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DOCUMENT INFORMATION

Agency Name:	Clerk of the Circuit Court & Comptroller, Palm Beach County
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CERTIFICATION

Pursuant to Sections 90.955(1) and 90.902(1), Florida Statutes, and Federal Rules of Evidence 901(a), 901(b)(7), and 902(1), the attached document is electronically certified by The Honorable Michael A. Caruso, Clerk of the Circuit Court & Comptroller, Palm Beach County, to be a true and correct copy of an official record or document authorized by law to be recorded or filed and actually recorded or filed in the office of the Clerk of the Circuit Court & Comptroller, Palm Beach County. The document may have redactions as required by law.

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IN THE CIRCUIT COURT OF THE FIFTEENTH JUDICIAL CIRCUIT
IN AND FOR PALM BEACH COUNTY, FLORIDA

CASE NO.:

JEROME JONES,

Plaintiff,

v.

COMCAST CABLE
COMMUNICATIONS
MANAGEMENT, LLC,

Defendant.

COMPLAINT

Plaintiff, JEROME JONES (“Plaintiff”), by and through undersigned counsel, sues
Defendant, COMCAST CABLE COMMUNICATIONS MANAGEMENT, LLC (“Defendant”),
and alleges:

GENERAL ALLEGATIONS

1. This action is brought pursuant to the Florida Civil Rights Act of 1992, sections 760.01–760.11, Florida Statutes (“FCRA”); Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq. (“Title VII”); and 42 U.S.C. § 1981, to redress injuries Plaintiff suffered as a result of Defendant’s unlawful discrimination, retaliation, and hostile work environment based on Plaintiff’s race, color, and national origin.

2. This is an action for damages that exceed Fifty Thousand Dollars (\$50,000.00), exclusive of interest, costs, and attorney’s fees, and is therefore within the subject-matter jurisdiction of this Court. This Court has concurrent jurisdiction over Plaintiff’s claims under Title VII and 42 U.S.C. § 1981.

3. Venue is proper in Palm Beach County, Florida, pursuant to section 47.011, Florida Statutes, because the acts that form the basis of this Complaint occurred in Palm Beach County and Defendant maintains a place of business in Palm Beach County.

4. At all times material, Defendant employed Plaintiff in Palm Beach County, Florida.

5. Defendant maintains a place of business in Palm Beach County, Florida, where Plaintiff worked and where payment of Plaintiff's wages was due.

6. Defendant was an "employer" within the meaning of the FCRA, section 760.02(7), Florida Statutes, and Title VII, 42 U.S.C. § 2000e(b), because it employed fifteen or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year. Defendant is also subject to 42 U.S.C. § 1981, which contains no minimum-employee requirement.

7. At all times material, Plaintiff was an "employee" within the meaning of the FCRA, Title VII, and 42 U.S.C. § 1981.

8. Plaintiff filed a timely Charge of Discrimination with the Equal Employment Opportunity Commission ("EEOC"), Charge No. 510-2026-04037, which was dually filed with the Florida Commission on Human Relations ("FCHR").

9. More than 180 days have passed since Plaintiff filed his Charge of Discrimination. Plaintiff has received, or is entitled to receive, a Notice of Right to Sue from the EEOC, and brings this action within the time permitted by law.

10. All conditions precedent to bringing this action have been performed, have occurred, or have been waived, including exhaustion of all applicable administrative remedies.

11. Plaintiff seeks declaratory, injunctive, legal, and equitable relief, together with compensatory and punitive damages, attorney's fees, and costs, pursuant to the statutes set forth above.

FACTUAL ALLEGATIONS COMMON TO ALL COUNTS

12. Plaintiff began his employment with Defendant on or about April 9, 2018, as a Field Sales Representative.

13. In that role, Plaintiff went door-to-door in assigned communities to market and sell Xfinity (Comcast) services to prospective customers.

14. Plaintiff, Jerome Jones, is an African-American male and is a member of protected classes based on his race, color, and national origin.

15. Defendant classified Plaintiff as a W-2 employee, paid him through direct deposit, paid him a salary plus commissions, and required him to work approximately sixty (60) hours per week.

16. Throughout his approximately seven years of employment, Plaintiff was a consistently high-performing employee who regularly ranked among Defendant's top sales representatives. Plaintiff earned approximately \$45,000 in commissions during a three-month period, received annual awards recognizing his performance, and developed a reputation for generating legitimate sales through lawful and ethical means.

17. During Plaintiff's employment, Jason Hafer, a white American male approximately fifty-five (55) years old, and Doug Bisson, a white American male, supervised Plaintiff.

18. Throughout Plaintiff's employment, Hafer and Bisson subjected Plaintiff to discriminatory treatment, harassment, bullying, and unequal working conditions because of his race, color, and national origin.

19. On numerous occasions, Bisson instructed Plaintiff to artificially inflate his reported field activity, including his door-knocking numbers, in Defendant's systems because Bisson did not want corporate headquarters questioning Plaintiff's activity metrics. Plaintiff refused to engage in that conduct and continued to report his activity honestly while generating legitimate sales through lawful means.

20. Hafer and Bisson repeatedly mocked Plaintiff by referring to him as "Kenny," a character from the television show South Park, and referred to Plaintiff's work group as "South Park." Plaintiff found these comments offensive, humiliating, and degrading, and the repeated remarks contributed to a hostile work environment.

21. In or around August 2025, Plaintiff attended a Green Market event while wearing his company uniform and Bob Marley-themed socks. Afterward, Hafer and Bisson exchanged text messages accusing Plaintiff of being under the influence of drugs and smoking marijuana. Bisson then showed the messages to Plaintiff and to another African-American employee, Marie. Plaintiff found the comments offensive, humiliating, and rooted in racial stereotypes regarding African Americans.

22. Marie, a newly hired African-American employee, was, like Plaintiff, assigned to work in the same hostile and unsafe territory. During one of her initial interactions in the territory, a customer asked Marie whether she would engage in sexual acts with a Caucasian male. Although Hafer and Bisson were made aware of the incident, they failed to take corrective action.

23. Throughout his employment, Defendant assigned Plaintiff and other African-American employees, including Blair Horace and Marie, to work in predominantly Caucasian territories that Plaintiff believed were more dangerous than those assigned to white employees. One such territory was approximately ninety-eight percent (98%) Caucasian.

24. While working in these territories, Plaintiff repeatedly encountered dangerous situations, including being threatened, chased by unleashed dogs, and confronted by hostile individuals. On one occasion, a customer pointed a firearm at Plaintiff and appeared prepared to use it. Bisson and Horace witnessed the incident.

25. Plaintiff repeatedly complained about the dangerous conditions and safety concerns associated with these assignments. Despite Plaintiff's complaints, Defendant failed to take corrective action, provide safer working conditions, or reassign Plaintiff to safer territories. Plaintiff observed that Defendant did not assign white employees to the same dangerous territories as Plaintiff and the other African-American employees.

26. At one point during Plaintiff's employment, Hafer placed Plaintiff in an interim management role while Bisson was absent due to heart surgery. During that time, Hafer praised Plaintiff's leadership abilities, work ethic, and job performance, demonstrating that Defendant regarded Plaintiff as qualified, capable, and highly regarded when it served Defendant's interests.

27. In or around April and May 2025, Plaintiff reported code-of-conduct violations committed by other sales representatives, specifically that certain employees were falsifying door-knocking records and sales activity. Although Hafer possessed evidence of the misconduct, he gave those employees opportunities to correct their behavior rather than imposing discipline. Upon information and belief, the employees who received lenient treatment were not African American.

28. In September 2025, Plaintiff filed a formal complaint with Human Resources regarding the discriminatory treatment, abuse of power, bullying, harassment, and unsafe working conditions that Hafer and Bisson created and permitted. By making these complaints, Plaintiff engaged in protected activity.

29. After Plaintiff's Human Resources complaint, Hafer's treatment of Plaintiff changed significantly. Shortly afterward, Defendant informed Plaintiff that he was under investigation concerning approximately \$45,000 in commissions he had earned during a three-month period.

30. Defendant never interviewed Plaintiff regarding the investigation, Human Resources did not conduct a meaningful review of the allegations, and Plaintiff is unaware of any meaningful participation by Human Resources or Defendant's security department in the investigative process.

31. On the day Defendant terminated Plaintiff's employment, Plaintiff questioned Hafer about the investigation. Hafer admitted that Plaintiff's sales orders were legitimate and "clean." Although Hafer acknowledged that Plaintiff's sales were valid and legitimate, Defendant nevertheless proceeded with Plaintiff's termination.

32. Defendant claimed that Plaintiff violated company policy by placing two cellular telephone orders on his own account. Plaintiff was unaware that the conduct allegedly violated company policy. Once the issue was identified, Plaintiff and Bisson immediately corrected it, and Bisson informed Plaintiff that he would seek an exemption from Defendant's finance department to ensure that Plaintiff would not receive commissions associated with those orders.

33. Defendant never issued Plaintiff discipline, counseling, or a written warning regarding the cellular-telephone-order issue, and did not give Plaintiff an opportunity to correct the matter before his termination. Upon information and belief, Defendant gave white employees who committed more serious policy violations multiple opportunities to correct their conduct and avoid termination.

34. Hafer consistently favored white employees and treated them more leniently than Plaintiff, despite Plaintiff's superior performance history, annual awards, and demonstrated success as one of Defendant's top sales representatives.

35. Defendant terminated Plaintiff's employment on or about November 20, 2025. Hafer informed Plaintiff of his termination verbally over the telephone, and Human Resources was not present during the termination.

36. Plaintiff alleges that Defendant's stated reason for his termination was false and pretextual, and that Defendant terminated his employment because of his race, color, and national origin and in retaliation for his complaints regarding discrimination, harassment, code-of-conduct violations, and unsafe working conditions.

37. As a direct and proximate result of Defendant's discriminatory and retaliatory conduct, Plaintiff has suffered lost wages, lost benefits, emotional distress, humiliation, embarrassment, mental anguish, and other compensatory damages.

38. Defendant's conduct was intentional, malicious, and reckless, and Defendant carried it out with deliberate disregard for Plaintiff's protected rights.

39. As a further result of Defendant's unlawful conduct, Plaintiff has retained the undersigned counsel and has become obligated to pay attorney's fees and costs associated with the prosecution of this action.

40. Throughout his employment, Plaintiff was able to perform, and did perform, the essential functions of his job at a satisfactory or above-satisfactory level.

41. Any reason proffered by Defendant for the adverse employment actions is mere pretext for unlawful discrimination and retaliation.

42. Plaintiff has retained the undersigned counsel to protect his rights and interests and has become obligated to pay a reasonable attorney's fee.

COUNT I

Discrimination Based on Race and Color in Violation of the FCRA § 760.10(1)(a)

43. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

44. The FCRA prohibits an employer from making employment decisions, or taking any personnel action affecting the terms, conditions, and privileges of employment, based on an individual's race or color.

45. Plaintiff possessed the qualifications and skills required to perform his position with Defendant.

46. Defendant subjected Plaintiff to disparate treatment in the workplace in that similarly situated non-Black employees received opportunities that Defendant denied Plaintiff because of his race and color.

47. As a direct and proximate result of Defendant's unlawful acts, Plaintiff has suffered economic harm and other associated losses.

48. As a further result of Defendant's unlawful discriminatory conduct, Plaintiff has been compelled to file this action and has incurred the costs of litigation.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Adjudge and decree that Defendant has violated the Florida Civil Rights Act of 1992, and has done so willfully, intentionally, and with reckless disregard for Plaintiff's rights;
- B. Enter a judgment requiring that Defendant pay Plaintiff appropriate back pay, benefits' adjustment, and prejudgment interest at amounts to be proved at trial for the unlawful employment practices described herein;
- C. Enter an award against Defendant and award Plaintiff compensatory damages for mental anguish, personal suffering, and loss of enjoyment of life;

- D. Require Defendant to reinstate Plaintiff to his former position at the rate of pay and with the full benefits Plaintiff would have had Plaintiff not been discriminated against by Defendant, or, in lieu of reinstatement, award front pay;
- E. Award Plaintiff punitive damages;
- F. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- G. Grant Plaintiff such additional relief as the Court deems just and proper under the circumstances.

COUNT II

Discrimination Based on National Origin in Violation of the FCRA § 760.10(1)(a)

49. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

50. Defendant failed to comply with section 760.10, Florida Statutes, which makes it an unlawful employment practice for an employer to discharge or otherwise discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of the individual's race, color, or national origin.

51. The FCRA prohibits an employer from making employment decisions, or taking any personnel action affecting the terms, conditions, and privileges of employment, based on national origin.

52. Plaintiff is a member of a protected class under the FCRA.

53. By the conduct described above, Defendant discriminated against Plaintiff because of his national origin and subjected him to national-origin-based animosity.

54. Defendant's discrimination was based on Plaintiff's national origin.

55. Defendant violated the FCRA by discriminating against Plaintiff because of his national origin in the terms, conditions, and privileges of his employment.

56. Defendant's conduct was willful and in disregard of Plaintiff's protected rights. Defendant and its supervisory personnel knew that discrimination on the basis of national origin was unlawful but acted in reckless disregard of the law.

57. At all times material, the employees who engaged in discriminatory conduct toward Plaintiff had the authority to affect the terms, conditions, and privileges of Plaintiff's employment.

58. Defendant retained the employees who engaged in discriminatory conduct toward Plaintiff despite knowing of their conduct.

59. As a result of Defendant's actions, Plaintiff has been deprived of rights, has been exposed to ridicule and embarrassment, and has suffered emotional distress and damage.

60. As a further result of Defendant's unlawful national-origin discrimination, Plaintiff has been compelled to file this action and has incurred the costs of litigation.

61. Defendant's conduct, through its agents, employees, and representatives, and its failure to take prompt remedial action to prevent continued discrimination, deprived Plaintiff of his rights under state law.

62. Defendant's actions were willful, wanton, and intentional, and undertaken with malice or reckless indifference to Plaintiff's protected rights, entitling Plaintiff to compensatory and punitive damages under state law.

63. Plaintiff has suffered, and will continue to suffer, both irreparable injury and compensable damages as a result of Defendant's discriminatory practices unless this Court grants relief.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Adjudge and decree that Defendant has violated the Florida Civil Rights Act of 1992, and has done so willfully, intentionally, and with reckless disregard for Plaintiff's rights;

- B. Enter a judgment requiring that Defendant pay Plaintiff appropriate back pay, benefits' adjustment, and prejudgment interest at amounts to be proved at trial for the unlawful employment practices described herein;
- C. Enter an award against Defendant and award Plaintiff compensatory damages for mental anguish, personal suffering, and loss of enjoyment of life;
- D. Require Defendant to reinstate Plaintiff to his former position at the rate of pay and with the full benefits Plaintiff would have had Plaintiff not been discriminated against by Defendant, or, in lieu of reinstatement, award front pay;
- E. Award Plaintiff punitive damages;
- F. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- G. Grant Plaintiff such additional relief as the Court deems just and proper under the circumstances.

COUNT III

Retaliation in Violation of the FCRA § 760.10(7)

64. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

65. Defendant is an employer as that term is used under the statutes referenced above.

66. The foregoing allegations establish a cause of action for unlawful retaliation after Plaintiff engaged in statutorily protected activity under the FCRA.

67. Defendant's foregoing unlawful acts were purposeful.

68. Plaintiff engaged in statutorily protected activity by repeatedly complaining to management and Human Resources about discrimination, harassment, bullying, code-of-conduct violations, and unsafe working conditions. Defendant gave similarly situated non-Black employees more favorable working conditions, more lenient disciplinary treatment, and opportunities to correct alleged policy violations that it denied Plaintiff. Defendant repeatedly assigned Plaintiff to dangerous territories predominantly occupied by Caucasian residents, where he was threatened, chased by unleashed dogs, and, on one occasion, had a firearm pointed at him, while Defendant did not assign white employees to the same dangerous territories. When Plaintiff

reported code-of-conduct violations committed by other employees, Defendant permitted those employees to correct their conduct rather than imposing discipline, yet terminated Plaintiff for an alleged policy violation involving two cellular telephone orders despite his immediate correction of the issue, the absence of any prior discipline or warning, and Hafer's acknowledgment that Plaintiff's sales orders were legitimate and "clean." After Plaintiff's complaints, Defendant failed to remedy the discriminatory treatment and instead subjected Plaintiff to an investigation, withheld equal treatment, and terminated his employment. The temporal proximity and sequence of events establish a causal connection between Plaintiff's protected activity and the adverse employment actions taken against him.

69. As a direct and proximate result of Defendant's unlawful acts and omissions, Plaintiff has suffered mental anguish, emotional distress, expense, loss of benefits, embarrassment, humiliation, damage to reputation, lost wages, loss of the capacity for the enjoyment of life, and other tangible and intangible damages.

70. These damages are continuing and permanent.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Declare that the acts complained of herein violate the Florida Civil Rights Act of 1992;
- B. Award Plaintiff compensatory damages for emotional distress, embarrassment, and humiliation;
- C. Grant a permanent injunction enjoining Defendant, its officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice that discriminates or retaliates;
- D. Reinstate Plaintiff to the position he held before the retaliatory personnel action, or to an equivalent position, with full fringe benefits and seniority rights, or, in lieu of reinstatement, award front pay;
- E. Order Defendant to make Plaintiff whole by compensating Plaintiff for lost wages and benefits, including back pay, with prejudgment interest;
- F. Award Plaintiff punitive damages;

- G. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- H. Grant Plaintiff such other and further relief as the Court deems just and proper.

COUNT IV

Hostile Work Environment in Violation of the FCRA § 760.10(1)(a)

71. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

72. Defendant is an employer as that term is used under the statutes referenced above.

73. The foregoing allegations establish a cause of action for a hostile work environment in violation of the FCRA.

74. Plaintiff, as a Black African-American individual, is within a protected class under the FCRA.

75. During his employment, Defendant subjected Plaintiff to unwelcome harassment.

76. The harassment Plaintiff endured was based on his race, color, and national origin.

77. The harassment was severe or pervasive, as Defendant continuously harassed Plaintiff because of his race, color, and national origin.

78. The discriminatory and hostile treatment Plaintiff endured was severe or pervasive. Throughout his employment, Defendant repeatedly subjected Plaintiff to racially charged comments, unequal working conditions, dangerous territory assignments, and disparate treatment compared to similarly situated white employees. Plaintiff's supervisors mocked him, assigned him to territories where he was threatened and exposed to serious safety risks, and denied him the opportunities afforded to non-Black employees to correct alleged policy violations. Plaintiff repeatedly complained about the discriminatory treatment, harassment, code-of-conduct violations, and unsafe working conditions, yet Defendant failed to take corrective action. Shortly

after Plaintiff engaged in protected activity by reporting these issues to Human Resources, Defendant subjected him to an investigation, treated him less favorably than similarly situated white employees, and terminated his employment. As a result of Defendant's conduct, Plaintiff experienced significant stress, anxiety, humiliation, and emotional distress. The discriminatory conditions under which Plaintiff worked materially altered the terms and conditions of his employment and culminated in the termination of his employment on or about November 20, 2025.

79. Defendant is liable for this conduct, either vicariously or directly, because Plaintiff's supervisors knew of the harassment and abuse and undertook no remedial or disciplinary action.

80. As a direct and proximate result of Defendant's unlawful acts and omissions, Plaintiff has suffered mental anguish, emotional distress, expense, loss of benefits, embarrassment, humiliation, damage to reputation, lost wages, loss of the capacity for the enjoyment of life, and other tangible and intangible damages.

81. These damages are continuing and permanent.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Declare that the acts complained of herein violate the Florida Civil Rights Act of 1992;
- B. Award Plaintiff compensatory damages for emotional distress, embarrassment, and humiliation;
- C. Grant a permanent injunction enjoining Defendant, its officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice that discriminates;
- D. Reinstate Plaintiff to the position he held before his termination, or to an equivalent position, with full fringe benefits and seniority rights, or, in lieu of reinstatement, award front pay;
- E. Order Defendant to make Plaintiff whole by compensating Plaintiff for lost wages and benefits, including back pay, with prejudgment interest;
- F. Award Plaintiff punitive damages;

- G. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- H. Grant Plaintiff such other and further relief as the Court deems just and proper.

COUNT V

Race Discrimination in Violation of 42 U.S.C. § 1981

82. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

83. Plaintiff is a member of a protected class under 42 U.S.C. § 1981.

84. By the conduct described above, Defendant discriminated against Plaintiff because of his race and subjected him to race-based animosity.

85. Defendant's discrimination was based on Plaintiff's race, in that Plaintiff would not have been the object of discrimination but for the fact that he is a Black male.

86. Defendant's conduct was willful and in disregard of Plaintiff's protected rights. Defendant and its supervisory personnel knew that discrimination on the basis of race was unlawful but acted in reckless disregard of the law.

87. At all times material, the employees who engaged in discriminatory conduct toward Plaintiff had the authority to affect the terms, conditions, and privileges of Plaintiff's employment.

88. Defendant retained the employees who engaged in discriminatory conduct toward Plaintiff despite knowing of their conduct.

89. As a result of Defendant's actions, Plaintiff has been deprived of rights, has been exposed to ridicule and embarrassment, and has suffered emotional distress and damage.

90. Defendant's conduct, through its agents, employees, and representatives, and its failure to take prompt remedial action to prevent continued discrimination, deprived Plaintiff of his rights under federal law.

91. Defendant's actions were willful, wanton, and intentional, and undertaken with malice or reckless indifference to Plaintiff's protected rights, entitling Plaintiff to compensatory and punitive damages under federal law.

92. Plaintiff has suffered, and will continue to suffer, both irreparable injury and compensable damages as a result of Defendant's discriminatory practices unless this Court grants relief.

93. Plaintiff has retained the undersigned counsel and is entitled to an award of attorney's fees pursuant to 42 U.S.C. § 1988.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Adjudge and decree that Defendant has violated 42 U.S.C. § 1981, and has done so willfully, intentionally, and with reckless disregard for Plaintiff's rights;
- B. Enter a judgment requiring that Defendant pay Plaintiff appropriate back pay, benefits' adjustment, and prejudgment interest at amounts to be proved at trial for the unlawful employment practices described herein;
- C. Enter an award against Defendant and award Plaintiff compensatory damages for mental anguish, personal suffering, and loss of enjoyment of life;
- D. Require Defendant to reinstate Plaintiff to his former position at the rate of pay and with the full benefits Plaintiff would have had Plaintiff not been discriminated against by Defendant, or, in lieu of reinstatement, award front pay;
- E. Award Plaintiff punitive damages;
- F. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- G. Grant Plaintiff such additional relief as the Court deems just and proper under the circumstances.

COUNT VI

Retaliation in Violation of 42 U.S.C. § 1981

94. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

95. Plaintiff is a member of a protected class under 42 U.S.C. § 1981.

96. By the conduct described above, Defendant retaliated against Plaintiff for exercising rights protected under 42 U.S.C. § 1981.

97. Defendant's conduct was willful and in disregard of Plaintiff's protected rights. Defendant and its supervisory personnel knew that retaliation for opposing race discrimination was unlawful but acted in reckless disregard of the law.

98. As a result of Defendant's actions, Plaintiff has been deprived of rights, has been exposed to ridicule and embarrassment, and has suffered emotional distress and damage.

99. Defendant's conduct, through its agents, employees, and representatives, and its failure to take prompt remedial action, deprived Plaintiff of his rights under federal law.

100. Defendant's actions were willful, wanton, and intentional, and undertaken with malice or reckless indifference to Plaintiff's protected rights, entitling Plaintiff to compensatory and punitive damages under federal law.

101. Plaintiff has suffered, and will continue to suffer, both irreparable injury and compensable damages as a result of Defendant's retaliatory practices unless this Court grants relief.

102. Plaintiff has retained the undersigned counsel and is entitled to an award of attorney's fees pursuant to 42 U.S.C. § 1988.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Declare that the acts complained of herein violate 42 U.S.C. § 1981;
- B. Award Plaintiff compensatory damages for emotional distress, embarrassment, and humiliation;

- C. Grant a permanent injunction enjoining Defendant, its officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice that discriminates or retaliates;
- D. Reinstate Plaintiff to the position he held before the retaliatory personnel action, or to an equivalent position, with full fringe benefits and seniority rights, or, in lieu of reinstatement, award front pay;
- E. Order Defendant to make Plaintiff whole by compensating Plaintiff for lost wages and benefits, including back pay, with prejudgment interest;
- F. Award Plaintiff punitive damages;
- G. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- H. Grant Plaintiff such other and further relief as the Court deems just and proper.

COUNT VII

Hostile Work Environment in Violation of 42 U.S.C. § 1981

103. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

104. Defendant is an employer as that term is used under the statutes referenced above.

105. The foregoing allegations establish a cause of action for a hostile work environment that adversely affected Plaintiff in violation of 42 U.S.C. § 1981.

106. Plaintiff, as a Black male, is within a protected class under 42 U.S.C. § 1981.

107. During his employment, Defendant subjected Plaintiff to unwelcome harassment.

108. The harassment Plaintiff endured was based on his race.

109. The harassment was severe or pervasive, as Defendant continuously harassed Plaintiff because of his race.

110. The harassment Plaintiff endured was severe or pervasive. Plaintiff dreaded going to work because he continually feared the harassment. The conduct occurred regularly, was abusive, and altered the conditions of Plaintiff's employment, and Defendant ultimately terminated his employment.

111. Defendant is liable for this conduct, either vicariously or directly, because Plaintiff's supervisors knew of the harassment and abuse and undertook no remedial or disciplinary action.

112. As a direct and proximate result of Defendant's unlawful acts and omissions, Plaintiff has suffered mental anguish, emotional distress, expense, loss of benefits, embarrassment, humiliation, damage to reputation, lost wages, loss of the capacity for the enjoyment of life, and other tangible and intangible damages.

113. These damages are continuing and permanent.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Declare that the acts complained of herein violate 42 U.S.C. § 1981;
- B. Award Plaintiff compensatory damages for emotional distress, embarrassment, and humiliation;
- C. Grant a permanent injunction enjoining Defendant, its officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice that discriminates;
- D. Reinstate Plaintiff to the position he held before his termination, or to an equivalent position, with full fringe benefits and seniority rights, or, in lieu of reinstatement, award front pay;
- E. Order Defendant to make Plaintiff whole by compensating Plaintiff for lost wages and benefits, including back pay, with prejudgment interest;
- F. Award Plaintiff punitive damages;
- G. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- H. Grant Plaintiff such other and further relief as the Court deems just and proper.

COUNT VIII

Discrimination Based on National Origin in Violation of Title VII 42 U.S.C. § 2000e-2(a)

114. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

115. Defendant failed to comply with Title VII, 42 U.S.C. § 2000e-2(a), which makes it an unlawful employment practice for an employer to discharge or otherwise discriminate against

any individual with respect to compensation, terms, conditions, or privileges of employment because of the individual's race, color, religion, sex, or national origin.

116. Defendant was aware that Plaintiff is an African-American individual.

117. Defendant discriminated against Plaintiff because of his national origin.

118. At all relevant times, including the time of the discrimination, Defendant was aware that Plaintiff is an African-American individual.

119. At the time of the discriminatory treatment, Plaintiff performed and excelled at the essential functions Defendant assigned to him.

120. Plaintiff was qualified for his position.

121. Defendant's failure to comply with Title VII was willful.

122. Through its practices and policies, Defendant willfully, and with malicious or reckless disregard of Plaintiff's protected rights, discriminated against Plaintiff because of his national origin in violation of Title VII by treating him differently from other employees.

123. As a direct and proximate result of Defendant's intentional conduct, Plaintiff suffered serious economic losses as well as mental pain and suffering.

124. Defendant's actions were malicious and recklessly indifferent to Plaintiff's right to be free from national-origin discrimination.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Adjudge and decree that Defendant has violated Title VII of the Civil Rights Act of 1964, and has done so willfully, intentionally, and with reckless disregard for Plaintiff's rights;
- B. Enter a judgment requiring that Defendant pay Plaintiff appropriate back pay, benefits' adjustment, and prejudgment interest at amounts to be proved at trial for the unlawful employment practices described herein;
- C. Enter an award against Defendant and award Plaintiff compensatory damages for mental anguish, personal suffering, and loss of enjoyment of life;

- D. Require Defendant to reinstate Plaintiff to his former position at the rate of pay and with the full benefits Plaintiff would have had Plaintiff not been discriminated against by Defendant, or, in lieu of reinstatement, award front pay;
- E. Award Plaintiff punitive damages;
- F. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- G. Grant Plaintiff such additional relief as the Court deems just and proper under the circumstances.

COUNT IX

Discrimination Based on Race and Color in Violation of Title VII 42 U.S.C. § 2000e-2(a)

125. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

126. Defendant failed to comply with Title VII, 42 U.S.C. § 2000e-2(a), which makes it an unlawful employment practice for an employer to discharge or otherwise discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of the individual's race, color, religion, sex, or national origin.

127. Defendant was aware of Plaintiff's race and color.

128. Defendant discriminated against Plaintiff because of his race and color.

129. At all relevant times, including the time of the discrimination, Defendant was aware that Plaintiff is Black.

130. At the time of the discriminatory treatment, Plaintiff performed and excelled at the essential functions Defendant assigned to him.

131. Plaintiff was qualified for his position.

132. Defendant discriminated against Plaintiff because he is a Black individual.

133. Defendant is a sophisticated employer with actual knowledge of the requirements of Title VII.

134. Defendant's failure to comply with Title VII was willful.

135. Through its practices and policies, Defendant willfully, and with malicious or reckless disregard of Plaintiff's protected rights, discriminated against Plaintiff because of his race in violation of Title VII by treating him differently from other employees.

136. As a direct and proximate result of Defendant's intentional conduct, Plaintiff suffered serious economic losses as well as mental pain and suffering.

137. Defendant's actions were malicious and recklessly indifferent to Plaintiff's right to be free from race discrimination.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Adjudge and decree that Defendant has violated Title VII of the Civil Rights Act of 1964, and has done so willfully, intentionally, and with reckless disregard for Plaintiff's rights;
- B. Enter a judgment requiring that Defendant pay Plaintiff appropriate back pay, benefits' adjustment, and prejudgment interest at amounts to be proved at trial for the unlawful employment practices described herein;
- C. Enter an award against Defendant and award Plaintiff compensatory damages for mental anguish, personal suffering, and loss of enjoyment of life;
- D. Require Defendant to reinstate Plaintiff to his former position at the rate of pay and with the full benefits Plaintiff would have had Plaintiff not been discriminated against by Defendant, or, in lieu of reinstatement, award front pay;
- E. Award Plaintiff punitive damages;
- F. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- G. Grant Plaintiff such additional relief as the Court deems just and proper under the circumstances.

COUNT X

Retaliation in Violation of Title VII 42 U.S.C. § 2000e-3(a)

138. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

139. Defendant is an employer as that term is used under the statutes referenced above.

140. The foregoing allegations establish a cause of action for unlawful retaliation after Plaintiff reported unlawful employment practices that adversely affected him under Title VII, 42 U.S.C. § 2000e-3(a).

141. Defendant's foregoing unlawful actions were purposeful.

142. Plaintiff opposed unlawful employment practices during his employment and was the victim of retaliation thereafter, as described above.

143. Plaintiff engaged in statutorily protected activity by repeatedly complaining to management and Human Resources about discrimination, harassment, bullying, code-of-conduct violations, and unsafe working conditions. Defendant gave similarly situated non-Black employees more favorable working conditions, more lenient disciplinary treatment, and opportunities to correct alleged policy violations that it denied Plaintiff. Defendant repeatedly assigned Plaintiff to dangerous territories predominantly occupied by Caucasian residents, where he was threatened, chased by unleashed dogs, and, on one occasion, had a firearm pointed at him, while Defendant did not assign white employees to the same dangerous territories. When Plaintiff reported code-of-conduct violations committed by other employees, Defendant permitted those employees to correct their conduct rather than imposing discipline, yet terminated Plaintiff for an alleged policy violation involving two cellular telephone orders despite his immediate correction of the issue, the absence of any prior discipline or warning, and Hafer's acknowledgment that Plaintiff's sales orders were legitimate and "clean." After Plaintiff's complaints, Defendant failed to remedy the discriminatory treatment and instead subjected Plaintiff to an investigation, withheld equal treatment, and terminated his employment. The temporal proximity and sequence of events establish a causal connection between Plaintiff's protected activity and the adverse employment actions taken against him.

144. As a direct and proximate result of Defendant's unlawful acts and omissions, Plaintiff has suffered mental anguish, emotional distress, expense, loss of benefits, embarrassment, humiliation, damage to reputation, lost wages, loss of the capacity for the enjoyment of life, and other tangible and intangible damages.

145. These damages are continuing and permanent.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Declare that the acts complained of herein violate Title VII of the Civil Rights Act of 1964;
- B. Award Plaintiff compensatory damages for emotional distress, embarrassment, and humiliation;
- C. Grant a permanent injunction enjoining Defendant, its officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice that discriminates or retaliates;
- D. Reinstate Plaintiff to the position he held before the retaliatory personnel action, or to an equivalent position, with full fringe benefits and seniority rights, or, in lieu of reinstatement, award front pay;
- E. Order Defendant to make Plaintiff whole by compensating Plaintiff for lost wages and benefits, including back pay, with prejudgment interest;
- F. Award Plaintiff punitive damages;
- G. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- H. Grant Plaintiff such other and further relief as the Court deems just and proper.

COUNT XI

Hostile Work Environment in Violation of Title VII 42 U.S.C. § 2000e-2(a)

146. Plaintiff re-adopts and incorporates the allegations in paragraphs 1 through 42 as if fully set forth herein.

147. Defendant is an employer as that term is used under the statutes referenced above.

148. The foregoing allegations establish a cause of action for a hostile work environment that adversely affected Plaintiff under Title VII.

149. Plaintiff, as a Black African-American individual, is within a protected class under Title VII.

150. The discriminatory and hostile treatment Plaintiff endured was severe or pervasive. Throughout his employment, Defendant repeatedly subjected Plaintiff to racially charged comments, unequal working conditions, dangerous territory assignments, and disparate treatment compared to similarly situated white employees. Plaintiff's supervisors mocked him, assigned him to territories where he was threatened and exposed to serious safety risks, and denied him the opportunities afforded to non-Black employees to correct alleged policy violations. Plaintiff repeatedly complained about the discriminatory treatment, harassment, code-of-conduct violations, and unsafe working conditions, yet Defendant failed to take corrective action. Shortly after Plaintiff engaged in protected activity by reporting these issues to Human Resources, Defendant subjected him to an investigation, treated him less favorably than similarly situated white employees, and terminated his employment. As a result of Defendant's conduct, Plaintiff experienced significant stress, anxiety, humiliation, and emotional distress. The discriminatory conditions under which Plaintiff worked materially altered the terms and conditions of his employment and culminated in the termination of his employment on or about November 20, 2025.

151. Defendant is liable for this conduct, either vicariously or directly, because Defendant knew of the harassment and abuse and undertook no remedial or disciplinary action.

152. As a direct and proximate result of Defendant's unlawful acts and omissions, Plaintiff has suffered mental anguish, emotional distress, expense, loss of benefits, embarrassment, humiliation, damage to reputation, lost wages, loss of the capacity for the enjoyment of life, and other tangible and intangible damages.

153. These damages are continuing and permanent.

WHEREFORE, Plaintiff respectfully prays for the following relief against Defendant:

- A. Declare that the acts complained of herein violate Title VII of the Civil Rights Act of 1964;
- B. Award Plaintiff compensatory damages for emotional distress, embarrassment, and humiliation;
- C. Grant a permanent injunction enjoining Defendant, its officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice that discriminates;
- D. Reinstate Plaintiff to the position he held before his termination, or to an equivalent position, with full fringe benefits and seniority rights, or, in lieu of reinstatement, award front pay;
- E. Order Defendant to make Plaintiff whole by compensating Plaintiff for lost wages and benefits, including back pay, with prejudgment interest;
- F. Award Plaintiff punitive damages;
- G. Award Plaintiff the costs of this action, together with reasonable attorneys' fees; and
- H. Grant Plaintiff such other and further relief as the Court deems just and proper.

DEMAND FOR JURY TRIAL

Plaintiff demands a trial by jury on all issues so triable as of right.

Dated: June 30, 2026.

Respectfully submitted,

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