff repeats the above stated paragraphs and those following as if fully restated herein.
2. **Defendant Cintron retaliated against the plaintiff for opposing sexual harassment in the work place.**
3. Ms. Cintron has retaliated against plaintiff by stating false allegations against her for making made the complaint of sexual harassment against her friend Robert Knapp.
4. The acts of retaliation would not have occurred but for the plaintiff's race.



5. The acts of retaliation were severe and pervasive enough to make the reasonable African plaintiff believe that the conditions of employment are altered and the working environment is hostile or abusive.
6. Plaintiff was subjected to disparate treatment that is the result of "illegitimate animus" and a vindictive campaign.
7. Plaintiff has been served with disciplinary notices including one for suspension since she opposed and complained about the sexual harassment which were not always issued legally in accordance with NJSA40A:14-147 AND 40A:14-149.
8. Plaintiff's name was left off in a disparate fashion from the county record attendance distribution sheet after she accused MR. KNAPP the Director of family services of sexual harassment.
9. The differential treatment was a spiteful effort to 'get' [her] for reasons wholly unrelated to any legitimate state objective.
10. As a direct consequence plaintiff has been severely harmed and damaged.

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory damages, punitive damages with costs interest and attorney fees and any other relief the Court may deem proper.

**COUNT TWO (A)**

**RETALIATION, NJSA 10:5-4, NJSA 10:5-12 (d)(e)(f) HOSTILE ENVIRONMENT**

1. Plaintiff repeats the above stated paragraphs and those following as if fully restated herein.

*Leah D. Bello*

2. After plaintiff signed a petition complaining about racial slurs in the workplace, plaintiff was placed under the supervision of two lawyers Mateo Perez, Catharine Healy.
3. No other employee in plaintiffs work place is supervised by lawyers.
4. The differential treatment was a spiteful effort to 'get' [her] for reasons wholly unrelated to any legitimate state objective.
5. As a direct consequence plaintiff has been severely harmed and damaged.

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory damages, punitive damages with costs interest and attorney fees and any other relief the Court may deem proper.

**COUNT TWO (B)**  
**RETALIATION, NJSA 10:5-4, NJSA 10:5-12, NJSA 10:5-12 r. HOSTILE ENVIRONMENT**

1. Plaintiff repeats the above stated paragraphs and those following as if fully restated herein.
2. Plaintiff repeats the above stated paragraphs and those following as if fully restated herein.
3. NJSA 10:5-4 AND NJSA 10:5-12 prevent work place discrimination based on race.
4. NJSA 10:5-12r prohibits any employer from taking reprisals against any employee for requesting from, discussing with, or disclosing to, any other employee or former employee of the employer, a lawyer from whom the employee seeks legal advice, or any government agency information regarding the job title, occupational category, and rate of compensation, including benefits, of the employee.



5. **Plaintiffs employer took reprisals against her for seeking legal advice from her lawyer and discussing with him matters related to her rights, work relationship and employee entitlements.**
6. **Plaintiff has been written up and provided with suspension notices after her contact with her lawyer.**
7. **No other employee in plaintiff's workplace has been subjected to this type of treatment.**
8. **The disparate treatment occurred due to the plaintiffs African America race.**
9. **The differential treatment was a spiteful effort to 'get' [her] for reasons wholly unrelated to any legitimate state objective.**
10. **As a direct consequence plaintiff has been severely harmed and damaged.**

WHEREFORE, Plaintiff request judgment for monetary damages, both past and future, compensatory damages, punitive damages with costs interest and attorney fees and any other relief the Court may deem proper.

### **COUNT THREE**

**NJSA 10:5-12 d, e, PEPER V PRINCETON , 77 NJ 55 ( 1978), NJ CONSTITUTION , ARTICLE 1 PAR 1, 5, 18, AIDING AND ABETTING UNLAWFUL DISCRIMINATION**

1. Plaintiff repeats the above stated paragraphs and those following as if fully restated herein.
2. The NJLAD prohibits the use of race or any other unlawful criteria to discriminate against individuals in the terms, conditions or privileges of employment.
3. Plaintiff was disparately denied adequate staff and training that would allow workplace advancement due to her race and her opposition to discrimination in the workplace.

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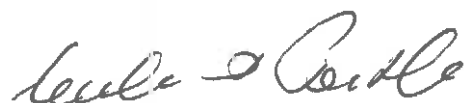
4. NJSA 10:5-12 (d) (e) forbids retaliation against employees for exercising their rights and prohibits any person from aiding, abetting, inciting, compelling or coerce the doing of any acts forbidden under the statute.
5. Defendant aided or abetted' unlawful discrimination by defaming plaintiff and making her work environment intolerable.
6. Defendant Cintron shared the same intent of Defendant Knapp who actually committed the offense and willfully and knowingly associated herself with the unlawful acts of Knapp to help make the unlawful acts succeed.
7. Knapp and Cintron aided and abetted each other in the deprivation of plaintiff's Civil and Constitutional rights.
8. As a direct consequence plaintiff has been harmed and damaged.

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory damages, punitive damages with costs interest and attorney fees and any other relief the Court may deem proper.

#### **COUNT FOUR**

#### **NEW JERSEY CONSTITUTION ARTICLE 1, PARA 1, 5, EQUAL PROTECTION, DENIAL OF SUBSTANTIVE AND PROCEDURAL DUE PROCESS**

1. Plaintiff repeats the above stated paragraphs and those following as if fully restated herein.
2. Plaintiff is guaranteed rights as outlined in Article 1 para 1 of the New Jersey Constitution.



3. Defendants denied plaintiff of procedural and substantive due process and of equal protection of laws by limiting her rights as an employee and placing her under the supervision of two lawyers because she opposed sexual harassment and filed a complaint opposing discrimination in the workplace.
4. Having plaintiff supervised by company lawyers in retaliation for exercising her first amendment rights in a County Government work place, is an egregious governmental abuse of plaintiff's liberty and civil rights, which shocks the conscience as well as offend judicial notions of fairness. It is also offensive.
5. No other employee is being treated in a similar fashion which reflects a denial of equal protection.
6. As a consequence of defendants egregious acts and the policing of plaintiff's actions in the work place because she grieved, plaintiff's rights under the NJ Constitution have been injured and damaged.

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory and punitive, with costs interest and attorney fees and any other relief the Court may deem proper.

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**COUNT FIVE**

**CIVIL CONSPIRACY, N.J.S.A. 10:6-2 (C)**

1. Plaintiff hereby incorporates each and every allegation of the preceding paragraphs and those below of this Complaint as if they were fully set forth at length herein.
2. The NJRCA prohibits persons, whether or not acting under color of law, from depriving individuals of any substantive due process or equal protection rights, privileges or immunities secured by the Constitution or laws of the United States, or of any substantive rights, privileges or immunities secured by the Constitution or laws of this State.
3. Defendants agreed to unlawfully by acts, words assignments agreed to make the work environment hostile
4. Defendant Cintron and defendant Knapp acted in ongoing concert to commit an unlawful act by unlawful means against plaintiff
5. Defendants acted in concert and bypassed plaintiff and refused to place her name on the administrators list which was done consistently prior to her complaint of sexual harassment.
6. In furtherance of the conspiracy, upon information and belief, defendant Cintron intentionally and knowingly and untruthfully started a rumor that would affect plaintiff's reputation SAYING THAT PLAINTIFF IS A RACIST.
7. The defendants' conduct resulted in the deprivation of plaintiff's civil and constitutional rights.
8. After plaintiff signed a petition complaining about racial slurs in the workplace, plaintiff was placed under the supervision of two lawyers Mateo Perez, Catharine Healy.
9. No other employees are supervised by lawyers at Plaintiff's place of employment.

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10. As a direct result of the defendants' actions plaintiff was denied of her rights under N.J.S.A. 10:6-2 (C), subjected to a civil conspiracy and has been harmed and damaged.

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory and per se damages, punitive damages with costs interest and attorney fees and any other relief the Court may deem proper.

### **COUNT SIX**

#### **NEW JERSEY CONSTITUTION ARTICLE 1, PARA 1, 5, EQUAL PROTECTION, DENIAL OF SUBSTANTIVE AND PROCEDURAL DUE PROCESS**

1. Plaintiff, an African American repeats the above stated paragraphs and those following as if fully restated herein.
2. Plaintiff is guaranteed rights as outlined in Article 1 para 1 of the New Jersey Constitution.
- 3)Plaintiff has equal rights to enjoy life and pursue happiness and receive the equal benefits of her employment which were deprived to her, a black woman.
- 4.As a direct result of the defendants' actions plaintiff has been harmed and damaged

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory and punitive, with costs interest and attorney fees and any other relief the Court may deem proper.

### **COUNT SEVEN**

#### **DEFAMATION, SLANDER, SLANDER PER SE, CASTING IN FALSE LIGHT, LIBEL**

1. Plaintiff repeats the above stated paragraphs and those following as if fully restated herein



2. The defendants unreasonably defamatory publications placed the Plaintiff in a false light.
3. Approximately fall 2023, Ms. Cintron KNOWINGLY made up a false allegation and published same that plaintiff was sleeping with her supervisor, Mr. M.
4. The false allegations were publicized to others.
5. Ms. Cintron has consistently tarnished plaintiff's name.
6. Ms. Cintron retaliated against plaintiff by stating false allegations against her because plaintiff made the complaint of sexual harassment against her friend Robert Knapp.
7. The false allegations placed plaintiff in a false light before others.
8. Defendants acted in reckless disregard of the known falsity of the publicized matter and the false light in which plaintiff was placed.
9. Plaintiff became offended and emotionally distraught when she became aware of the defamatory statements.
10. As a direct consequence of the defendants' wanton, malicious and willful acts, Plaintiff was slandered and cast in an offensive false light, tarnishing her reputation causing damages and severe emotional distress.
11. As a direct result of the defendants' actions plaintiff has been harmed and damaged.

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory and per se damages, punitive damages with costs interest and attorney fees and any other relief the Court may deem proper.

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**COUNT EIGHT**

**BREACH OF THE IMPLIED COVENANT OF GOOD FAITH AND FAIR DEALING,  
INTENTIONAL INTERFERENCE WITH HER BENEFICIAL ECONOMIC POSITION**

1. Plaintiff repeats that allegations of the preceding paragraphs and those below and incorporates them by reference herein.
2. Every contact in New Jersey contains a covenant of good faith and fair dealing.
3. Plaintiff asked personnel for Intermittent forms to take care of her husband but her request was unanswered.
4. Defendants acted in bad faith by refusing to answer plaintiff's request.
5. The bad faith act was a breach of the covenant of good faith and fair dealing.
6. The act resulted in the injuring of the plaintiff's right to receive the fruits of her employment contract.
7. THE HUDSON COUNTY POLICIES amounted to a contract by whom all county policies. Same gave power points and no training to personnel with no standards to demonstrate what acts constituted discrimination, disparate treatment sexual harassment and the procedure to file an in house complaint, and no stated duty of anyone with regard to the perceived observed wrongful acts.
8. Plaintiff was currently forced to take furlough days after her husband suffered a stroke which violated her entitlement to FMLA.
9. As a consequence, the plaintiff has been harmed and damaged.

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory and per se damages, punitive damages with costs interest and attorney fees and any other relief the Court may deem proper.



**COUNT NINE**

**DEPRIVATION OF CIVIL AND CONSTITUTIONAL RIGHTS UNDER COLOR OF LAW, OFFICIAL DEPRIVATION OF CIVIL RIGHTS**

1. Plaintiff repeats the above stated paragraphs and those following as if fully restated herein.
2. Pursuant to Peper v Princeton, 77NJ55 (1978) and NJSA10:6-2(c) plaintiff is entitled to recover for her losses caused by defendants actions under color of law which deprived her of her statutory and constitutional law
3. Plaintiff was deprived of her rights as required pursuant to Morrisey v Brewer, 408 U.S. 471 (1971).

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory and punitive damages with costs interest and attorney fees and any other relief the Court may deem proper.

**COUNT TEN**

**VIOLATION OF CIVIL SERVICE LAW, NJSA 2A:47A**

1. Plaintiff repeats the above stated paragraphs and those following as if fully restated herein.
2. Hudson County violated civil services law that requires Compliance with NJSA40a:14-147 and 149 as well as policies with regard to seniority governing any specific benefit and title 11 being respected



3. As a consequence of defendants' actions and failure to obey the distributed work assigned to plaintiff but to overburden her and her staff.
4. Plaintiff was performing the jobs of multiple administrators and was entitled to be paid for said positions even though not officially placed in said position. (See Thigpen v City of East Orange, 408 NJ Super. 331(App. Div. 2009).

**WHEREFORE**, Plaintiff request judgment for monetary damages, both past and future, compensatory and punitive damages with costs interest and attorney fees and any other relief the Court may deem proper.

**COUNT ELEVEN**

**PUNITIVE DAMAGES AS TO ALL COUNTS**

1. Plaintiff repeats that allegations of the preceding paragraphs and those below and incorporates them by reference herein.
2. "The defendants' conduct was wantonly reckless or malicious. Defendants' engaged in intentional wrongdoing in the sense of an 'evil-minded act' and acts accompanied by wanton and willful disregard of the rights of the plaintiff."
3. Punitive damages awards under the LAD are available against defendants who are County Employees.
4. The offending conduct of defendants managerial and supervisory government officials was particularly egregious.
5. The conduct was intentional and motivated by evil motive.
6. All of Defendants' acts, actions and behavior as outlined above were willful, wanton and egregious.

A handwritten signature in black ink, appearing to be "Linda D. [unclear]".

7. There were intentional wrongdoings in the sense of 'evil-minded acts' and acts by upper management accompanied by wanton and willful disregard of the rights of plaintiff AND OTHERS OBSERVED BY PLAINTIFF.
8. All of Defendant's wrongful acts set forth herein were undertaken with full knowledge, acquiescence and participation of upper management.
9. Due to the willful, wanton and egregious conduct with evil minded intent, Defendants are liable to Plaintiff for punitive damages.

**WHEREFORE**, Plaintiffs demand judgment for monetary damages, both past and future, compensatory and punitive, with costs interest, reasonable attorney's fees and expenses pursuant to N.J.S.A. § 10:5-27.1, and any other relief the Court may deem proper.

CECILE D. PORTILLA, ATTORNEY AT LAW  
Attorney for Plaintiff

By: /s/ Cecile D. Portilla  
CECILE D. PORTILLA, ESQUIRE

Dated: August 19, 2024,

**REQUEST FOR JURY TRIAL**

Plaintiff hereby requests a jury trial pursuant to Article 1 paragraph 9 of the New Jersey Constitution.

CECILE D. PORTILLA, ATTORNEY AT LAW  
Attorney for Plaintiff

By: /s/ Cecile D. Portilla  
CECILE D. PORTILLA, ESQUIRE

Dated: August 19, 2024



**DESIGNATION OF TRIAL COUNSEL**

Pursuant to R.4:25 ELDRIDGE HAWKINS, Esq. is hereby designated as trial counsel for the above captioned matter.

CECILE D. PORTILLA, ATTORNEY AT LAW  
Attorney for Plaintiff

By: /s/ Cecile D. Portilla  
CECILE D. PORTILLA, ESQUIRE

Dated: August 19, 2024

**RULE 4:18-2 PRODUCTION DEMAND**

Plaintiff requests pursuant to Rules of Court that defendants produce all documents referenced in their responsive pleading within (5) days after filing same.

CECILE D. PORTILLA, ATTORNEY AT LAW  
Attorney for Plaintiff

By: /s/ Cecile D. Portilla  
CECILE D. PORTILLA, ESQUIRE

Dated: August 19, 2024



**DEMAND FOR INSURANCE INFORMATION**

Plaintiff hereby demands that defendants disclose the full extent of all Applicable insurance Coverage as well as all declarations pages thereof within 35 days of the service of this complaint.

CECILE D. PORTILLA, ATTORNEY AT LAW  
Attorney for Plaintiff

By: /s/ Cecile D. Portilla  
CECILE D. PORTILLA, ESQUIRE

Dated: August 19, 2024

**CERTIFICATION PURSUANT TO R. 4:5-1**

I hereby certify that the matter in controversy in the within action is not the subject of any other action pending in any court or any pending arbitration proceeding and no other action or arbitration proceeding is contemplated. I further certify that there is no other party who should be joined in this action.

CECILE D. PORTILLA, ATTORNEY AT LAW  
Attorney for Plaintiff

By: /s/ Cecile D. Portilla  
CECILE D. PORTILLA, ESQUIRE

Dated: August 19, 2024

