

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

AFFIDAVIT OF ILLEGAL DISCRIMINATORY PRACTICE

FOR CHRO USE ONLY

Case No. _____ Date: _____
EEOC No. _____

My name is: Demitric Baez
My mailing address is: Currently Homeless Due to Retaliatory Termination
My telephone number is: -
My email address is: -
The respondent is: Connecticut State Colleges & Universities (CSCU)
Whose business address is: 61 Woodland Street, Hartford, CT 06105

I was ...

(Include the date of the actions taken against you. If ongoing, write that in.)

<input checked="" type="checkbox"/> discriminated against in terms and conditions	May 2025 to Present		
<input checked="" type="checkbox"/> terminated	<u>09/18/2025</u>	<input type="checkbox"/> not hired/promoted	_____
<input type="checkbox"/> suspended	_____	<input type="checkbox"/> given unequal duties	_____
<input type="checkbox"/> placed on probation	_____	<input checked="" type="checkbox"/> harassed	<u>06/2025 - Present</u>
<input type="checkbox"/> demoted	_____	<input checked="" type="checkbox"/> sexually harassed	<u>07/2025 - Present</u>
<input type="checkbox"/> warned	_____	<input type="checkbox"/> earning different pay	_____
<input type="checkbox"/> given a poor evaluation	_____	<input type="checkbox"/> constructively discharged	<u>09/18/2025</u>
<input type="checkbox"/> denied a raise	_____	<input checked="" type="checkbox"/> retaliated against	<u>09/2025 - Present</u>
<input type="checkbox"/> less trained	_____	<input type="checkbox"/> transferred	_____
<input type="checkbox"/> denied an office	_____	<input type="checkbox"/> given difficult assignment	_____
<input type="checkbox"/> denied equal service(s)	_____	<input type="checkbox"/> not recalled	_____
<input type="checkbox"/> other: _____	_____		_____

I believe that my...

(Identify the protected class status you believe you were discriminated against because of)

<input type="checkbox"/> Race _____	<input checked="" type="checkbox"/> Mental disability ADHD/Autism
<input type="checkbox"/> Color _____	<input type="checkbox"/> Intellectual disability _____
<input type="checkbox"/> Religious creed _____	<input type="checkbox"/> Learning disability _____
<input type="checkbox"/> Age _____	<input type="checkbox"/> Physical disability _____
<input type="checkbox"/> Gender identity/expression _____	<input type="checkbox"/> Veteran status _____
<input type="checkbox"/> Marital status _____	<input type="checkbox"/> Prior criminal conviction _____
<input type="checkbox"/> National origin _____	<input type="checkbox"/> Sexual orientation _____
<input checked="" type="checkbox"/> Sex: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female <u>07/2025 - Present</u>	<input type="checkbox"/> Pregnancy _____
<input type="checkbox"/> Ancestry _____	<input checked="" type="checkbox"/> Lawful source of income Small Business
<input checked="" type="checkbox"/> Other: Victim of Sexual Assault	<input type="checkbox"/> Genetic information _____
<input checked="" type="checkbox"/> Previous opposition to discriminatory conduct	

Was/Were in part a factor(s) in this action.

**STATE OF CONNECTICUT
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I believe that the respondent violated the following statutes and acts listed below, as amended, enforced through CONN. GEN. STAT. § 46a-58(a) if applicable:

- | | |
|---|---|
| <input checked="" type="checkbox"/> CONN. GEN. STAT. § 46a-60(b)(1) | <input checked="" type="checkbox"/> Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e-2 (cite for 15 or more individuals employed) |
| <input checked="" type="checkbox"/> CONN. GEN. STAT. § 46a-60(b)(4) | |
| <input type="checkbox"/> CONN. GEN. STAT. § 46a-60(b)(5) | |
| <input type="checkbox"/> CONN. GEN. STAT. § 46a-60(b)(7) | <input type="checkbox"/> Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (cite for 20 or more individuals employed) |
| <input checked="" type="checkbox"/> CONN. GEN. STAT. § 46a-60(b)(8) | <input checked="" type="checkbox"/> Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. |
| <input type="checkbox"/> CONN. GEN. STAT. § 46a-64 | |
| <input checked="" type="checkbox"/> CONN. GEN. STAT. § 46a-70 | <input type="checkbox"/> Equal Pay Act of 1964, U.S.C. § 206 |
| <input type="checkbox"/> CONN. GEN. STAT. § 46a-71 | <input type="checkbox"/> Section 504 of the Rehabilitation Act of 1973 |
| <input type="checkbox"/> CONN. GEN. STAT. § 46a-80 | |
| <input type="checkbox"/> CONN. GEN. STAT. § 46a-81 | |
| <input type="checkbox"/> Other _____ | |

I provide the following particulars:

Please see the attached particulars sheet I drafted.

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

NOTICE TO COMPLAINANT OF DUTY TO COOPERATE

I, Demitric J. Baez, understand that it is my duty to respond timely to any information and/or assistance requested of me by the Commission and to cooperate with the Commission at all times. Further, I understand that it is my sole duty and responsibility to notify the Commission of my whereabouts at all times throughout the pendency of this complaint and, in the event my address and/or telephone number changes, it is my duty to notify the Commission immediately. In this respect, I represent that the individual named below whose address and telephone number is as stated, will always know my whereabouts and can always contact me.

This individual should be a friend or relative not living with you
DO NOT LIST YOURSELF

Name _____ Address _____
City _____ State CT ZIP Code _____
Telephone _____ Email _____

Additionally, I promise to provide the Commission, within a period of time not to exceed two working days after my receipt of its copies of the following documents: [check applicable spaces]

☒ Yes ☐ No (a) copies of any and all decisions and or determination(s) made by the Connecticut Department of Labor, Division of Unemployment Compensation, respecting my eligibility to receive Unemployment Insurance Compensation; ·

☐ Yes ☒ No (b) copies of any writings that my employer gives to the Connecticut Department of Labor as to its consent and/or objection to my receiving benefits;

☐ Yes ☒ No (c) copies of any transcript (s) and/or tape recordings of testimony given by myself and my employer to the Connecticut Department of Labor;

☐ Yes ☒ No (d) copies of any union grievance filed by co-workings or myself challenging the company's behavior, the outcome of any grievance etc., and;

☒ Yes ☐ No (e) other information, please describe:

My emails to CSCU with demands that the fallacious employment status
reported to CT Dept. of Labor be fixed.

If any time the Commission is unable to contact me, the Commission will be deemed to have provided me with actual notice by mailing two letters, first class mail, to my last known address. It will be presumed that, once the letters have been mailed out that I

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

If any time the Commission is unable to contact me, the Commission will be deemed to have provided me with actual notice by mailing two letters, first class mail, to my last known address. It will be presumed that, once the letters have been mailed out that I have received the correspondence unless the letters are returned to the Commission by the Post Office.

For the purposes of the EEOC notice requirements, when the Commission is unable to contact me, a letter will be sent certified mail, return receipt requested. Once this letter has been mailed I will be deemed to have received actual notice.

By: 
Dated: 12/19/2025

[Complainant must sign the original of this form and be given a copy.]

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

FORM 001(7)

COMPLAINANT'S WITNESS LIST

CHRO No: _____

Date Filed: _____

Demitric Baez

(Complainant)

vs. Connecticut State Colleges &
Universities (CSCU)

(Respondent)

☒ Identify the following witnesses at his time:

Witness Name, Address, Telephone	Relationship to Incidents Alleged	List specifics to which this person can testify
Sonya Alicea - ECSU Housing Admin. Assistant 83 Windham Street, Willimantic, CT	Eyewitness	Actions by Paul Serignese (Eastern Director of Housing)
Blaine Fisher - ECSU Housing Assoc. Dir. of Oper. 83 Windham Street, Willimantic, CT 06226	Eyewitness	Actions by Serignese
Redacted for Confidentiality 83 Windham Street, Willimantic, CT 06226	Eyewitness	Incidents with Alexander Corey Retaliatory Nature of Eastern Housing
Redacted for Confidentiality 83 Windham St, Willimantic, CT 06226	Eyewitness	Safety Risk that Alexander Corey presents. Staff manipulative/retaliatory behavior.

() I have no witnesses at this time.

X 
Complainant's Signature

X 12/19/2025
Date

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

PRIVACY ACT STATEMENT

(This form is covered by the Privacy Act of 1974, Public Law 93-579: Authority for requesting the personal data and the uses are given below):

1. FORM NUMBER/TITLE/DATE, EEOC Form 5, CHARGE OF DISCRIMINATION, March 1984.
2. AUTHORITY, 42, U.S.C. § 20005-(b), 29U.S.C. §211, 29 U.S.C. §626.
3. PRINCIPAL PURPOSE(S). The purpose of the charge, whether recorded initially on this form or in some other way reduced to writing and later recorded on this form, is to invoke the jurisdiction of the Commission.
4. ROUTINE USES. This form is used to determine the existence of the facts which fall within the Commission's Jurisdiction to investigate, determine, conciliate and litigate charges of unlawful employment practices. Information provided on this form will be used by the Commission employees to guide the Commission's investigator activities. This form may be disclosed to other State and federal agencies, as may be appropriate or necessary to carry out the Commission's functions. A copy of this charge will ordinarily be served upon the person against whom the charge is made.
5. WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL FOR NOT PROVIDING INFORMATION. Charges must be in writing and should identify the parties and action or policy complained of. Failure to have a charge which identifies the parties in writing may result in the Commission not accepting the charge. Charges under Title VII must be sworn to or affirmed. Charges under the ADEA should be ordinarily be signed. Charges may be clarified or simplified later by amendment. It is not mandatory that this form be used to provide the requested information.
5. [] Under Section 706 of Title VII of the Civil Rights Act of 1964 as amended, this charge will be deferred to and will be processed by the State of local agency indicated. Upon completion of the agency's processing, you will be notified of its final resolution in your case. If you wish EEOC to give Substantial Weight Review to the agency's finding, you must send us a request to do so, in writing, within fifteen (15) days of your receipt of the agency's finding. Otherwise, we will adopt the agency's finding as EEOC's and close your case.

NOTICE OF NON-RETALIATION REQUIREMENTS

Section 704(e) of the Civil Rights Act of 1964, as amended, and Section 4(d) of the Age Discrimination in Employment Act of 1967, as amended, states:

It shall be unlawful employment practice for an employer to discriminate against any of his employees or applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for memberships, because he has opposed a practice made an unlawful employment practice by this title or because he has made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under this title.

The Equal Pay Act of 1968 contains similar provisions. Persons filing charges of discrimination are advised of these Non-Retaliation Requirements and are instructed to notify EEOC if any attempt at retaliation is made.

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

FORM 103(1)

NOTICE OF RIGHT TO REQUEST REVIEW

This notice is to inform you that the charge to which you are a party, filed with both the Connecticut Commission on Human Rights and Opportunities (CCHRO) and the federal Equal Employment Opportunity Commission (EEOC), will be processed by the CCHRO.

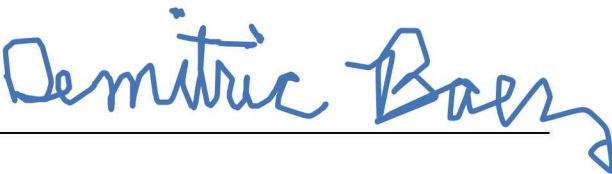
In accordance with the Commission's Procedural Regulations, the Commission will accept the CCHRO's final finding or resolution of the charge and adopt it as its own unless a party to the charge requests the EEOC to conduct a review of the CCHRO's final action.

To exercise this right you must submit your request for review, in writing, to the EEOC office at the following address:

Equal Employment Opportunity Commission, John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203, within fifteen (15) days of the date on which you receive the CCHRO's notice of its final findings.

If you have any questions concerning this notice or your right to request review, please contact this office at (203) 805-6530.

I ACKNOWLEDGE RECEIPT OF THIS NOTICE

X 

Signature of Complainant

12/20/2025

Date

Connecticut State Colleges &
X Universities

Respondent's Name

CHRO No. _____

EEOC No.: _____

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

FORM 103(4)

CHRO No: _____

AUTHORIZATION TO RELEASE INFORMATION FROM THE RECORDS OF:

Demitric J. Baez
(Complainant)


I authorize disclosure by Connecticut State Colleges & Universities (Respondent)

61 Woodland Street, Hartford, CT 06105 (Address)

To the representative of the CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES of the information and record specified below that concern my complaint filed with the COMMISSION.

- (x) Medical Records
- (x) Personnel Records
- (x) Credit Rating or Information as listed below:

ChexSystems & LexisNexis

X		12/20/2025
	(Signature of Complainant)	(Date)
X		10/21/1994
	(Social Security Number)	(Date of Birth)
X	Homeless Due to Retaliatory Termination	
	(Address)	

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

CHRO No. _____

INFORMATION REGARDING COMPLAINTS PREVIOUSLY FILED WITH THE
CONNECTICUT COMMISSION ON HUMAN RIGHTS

Please provide the following information:

☒ I have filed a previous complaint:

Date of filings: 2015

Regional office: Waterbury

Case number: Uncertain

Class Basis: Discrimination

☐ I have not filed a previous complaint.

I understand that my failure to disclose this information may lead to a delay in the processing of my complaint or a dismissal of my complaint for failure to cooperate.

X

Demitric [Signature]

Signature

X

12/19/2025

Date

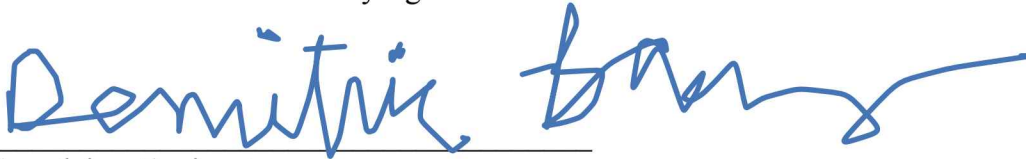
**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

CHRO No. _____

INTAKE ACKNOWLEDGEMENT FORM

This is to state, that you have been informed by the CHRO Representative assisting you in filing your complainant, that only you can make the decision to file, or not to file the complainant. As such, no matter what the CHRO employee thinks about the merits of our complainant, you still have a right to file if you want to.

I have read and understand my rights as stated above.

A handwritten signature in blue ink, appearing to read "Demetric Brown", written over a horizontal line.

Complainant's signature

_____12/19/2025_____
Date

Charge of Discrimination

This form is affected by the Privacy Act of 1974, See
Privacy Act Statement on reverse side before completing this form.

☐ FEPA☐ EEOC**Commission on Human Rights & Opportunities, West Central Region and EEOC**

(State or Local Agency, if any)

Mr. Demitric Baez

Name (Indicate Ms, Mrs. or Miss)

Homeless Due to Termination

Street Address

City, State and Zip Code

Home Telephone No. (& Area Code)

County

County - Current-Transient Area

**NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE,
STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one, list below)**

Name

No of Employees/Members

Telephone Number (include area code)

Connecticut State Colleges and Universities
15 employees

(860) 723-0000

Street Address

City, State and Zip Code

61 Woodland Street

Hartford CT 06105

Name

Telephone Number (include area code)

Street Address

City, State and Zip Code

Cause of Discrimination Based on (Check appropriate box(es))

☐ Race ☐ Color ☒ Sex ☐ Religion ☐ National Origin
☐ Age ☒ Retaliation ☐ Other (specify)

DATE MOST RECENT OR
CONTINUING DISCRIMINATION
TOOK PLACE (month, day, year) 12/19/2025

The particulars are (if additional space is needed, attach extra sheet(s):

The particulars of this charge of discrimination are set forth in my complaint CHRO No.: _____ which
I filed with the Connecticut Commission on Human Rights and Opportunities on _____ which
is attached hereto and incorporated as if fully set forth herein.

☒ I also want this charge filed with the EEOC.

I will advise the agencies if I change my address or telephone
number and I will cooperate fully with them in the
processing of my charge in accordance with their procedures.

NOTARY [When necessary to meet State and Local
Requirements]

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

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

SIGNATURE OF COMPLAINANT

X
Date

Charging Party (Signature)

12/19/2025 Demitric Baez

X

SUBSCRIBED AND SWORN TO BEFORE ME
THIS DATE (Day, Month, Year)

19th day of December 2025.

EEOC Form 5

PREVIOUS EDITIONS OF THIS FORM ARE OBSOLETE AND MUST NOT BE USED.

FILE COPY

Cara Balsamo
Notary Public Connecticut
Commission No. 148668
My Commission Expires 05/31/2027

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

1. *My name is Demitric Baez and I am currently homeless due to my retaliatory termination. The most reliable way to contact me is via email at the address above.*
2. *The Respondent is Connecticut State Colleges & Universities (CSCU), whose business address is 61 Woodland Street, Hartford, CT 06105.*
3. *The Respondent is a State University System who employs more than 15 people.*
4. *I have ADHD-C and Autism Spectrum Disorder (High Functioning Autism or "HFA").*
5. *I began my employment with Eastern Connecticut State University, whose business address is 83 Windham St., Willimantic, CT 06226, on May 30, 2025, as the Graduate Intern Hall Director for Burnap Hall. As part of my compensation for working at Eastern, I was compensated with an annual monetary and monthly meal stipend, live-in apartment, and a tuition waiver for my studies at Central.*
6. *I was enrolled at Central Connecticut State University, whose business address is 1615 Stanley St., New Britain, CT 06050, in the Master's of Science in Student Development in Higher Education (SDHE) program from approximately May 2025 to November 5, 2025.*

In addition to the sections of C.G.S. I allege the below individuals violated, I also provide the appropriate Title IX, or 34 C.F.R. §106 equivalent, if any.

Note: Many claims can be corroborated via my social media accounts:

TikTok: <https://www.tiktok.com/@justice4tixsurvivors/>

Instagram: <https://www.instagram.com/justicefortixsurvivors>

Connecticut State Colleges & Universities

Necessary Context

1. Between November and December 2025, I filed multiple Complaints with U.S. Department of Education Office for Civil Rights (OCR)
 - a. The below CSCU officials we copied on the emails, many of which requested a housing supportive measure pursuant to 34 C.F.R. § 106.44.
2. My requests were either left without response or met with one-line answers.

INVOLVED PARTIES

Name: Atty. Christopher Engler

Role: Labor Counsel

Charges

I. Violation of 34 C.F.R. § 106.71 - Retaliation

- A. December 7, 2025: I sent him an appeal to Dr. Atkins' denial of my Supportive Measure request for trauma-informed housing (i.e. single room occupancy).
 - i. The request was ignored.

Name: Atty. Karen Buffkin

Role: General Counsel

Charges

I. Violation of 34 C.F.R. § 106.71 - Retaliation

- A. December 15-17: Sent three settlement offers after Corey was likely terminated, including a Cease and Desist to Corey via CSCU.
 1. Corey still viewed my TikTok on December 18 at 1:59 PM, causing me to rescind my final good faith offer to settle with Respondent.
-

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

Name: Dr. Alphonso Atkins, Jr.

Role: Executive Director of Civil Compliance

Charges

I. Violation of 34 C.F.R. § 106.71 - Retaliation

- A. November 17, 2025: Dr. Atkins pressured me when I attempted to explain my Complaints.
 - 1. In particular, Dr. Atkins pressured me most when it came to reporting the sexual harassment by Mr. Corey.
- B. November 17, 2025: Dr. Atkins laughed at me when I mentioned that I sought a supportive measure per 34 C.F.R. § 106.44 since the retaliatory firing rendered me homeless.
 - 1. My multiple requests to him for the housing supportive measure were either ignored or met with one-line responses.
 - a) November 25, 2025: Atkins responded "Mr. Baez, Received. Thank you," to one of my requests.

Eastern Connecticut State University

INVOLVED PARTIES

Name: Ms. Troi Machelé Branham

Role: Associate Director for Residential Engagement

I. Charges - Violation of 34 C.F.R. § 106.71 - Retaliation

- A. August 7, 2025: at 4:45 PM, Branham emailed all affected parties regarding RA switch from Burnap (my hall) to Winthrop and vice versa.
 - 1. This was the first time I heard of such information.
 - a) See Corey Section A(17) for more.
 - 2. August 8, 2025: Branham led meeting regarding RA switch reason. See Corey Section A(17) for more.
 - a) At this meeting, Branham told me my work deadlines were not being met.
 - b) She also told me that I should not have emailed the affected parties to inform the RAs affected that I was "just informed" regarding the switch,
 - c) Branham said I should have acted as if I knew all along.
 - (1) Corey agreed, saying I could be seen as triangulating.
 - (2) I took this to be discrimination on the basis of my autism.
- B. On August 28, 2025: during a meeting Corey pretextually called:
 - 1. See Corey A(22) for more.
 - 2. I informed Branham and Corey that I had been diagnosed with Autism Spectrum Disorder.
 - a) Immediately after this, Ms. Branham said that I see things in "black and white."
- C. September 4, 2025: I met with Branham for a 1:1 meeting from approximately 2 PM to 3 PM:
 - 1. During this meeting, Ms. Branham told me that she knew I "like things black and white."
 - a) I believe was a reference to the perception that people with autism think in a binary manner.

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

2. Branham also told me that because I had missed so many deadlines, if anyone contacted Eastern for a job reference, the contacted official would have to be honest about it.
 - a) I took this to mean that Eastern intended to give me a negative job reference.
3. Refer to Corey Section A(9) for the below:
 - a) Ms. Branham told me she “would bet her retirement” that Mr. Corey meant no harm when he made the comment regarding my salary.

Necessary Context for Mr. Corey and Mrs. Judge:

1. *On July 4, 2025, I connected with _____ a male student from CT State Quinebaug Valley, on a dating app.*
2. *On this evening, _____ told me he has coprophilia.*
3. *_____ is about twice my body mass and I was too afraid to say no to his requests.*
4. *Between July 4 and July 13, 2025, I was sexually assaulted by _____*
5. *I was chemically coerced to ingest magnesium citrate and milk of magnesia to entertain _____ coprophilia.*
6. *_____ also sexually assaulted me within the above timeframe by smacking my anus against my will.*
7. *_____ smacked my anus because he was sexually aroused by the haircut he gave me, which was poorly faded and made me feel self-conscious.*

Name: Mr. Alexander Aaron Corey

Role: Residence Life Coordinator for Burnap, Crandall and Niejadlik Halls

Charges

I. Violation of 34 C.F.R. § 106.71 - Retaliation

A. Grooming

1. On May 22, 2025: requested to connect with me on LinkedIn despite us never having met in person before May 30, 2025.
 - a) Can provide video upon request.
2. May 30, 2025: we shared our gender pronouns with each other - contextualized to everything else, this is a core matter.
3. Between June and July 2025: repeatedly asked me if I wanted rides across the campus for business matters in his personal orange Jeep Renegade with black stripes.
 - a) He engaged in this behavior despite me rejecting his advances every time.
4. On June 13, 2025: told me and _____ (graduate intern hall director for Noble Hall) that he got his male cat, Roi, because it was “too quiet” while he was the HD of Mead Hall.
5. In June 2025: Informed me that regarding Roi, he will “throw him around,” which I questioned, and he clarified that he spins Roi on the ground to play with him.
6. Between June 2 and July 25, 2025: Held multiple training meetings with me in the mailbox office of Eastern Housing - whose table did not permit enough space for me to extend an arm without making contact with him.
7. During one of these meetings, he moved his items as I moved mine to clear room for binder writing utensils; he touched my hand for longer than usual.
8. By contrast, Emmanuel Augustin, Eastern’s Residence Life Coordinator for Burr, Noble, Shafer, and Winthrop Halls, trained _____ the graduate

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

intern hall director for Noble Hall, in the Student Affairs Conference Room, adjacent to the Housing Office at Eastern.

9. July 2025: during a 1:1 meeting, he said to me, "Well, *you* are the one who signed up for the job" when I told him I was looking to augment my income.
 - a) This was after Eastern HR admitted to me via email that an administrative error caused my address to be incorrect, causing credit issues for me.
 - b) Corey told me to keep him "updated" on "how that goes" when I informed him of issue in early July.
 - c) The error led to a charge-off balance of approximately \$9,000, causing a cascading negative credit rating due to the charge-off payments increasing my monthly payments by approximately \$400 monthly.
 - d) This is causing me current financial duress.
10. On July 3, 2025: returned the Burnap Hall Director duty cellphone to me after covering me for my class at and commute to/from Central.
 - a) I requested to meet in front of Niejadlik such that the Student Center entry was directly visible.
 - (1) He told me that "we can meet at the bottom" via text message.
 - b) I was intercepted by him from the basement exterior entrance/exit door in alleyway of Niejadlik
 - c) He wore a black t-shirt and a pair of boxer-brief length light blue shorts.
 - (1) This caused me psychological damage that led to issues with CT State Quinebaug Valley student
11. On or around July 11, 2025: Corey said, "Ooh, I like your haircut!" while smiling, in response to poor haircut gave me.
12. July 14, 2025: I nonverbally indicated to Corey that I experienced chemical coercion the prior weekend.
 - a) Nonverbal cue: holding my stomach in pain while seated
 - (1) Corey indicated that if I wanted to discuss the matter, he is a mandated reporter who would need to forward the concern to Eastern's Title IX Coordinator, Mrs. Sara Madera Judge.
 - (a) This was while at work
 - b) An hour later, Corey texted me to let me know he was willing to come over to my hall outside of work hours or via phone at "any time" if I needed to talk.
13. On or around July 17, 2025: I reported the chemical coercion and unwanted sexual contact to Mr. Corey in a private meeting.
 - a) Located in Housing Office Mailbox Room.
 - (1) I indicated to Mr. Corey that I am "not promiscuous" and a "gay man."
 - (a) He said to me, "That doesn't sound like a balanced relationship," when I told him how I was treated by my assailant.
 - (b) He also said to me, "I don't know if this counts as a Title IX issue."
 - (i) This caused me psychological trauma, effectively forcing me to explain that coprophilia was the nexus of actions.

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

- (a) I touched upon coprophilia during the whole conversation due to its nexus nature.
 - (c) Informed me that he was unaware of how to file this Title IX report, as I was "staff" and not a "student" at the time.
 - (i) He then forwarded me to Mr. Serignese for follow-up on my disclosure.
 - (a) Retraumatization.
- 14. July 2025: He accused me as engaging in "quid pro quo" after I purchased ThermoFlasks for my RAs with my own money due to Burnap not having Air Conditioning.
- 15. August 5, 2025: Mr. Corey and an impending RA were alone in Burnap when I left to get RA welcome package gifts as appreciation for their work.
 - a) RA accepted candy from me as a thank-you for starting door decals while working as a summer RA in Hall.
 - (1) Thanked me and complimented my office setup.
 - b) RA: assigned to Burnap from Spring 2025 to August 7, 2025 at 4:45 PM.
 - (1) Corey copied on email regarding switch - I received no forewarning.
 - (a) RA Move-In was August 8, 2025.
 - c) After what I suspect is Corey's termination, viewed my TikTok video on what happened in brief.
 - (1) Link to video: <https://www.tiktok.com/t/ZTrtgdbGR/>
- 16. August 7, 2025: Received email at 4:45 PM with Corey copied on it from Branham stating switched from Burnap to Winthrop.
 - a) Corey never briefed me about such a change.
- 17. August 8, 2025: Corey sat in on meeting with Branham to inform me of switch:
 - a) Branham opened the meeting and led it.
 - (1) Branham is on Housing Leadership, who typically deals with high-level issues or local issues that spiral out of control there.
 - (a) Branham stated that was uncomfortable with my disclosures (dates in relation to August 8 shatter proximity of time defense):
 - (i) June 2025: homelessness prior to being hired (a protected class)
 - (ii) My Title IX sexual assault disclosures to
 - (a) July 18, 2025: witness to and I conversing about my Title IX issue.
 - (i) said, "Fuck that guy; if I see him in Burnap, I'm calling the police!" in support of me.
 - b) Corey told me that if the RA and I ended up in a lunch line with the RA, I was to "go on your [my] phone and mind your [my] business."

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

- c) Also told me that if _____ told me that I was not to be around her, I needed to inform Mr. Corey or Ms. Branham “because that’s not okay.”
- d) I informed Corey and Branham that I had been diagnosed with ADHD and was titrating to find the proper medication mix.
 - (1) Corey said “I think I do” as he gets distracted if someone walks by while he works in his office, referencing ADHD.
 - (2) He also suggested that I could cause triangulation by telling the RAs that I was just made aware of the change.
- e) Approx. August 11, 2025: I informed Corey that I thought a mediation with the RA would have been an appropriate measure to take as the last-minute change caused undue stress on all involved parties
 - (1) Corey countered with narrative that I was likely making things up in my head.
 - (2) Corey also told me that I was not allowed to give the RA the welcome gift basket I had gotten them.
 - (3) He also stated that he would not approach her to check in on her.
- 18. August 13, 2025: Corey texted me “I’ve got your ID” in reference to holding my university-issued ID card.
 - a) Corey did not have my consent.
 - (1) I was in the restroom when he took my card back from Student Center.
- 19. August 19, 2025: Corey tapped me on my back very hard.
 - a) He then apologized to me with an inflection I never heard him use before or after that.
 - (1) His voice got progressively deeper at the end of his apology:
 - (a) “Sorry I made you give back the picturrrreeee.”
 - (i) The last part of the word “picture” was elongated.
- 20. August 21, 2025: At RA Training Dinner event, _____ gave my Burnap RAs and I the board game, “Sorry!”
 - a) I took this to mean that the RA were warning us of Mr. Corey’s predatory behavior, as corroborated by 15(c)(1) of this section.
- 21. August 26, 2025: Corey, via Serignese, set up meeting with me regarding “all things balloony” in Burnap.
 - a) I was the primary recipient of the email.
 - (1) Serignese emailed me at 3:25 PM.
 - (2) Corey answered at 4:26 PM on my behalf (proximity of time).
- 22. August 28, 2025: At 10:15 AM, Corey set up meeting “Business Check Ins” with no context.
 - a) Meeting scheduled for: 1:00 PM same day.
 - b) At the meeting:
 - (1) Corey told me “if you were being fired, you would know.”
 - (2) I told Branham and Corey that _____ giving us “Sorry!” board game on 8/21 was a distress signal.
 - (a) Mr. Corey then told me that I was likely making things up in my head and Ms. Branham resonated with him.
- 23. August 31, 2025: Corey called me twice at about 10:12 AM when I did not arrive at pickup spot for trip with van I was driving.
 - a) Departure time: 10:15 AM, and hold back for stragglers.

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

- b) Corey told me to drive empty van to mall and back despite Branham instructing him not to (Branham told me this on Sept. 4 during 1:1 I had with her)
- 24. August 31, 2025: Corey asked me, "You want something from Dunkin'?"
 - a) I rejected his advance.
- 25. August 31, 2025: Approx. 2:55 PM, while I was in restroom at mall, I heard someone yell my name.
 - a) Voice sounded eerily similar to Corey's.
- 26. August 31, 2025: No communication from Corey that the group had left in entirety when I made it to van after restroom.
- 27. August 31, 2025: Corey texted me at 4:31 PM, "Make it back to campus alright?"
- 28. September 2, 2025: Corey emails me to ask about many work functions I was still catching up on.
 - a) Many tasks were ones delegated to student staff, as per his email.
 - b) One task was to inform Corey when the hall social for September would be so he could "stop and say hi to people."
- 29. September 4, 2025: Multiple Quid Pro Quo events, likely due to rejecting Dunkin' advance on 8/31.
 - a) At 1:31 PM, I respond to Corey's email and indicate my request for a Supportive Measure per 34 C.F.R. § 106.44.
 - (1) My response indicated, in part: I was still "processing the trauma" after "I nearly faced death as a result of the Title IX incident I experienced in July."
 - b) At 10 PM, first RA staff meeting of semester:
 - (1) My RAs gave me an agenda that included many complaints about my performance.
 - (a) First agenda item: "Balloons,"
 - (i) connects back to the "Business Check Ins" meeting on August 28, whose nexus was balloons (proximity of time).
 - (2) This agenda was written in prose uncharacteristic of student vernacular, and greatly deviated from the RAs' prose, as seen in attachments.
 - (3) RAs were more confrontational with me than usual
 - (a) RA leading the meeting was nervous and constantly asked me if I was okay.
- 30. After this meeting, my mental health declined steadily over the next few days, and on September 7, 2025, I admitted myself into a hospital for psychiatric evaluation after calling 911 because I was suicidal.
 - a) I was in the ER at Rockville General Hospital from September 7 to 8, 2025; transferred to inpatient on September 8.
 - b) September 8 to September 18, 2025: I was hospitalized adult inpatient psychiatric care for:
 - (1) Suicidal Ideation
 - (2) Desire to hurt others (which I did not act on)
 - (a) I brought myself voluntarily while on an Eastern-sponsored trip to the movies.
 - (3) Respite from hostile work environment.
- 31. September 8, 2025 at 10:33 AM: Corey began replacing me by taking over 1:1 meetings with my RAs in Burnap.
 - a) Corey started with _____, a good friend of

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

b) I was only aware this happened due to my continued access to Eastern's Office 365 until October 21, 2025, when it was rescinded.

32. September 16, 2025: Corey was not present at the Teams meeting Seringese, Michelle Delaney and I participated in.
 - a) I was told during this meeting I was not permitted to continue in my role at Eastern or in any capacity.
33. September 18, 2025: Corey was nowhere to be found when I was walked off campus resultant from criminal trespass warning issued by Sgt. Fiore.
34. In December 2025, and up to the present day, Eastern and Mr. Corey are engaging in surveillance of my social media accounts directly and via proxy.
 - a) Proxies include, but are not limited to:
 - (1) my replacement as graduate intern hall director of Burnap
 - (a) TikTok username:
 - (b) The most recent viewing of my TikTok profile by was today - December 19, 2025.
35. December 10, 2025: Mr. Corey contacted me via TikTok Direct Message and asked me "What the hell is this post? You are accusing me of being your perpetrator???" regarding below post:
 - a) Link: <https://www.tiktok.com/t/ZTrtsCP4f/>
 - b) Shortly after, Corey blocks me on Burnap, Crandall, & Niejadlik Instagram pages.
 - (1) Link: <https://www.tiktok.com/t/ZTrtG18jU/>
36. December 10, 2025, approx. 3:32 PM: I tagged Eastern Housing on Instagram (username "@easternhousing") and was blocked after exposing Corey's message approx. 14 hours prior.
 - a) Link: <https://www.tiktok.com/t/ZTrtG18jU/>
37. December 18, 1:59 AM: Mr. Corey viewed my TikTok profile, which leads me to believe Mr. Seringese leaked the confidential settlement agreement proposal I drafted to Eastern and CSCU officials to Mr. Corey.
 - a) This third and final settlement proposal:
 - (1) Included Corey's name and
 - (2) Included one of my proposal terms to be Appointed via SUOAF-ASCME CBA to Residence Life Coordinator for Burnap, Crandall, and Niejadlik Halls.
 - (3) I have evidence, such as student support via TikTok and Instagram, that points to Mr. Corey's termination.
 - (a) Example: RA from Niejadlik following me Instagram on December 12 with a photo of a keychain.
 - (i) Keychain had cat Squishmallow on it, alluding to Roi, Corey's cat.
38. On December 19, 2025: I received a DoorDash order at around 11:45 PM, whose purchaser was "Joey C" and delivered Ben and Jerry's Phish Food ice cream and a Snickers ice cream bar to The Standard at Four Corners in Storrs, CT.
 - a) On my discharge day (September 18, 2025), I had an unfinished tub of Phish Food in my freezer, and Mr. Corey told me on or around August 25, 2025, that he enjoys Snickers ice cream bars.
 - (1) When I arrived to deliver there, I was instructed via DoorDash to meet at the roundabout at the complex.
 - (2) I messaged Joey via the app and received no response.

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

- (3) Shortly after I left the delivery on a bench and registered it, Mrs. Judge viewed my TikTok profile via username "@ooak_25" whose image is the same as "@ooak_92." The latter username has dual usage on Instagram and shows that it is Mrs. Judge's account.
39. Between May 30, 2025, and August 21, 2025: engaged in text conversations with me of a more intimate nature than appropriate for a supervisor-subordinate work relationship.
- a) Example: a two-paragraph text message on my first weekend to tell me that my Hall Director apartment shower was out of service.
40. Between June 6, 2025, and August 22, 2025: Engaged in Microsoft Teams chat messages with me that were of a monitoring nature.
- a) Example: Entering my office without my express permission.
41. Between June 6, 2025, and August 28, 2025: He engaged in conversation during 1:1s that was of a more intimate than appropriate nature for as supervisor-subordinate relationship.
- a) Example: Shared with me that while he was enrolled in the SDHE program at Central, he would:
- (1) alternate reading textbook chapters with classmates for class
- (2) while enroute from Eastern via the I-84 West HOV lane
- (3) he appreciates HOV lane cuts travel time in Hartford, CT.

Name: Mrs. Sara Madera Judge

Role: Title IX Coordinator

- Mrs. Judge was able to grant me extensions on my coursework at Central Connecticut State University for CNSL 501 via Mrs. Jill Bassett-Cameron, Central's Title IX Coordinator.

Charges

I. Violation of 34 C.F.R. § 106.71 - Retaliation

- A. July 23, 2025: I met with her to discuss the chemical coercion and unwanted sexual contact regarding
1. Mrs. Judge said to me that because I did not explicitly state lack of consent to my assailant, consent was implied.
- B. December 2025: Judge has been surveilling my account on TikTok.

Name: Mr. Paul Carmine Serignese

Role: Director, Office of Housing & Residential Life

- July 21, 2025, Mr. Serignese met with me regarding my disclosure due to Corey's claimed lack of knowledge of how to file such a report.
 - See Corey 13(a)(1)(c) for more.
 - Serignese subsequently filed a Title IX report regarding the sexual assault, which was forwarded to, Mrs. Judge, Eastern's Title IX Coordinator.

Charges

I. Violation of 34 C.F.R. § 106.71 - Retaliation

- A. August 2025: I informed Mr. Serignese about Mr. Corey's behaviors and was told that Mr. Corey was in accordance with his "job description."
1. Said that Corey could enter my office sans permission with advance notice.
2. SUOAF-ASCME Job Description:
<https://suoaf.org/jd/all/documents/23050901JD.docx>
- B. June - July 2025: made the comment, "Suck it, old man!" in front of multiple subordinates of his, including me.

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

1. I asked Mr. Serignese to stop when he made the comment in front of the summer housing staff members right before a meeting was about to start.
 - a) He scowled and never engaged in said behavior again.
8. In October 2025, Mr. Serignese reached out to me twice to see if I wanted to pick up my items from the hall director apartment.

Central Connecticut State University

INVOLVED PARTIES

Name: Dr. Jelane Anne Kennedy

Role: Advisor, Student Development in Higher Education (SDHE) Program

Charges

I. Violation of 34 C.F.R. § 106.71 - Retaliation

- A. October 24, 2025: I submitted the ethics paper to Dr. Kennedy via email.
 1. This same paper was submitted to Dr. Kennedy via Experiential Learning Cloud (ELC) on October 23, 2025.
- B. The paper remained upgraded sans updates until November 5, 2025.
 1. The paper synthesized my experience at Eastern.
 - a) It heavily references 34 C.F.R. § 106 and CT Public Act No. 14-11.
 - b) Link:
<https://www.baezelevates.com/wp-content/uploads/2025/11/Ethics-Case-Study.pdf>.
 2. For confidentiality, the paper used pseudonyms for all professionals and institutions involved with their role names kept the same.
 - a) Mid-State University is Eastern Connecticut State University.
 - b) Grand-State University is Central Connecticut State University.
- C. I believe Dr. Kennedy's failure to grade the paper was due to the Residence Life Coordinator position was synonymous to Mr. Corey. As Dr. Kennedy would likely
- D. Since Mr. Corey is an SDHE alumnus, Dr. Kennedy's failure to grade the paper was a retaliation measure against me to protect the institutional "integrity," - i.e., loyalty - of CSCU, which would encompass Central.
- E. **Irreparable Harm**: This failure to grade my paper for 13 calendar days sans updates caused me to withdraw from the SDHE program and is actively hindering my ability to obtain future employment in the student services field.
 1. Example: I was just sent a rejection letter telling me my professional experience is insufficient for an Area Coordinator at Husson University.
- F. **Emotional Distress**: November 5, 2025, was the second anniversary of my grandmother's death. When coupled with this, my emotional distress is increased.

Name: Mrs. Jill Bassett-Cameron

Role: Title IX Coordinator

Charges

I. Violation of 34 C.F.R. § 106.71 - Retaliation

- C. October 8, 2025: I contacted Bassett-Cameron after Serignese reached out to me twice regarding items left behind at my hall director apartment.
 1. I was not provided boxes to pack my items.
 - a) I indicated to Branham and Sgt. Fiore that the items I left behind were trauma-linked.
 2. October 10, 2025 at 8:29 AM: I forwarded the retaliatory emails from Serignese with my apartment items to Cameron-Bassett.

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

- D. October 10, 2025 at 9 AM: When I met with Bassett-Cameron to request a No Contact Order (NCO) for Serignese, I was told:
1. That its issuance would likely cause me to be viewed as “problematic.”
 2. That its issuance would virtually blackmail me from higher education opportunities in the future.
 - a) Bassett-Cameron asserted that student affairs professionals are close.
 - (1) This leads me to believe she was engaging in conspiracy.
 3. That Title IX Coordinators have no allegiance to Complainants or Respondents.

RETALIATORY TERMINATION - VIOLATION OF 34 C.F.R. § 106.71

Central Admission of Eastern Medically Coercing Hospital - TORT OF FALSE IMPRISONMENT

- I was scheduled to be discharged on September 17, 2025, but Mr. Serignese and Ms. Delaney requested that I stay in the hospital one more day because they were “figuring out a plan” for me to retrieve my items from my hall director apartment.
 - The medical coercion was against social worker’s orders.
- Central’s Interim Director of Counseling & Student Services, Kristen Dignazio-Drost affirmed this in front of their Assistant Dean of Student Affairs, Dr. Kate Ayotte and Victim Advocate Lisa Leggett.

Termination via Criminal Trespass Warning Sans Due Process

Sequence of Events after Admission on September 8, 2025

- September 7: I was evaluated at the hospital ER,
 - I informed a social worker that I wanted to throw things at some of the resident assistants and wanted help to not allow things to get that far. The hospital communicated this information to Mr. Serignese via cellphone.
 - On September 8, Eastern sent Mr. Serignese to the hospital to retrieve my keys “just in the short term...just to mitigate the risk” due to my desire to throw things at the RAs.
 - While hospitalized: I requested a Supportive Measure of either
 - a new living space, or if that could not be reasonably accommodated,
 - a new mattress, to my social worker at Rockville General Hospital’s adult psychiatric ward.
 - My Supportive Measure request was never addressed by any Eastern officials until I reached out to Mrs. Judge on October 10, 2025 via email.
 - On September 18, 2025, I was discharged from the hospital at about 1 PM.
 - On September 18, 2025, as soon as I returned to campus, Mr. Serignese asked me to sign a resignation letter, which I refused to sign.
 - I was then told to go to Ms. Branham’s office. When I went to Ms. Branham’s office, I was issued a trespass warning by Sgt. Fiore, a campus police officer.
 - Sgt. Fiore did not inform me the reason for the trespass warning issuance.
 - Sgt. Fiore initially wrote “ECSU Housing” for the location,
 - He then added “/All Campus” after I questioned if I was permitted to visit other parts of campus.
 - I took this as retaliation for requesting a federally regulated accommodation via 34 C.F.R. § 106.
 - Despite a FOIA Request and FOIC Appeal in November of 2025, I have not received a copy of ECSU Police Report 25-15236. I believe Mr. Corey falsely accused me of a crime
 - False police reports in Connecticut are punishable by law.
-

STATEMENT OF FACTS
DEMITRIC BAEZ vs. Connecticut State Colleges & Universities

ACTUAL FINANCIAL HARM DUE TO DELIBERATE INDIFFERENCE

- On September 19, 2025, I filed for unemployment.
- On September 30, 2025, I received an email from Eastern HR, informing me that a fraudulent unemployment claim had been submitted on my behalf. The email confirmed that I was “actively employed” by Respondent.
- On November 4, 2025, I received a notice from CT Dept. of Labor stating that Eastern informed them I “voluntarily quit...”
- On December 7, 2025, I emailed CSCU to demand they correctly inform CT Dept. of Labor that I was involuntarily terminated.
 - The email was ignored.
 - Dr. Atkins served Mr. Serignese with a Respondent Notice on December 1, 2025, which indicated that I was “involuntarily terminated”

ATTEMPTS TO REMEDY BY COMPLAINANT WITH CSCU - ALL IGNORED

December 15, 2025: Sent first settlement offer to CSCU (attached)

- a. Ms. Cheryl Sharp, Executive Deputy Director for CT CHRO included on this settlement offer at 3:52 PM via my Central student email.
 - i. At 4:19 PM, Ana Mitchell emailed me
 - 1. Mitchell informed me that I am eligible to apply for paid CHRO Investigator positions.
 - a. Informed me that the Internship I applied for is unpaid.
 - i. This **proves my employability, shattering CSCU’s nonmeritorious narrative that I am unstable or violent.**
 - 1. **This also shatters CSCU’s likely narrative that my Hispanic male demographic equates me to violent or inferior.**
2. December 16, 2025: at 2:36 PM, second settlement offer sent (attached)
 - a. Ms. Sharp was copied on this email communication.
3. December 17, 2025 at 5:00 PM
 - a. Ms. Sharp was copied on this communication.
4. December 17, 2025: I rescinded the settlement offer due to Corey viewing my TikTok at 1:59 AM (proximity of time).
 - a. Corey was mentioned in my final settlement offer.
5. December 19, 2025: TikTok profile user “ok” liked my video post that shows the third settlement offer with Corey’s name in it (likely a “burner” account).

Therefore, I charge the Respondent with:

- discriminating against me because of my mental disabilities,
- my being a victim of sexual assault, and
- my previous opposition to discriminatory conduct
- **conspiracy.**

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

I request the Connecticut Commission on Human Rights and Opportunities investigate my complaint, secure for me my rights as guaranteed to me under the above-cited laws and secure for me any remedy to which I may be entitled.

Demitric Baez being duly sworn, on oath, states that s/he is the Complainant herein; that s/he has read the foregoing complaint and knows the content thereof; that the same is true of her/his own knowledge, except as to the matter herein stated on information and belief and that as to these matters s/he believes the same to be true.

Dated in , CT on this 19 day of December 2025.

Demitric Baez
Complainant's Signature

Subscribed and sworn before me on 12/19/2025.

Date

[Signature]
Notary Public/Commissioner of the Superior Court

My commission expires: 05/31/2027

CHRO No. _____

Case No.: _____

Complainant's Name: _____

Date: _____