

CR 2018-00841

ERD Case # CR

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DWD EQUAL RIGHTS DIVISION

State of Wisconsin Dept. of Workforce Development Equal Rights Division

Discrimination Complaint Wisconsin Fair Employment Law

Authorization for this form is provided under Section 111.39(1), Wisconsin Statutes. Personal information you provide may be used for secondary purposes (Privacy Law, s. 15.04(1)(m), Wisconsin Statutes).

READ instructions on page two FIRST then type or print in black ink.

1. Complainant Information

Form with fields for First Name (Brandon), Middle Initial (B. A.), Last Name (Miller, c/o PJC), Street Address (P.O. Box 886), City (Oshkosh), State (WI), Zip Code (54903), Telephone Number ((920) 235-7300), E-Mail Address (peterc@dempseylaw.com), and Work Telephone Number.

2. Respondent Information

Form with fields for Name (Board of Regents of the University of Wisconsin System), Street Address (1860 Van Hise Hall, 1220 Linden Drive), City (Madison), State (WI), Zip Code (53706), Telephone Number ((608) 262-2324), and County (Winnebago).

3. CHECK ONLY THE BOXES THAT WERE THE REASON FOR DISCRIMINATION

If you checked a box with an *, the statement in that box must be completed. I believe the Respondent(s) discriminated or took action against me because

Grid of checkboxes for reasons for discrimination including race, age, sex, sexual orientation, color, etc. Includes handwritten notes like 'Male 03-21-2018' and 'CR'.

Handwritten initials and date: 03-21-2018

4. Dates of discrimination (Required; estimate if unsure)

Form with fields for Date the discrimination began? (~06/01/2017) and Date of the most recent discrimination? (01/08/2018)

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5. Statement of discrimination:

Write a brief, concise statement explaining how you were discriminated against. Give the date each action occurred and the name of the person who took the action. Explain how each action(s) was related to the box(es) you checked in section #3 on page one. Include more 8 1/2 x 11 pages if needed.

Complainant was employed by the Respondent as interim Vice Chancellor of Student Affairs and Associate Vice Chancellor of Enrollment Management. He performed both positions in an exemplary manner. His sexual orientation is homosexual. He was discouraged to apply for the permanent Vice Chancellor of Student Affairs position. Chancellor Andrew Leavitt said "black women typically serve in that role" and "I need to hire a black woman for that role." It is no coincidence the Respondent hired Cheryl Green, a black woman, whom the Complainant reported to. Complainant believes he was discriminated against because of his race and color. Complainant's race is Caucasian and his color is white.

Thereafter, Mrs. Green displayed blatant animus towards the Complainant because of his sexual orientation. She made comments like, "you should be lucky to be this high up in light of being gay" and "I forget you people are able to marry these days." She shunned the Complainant, saying things like, "don't sit by me," which was said in disgust. Complainant informed the human resources department of the discriminatory treatment. Complainant even scheduled an appointment with Chancellor Leavitt to address the discriminatory treatment. Very shortly thereafter the Complainant's position was terminated. That action was taken because of the Complainant's sexual orientation and in retaliation for reporting discriminatory treatment. Respondent, and its agents, employees, and representatives, violated the Wisconsin Fair Employment Act in all the ways mentioned above and more.

6. Certification and Signature

By my signature below, I certify that I have read the above complaint, and, under penalties of law, I declare that this complaint is true and correct to the best of my knowledge and belief.

Signature of Complainant or authorized representative <i>Peter J. Culp</i>	Date signed 03/20/2017
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Please complete Equal Rights Process Information Sheet on Page 4

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March 20, 2018

VIA FACSIMILE ONLY

State of Wisconsin
Department of Workforce Development
Equal Rights Division
Labor Standards Bureau
P. O. Box 8928
Madison, WI 53708-8929

Re: Brandon B. A. Miller v. Board of Regents of the
University of Wisconsin Oshkosh
ERD Case No.
EEOC Case No.

Dear Sir/Madam:

Enclosed for filing is a Discrimination Complaint.

Very truly yours,

DEMPSEY LAW FIRM, LLP



Peter J. Culp

PJC:ask
Enclosure

c: Client (w/encl.) - via email only

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EQUAL RIGHTS DIVISION

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