



SUFFOLK COUNTY DISTRICT ATTORNEY'S OFFICE DISTRICT ATTORNEY KEVIN R. HAYDEN

SCDAO Civil Rights Grievance Policy

SCDAO is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion/creed, national origin, ancestry, age, disability, sex, sexual orientation, gender identity, pregnancy, veteran status, genetic information, or any other characteristic protected by applicable federal, state or local laws. We are dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, and all other terms and conditions of employment. Additionally, SCDAO does not discriminate based on the aforementioned characteristics or any other applicable characteristics protected by federal, state and local laws when providing services to victims, survivors, witnesses, defendants and any other stakeholders.

Discrimination on the basis of an individual's protected status will not be accepted or tolerated. If any individual believes he or she has been subjected to harassment or discriminatory conduct by a member of the Suffolk County District Attorney's Office (SCDAO), the individual has a right to file a complaint with SCDAO. A formal complaint may be filed in writing by contacting the following individuals:

Charlene Luma

Chief of Staff
One Bulfinch Place
Boston, MA 02114
(617) 619-4000

Maria Romero

Chief Legal Counsel
One Bulfinch Place
Boston, MA 02114
(617) 619-4000

Ramon Pascual

Director of Human Resources
One Bulfinch Place
Boston, MA 02114
(617) 619-4000

The above individuals are also available to discuss any concerns and to provide information about SCDAO's complaint process.

State and Federal Remedies

In addition to the above, any individual who believes they have been subjected to harassment and/or discrimination by SCDAO may file a formal complaint with any of the following state or federal government agencies set forth below. Contacting SCDAO to begin the complaint process does not prohibit an individual from filing a complaint with these agencies. Each of the agencies has a specific time period for filing a claim (e.g., EEOC - 300 days) and we ask that you contact them directly for specific details or instructions:

The United States Equal Employment Opportunity Commission (EEOC)

John F. Kennedy Federal Building

475 Government Center

Boston, MA 02203

1-800-669-4000

www.eeoc.gov/boston

The Massachusetts Commission Against Discrimination (MCAD)

One Ashburton Place

Sixth Floor, Room 60 I Boston, MA 02108

617-994-6000

www.mass.gov/mcad/

Office of Grants and Research

10 Park Plaza, Suite 3720-A

Boston, MA 02116

617-725-3301

<https://www.mass.gov/orgs/office-of-grants-and-research>

Office of Civil Rights

U.S. Department of Health and Human Services

200 Independence Avenue, SW

Room 509F, HHH Building

Washington, D.C. 20201

1-800-368-1019

OCRMail@hhs.gov