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GOVERNMENT OF  
THE VIRGIN ISLANDS OF THE UNITED STATES



DEPARTMENT OF LABOR

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St. Thomas, VI 00803-2608  
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*Richard T. Evangelista, Assistant Commissioner Labor Affairs*

January 30, 2012

Island Grounds  
6100 Red Hook Quarters, B-3  
St. Thomas, VI 00802

**Re: D-027-2012-STT (Anthony Casimir v. Island Grounds)**

Dear Sir or Madam:

This letter is to inform you that a Charge of Employment Discrimination has been filed against **Island Grounds** with the Virgin Islands Department of Labor and the Employment Opportunity Commission, by the above mentioned party.

Title 24, Chapter 17 of the V.I.C. as well as Title VII of the Civil Rights Act, specifically prohibits discriminatory employment practices based on race, color, sex, religion, age, national origin or ancestry. The American with Disability Act also prohibits discrimination based on disability, and The Genetics Information Nondiscrimination Act of 2008 (GINA) prohibits discrimination based on health coverage and employment based on genetic information.

**The Department of Labor has forwarded this complaint to the Equal Employment Opportunity Commission District Office for further investigation.**

Sincerely,

  
Assistant Commissioner Labor Affairs

EFTA01077802

# CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: [Redacted]  
 FEPAA  
 EEOC

**Virgin Islands Dept of Labor, Div of Labor Relations** and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.) **Anthony Casimir** Home Phone (Incl. Area Code) [Redacted] Date of Birth [Redacted]

Street Address [Redacted] City, State and ZIP Code [Redacted]

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name **Island Roads** No. Employees, Members **50** Phone No. (Include Area Code) **340-775-8100**

Street Address **6100 Red Hook Quarters, B - 3** City, State and ZIP Code **St. Thomas, VI 00804**

Name [Redacted] No. Employees, Members [Redacted] Phone No. (Include Area Code) [Redacted]

Street Address [Redacted] City, State and ZIP Code [Redacted]

DISCRIMINATION BASED ON (Check appropriate box(s)).

RACE  COLOR  SEX  RELIGION  NATIONAL ORIGIN  
 RETALIATION  AGE  DISABILITY  OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE  
Earliest **12/22/2012** Latest **01/09/2012**  
 CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

On January 9, 2012 I returned to work after vacation and was provided a letter indication that my employment is ended because the projects have been completed. Included with the letter were my earnings for two pay periods.

I asked Ms. [Redacted], Manager why I am being let go and she responded by saying that the Big Boss said that I have to go and to go to employment with the letter.

While working the morning prior to receiving the letter I noticed a number of Haitian employees and one of which was performing my duties.

I have been an employee of Island Roads for eleven years and am surprised to be laid of and have an individual that is much younger than me and of a different nationality working in my capacity.

*See Attached*

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE **January 26, 2012**  
(month, day, year) **01/26/2012**

*Anthony Casimir*  
Date **January 26, 2012** Charging Party Signature

*[Signature]*  
Notary  
#015208 Ep February 19, 2012

## Island Grounds, Inc.

6100 Red Hook Quarters, B.3. St. Thomas, USVI 00802-1348  
T: 340.775.8100 F: 340.775.8108

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January 9, 2012

Mr. Anthony Casimir  


Dear Anthony,

With the completion of several construction projects on the Island and the near completion of the remaining projects, your work has been completed. Therefore, your employment will be ended effective January 9<sup>th</sup> 2012 at 4:00pm.

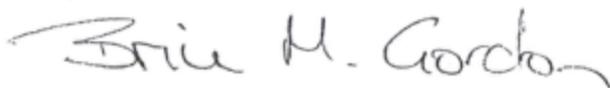
We have enclosed a pay stub check in the amount of \$974.40 for wages for the pay period December 19<sup>th</sup>, 2011 to January 1<sup>st</sup> 2012.

In addition, we have enclosed a check in the amount of \$487.22 for wages for work from January 3<sup>rd</sup> 2012 to January 9<sup>th</sup> 2012.

These amounts represent full and final payment of all accounts due to you in connection with your employment through January 9<sup>th</sup> 2012 and its ending on that same date.

We would like to thank you for your loyal service and wish you well in all your future endeavors.

Sincerely,



Brice M. Gordon

I hereby confirm that I have been advised of the reasons that my employment has ended and that I have received full and final payment of all amounts due to me in connection with my employment and its ending on this 9<sup>th</sup> day of January 2012.

Name: Anthony Casimir

Signature: Anthony Casimir

January 23, 2012

To Whom It May Concern:

I have had the great pleasure of knowing and working with Anthony Casimir for over 5 years while managing Little St James Island. Anthony was employed in May of 2001, within the landscaping/maintenance department, being one of the first to be employed on Little St James.

Anthony is always willing to assist others with a task and takes on the leadership role when required, taking on new responsibilities and duties with ease, moving from cleaning pools, power washing hardscape, mowing lawns to general maintenance.

A trustworthy and honest man whom we were sad to loose, but with the restructuring and reduction of man power on Little St James his position was no longer available.

I would highly recommend Anthony for any position or endeavor that he may seek to pursue. He would be a strong and valuable asset to any team.

If you have any questions, please do not hesitate to contact me directly at the above number or E Mail any questions to [REDACTED]

Sj  
[REDACTED]