



National Latino Peace Officers Association *Colorado State Chapter* *Denver Police Latino Organization*

July 6, 2006

Editor: Leonard Mares

Volume 1, E- news # 5

21 more file Complaints of Bias and Discrimination

On May 7, 2006 additional claims of Discrimination and Bias were given to the Equal Employment Opportunity Commission and the Department of Justice Civil Rights Division by National Latino Peace Officers Association - Denver Police Latino Organization (NLPOA-DPLO) against the City & County of Denver, the Denver Police Department, and the Civil Service Commission

Twenty-one additional complaints of discrimination in hiring, recruitment, discipline and a hostile work environment were filed by members of the NLPOA-DPLO with the assistance from Lieutenant Juan Espinal, the NLPOA EEO Director.

[The new complaints bring to 29 the total former, current and potential officers who have filed Class Action Complaints against the above for engaging in a historical pattern and practice of discrimination.](#)

"This needs to be fixed for future officers," stated Sgt. Leonard Mares, chapter Vice-President.

One of the most egregious acts of discrimination and bias is the allegation of a Latina officer that was sexually assaulted on the job by a white

officer. The suspect officer was allowed to retire without justice for the victim. The Latina Officer's case was never resolved by internal affairs. A blatant example of Discrimination.

In another complaint, two officers who worked in the gang unit filed internal affairs complaints against another officer who placed their names above pictures of Latino caricatures called Homie Dolls, and they say there was never a resolution to the case, said Detective Rufino Trujillo, chapter President.

In March of 2006, eight courages NLPOA-DPLO members stepped forward to say they were filing federal complaints with the EEOC and the DOJ.

Currently all 29 complaints have proven to show credibility and are moving forward within the EEOC. The Department of Justice are reviewing those 29 cases as well. There have been additional complaints for retaliation submitted and new information has shown more complainants will follow.

The EEOC review opens the door for employees to file a lawsuit if their allegations are found credible. Additionally, [the Department of Justice can pursue criminal and civil action if an investigation finds evidence of Bias and Discrimination.](#)

Since bringing these complaints forward, the Denver Police Department have posted federally mandated posters concerning EEOC procedures and have begun seeking out information from other agencies pertaining to EEOC grievance procedures to implement into the Denver Police Department. Currently no EEOC grievance procedures are established except through Internal Affairs which has proven to not adequately handle EEO types of complaints.

visit
nlpoa.com

Contact us: NLPOA-DPLO P.O. Box 40956 Denver, Co 80204-0956

www.Denverpolicelatino.org (Under construction)

Rufino Trujillo, President: latinonlpoa@aol.com Cell 303-478-3323

Leonard Mares, Vice-President: lemares01@msn.com