

FILED
1/26/2023 11:37 AM
IRIS Y. MARTINEZ
CIRCUIT CLERK
COOK COUNTY, IL
2023L000798
Calendar, W
21207877

IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS
COUNTY DEPARTMENT – LAW DIVISION

CARL PASOWICZ,)	
Plaintiff,)	Jury Trial Demanded
)	
)	
v.)	
)	No. 2023L000798
THE BOARD OF EDUCATION OF)	
THE CITY OF CHICAGO, a body politic)	
and corporate, JOYCE DORSEY)	
KENNER, individually, RICKEY HARRIS,)	
individually, UDEME VICTORIA ITIAT,)	
individually, and GREGORY JACKSON,)	
individually,)	
Defendants.)	

**COMPLAINT AT LAW FOR PERSONAL INJURIES
AND FOR VIOLATIONS OF THE ILLINOIS HUMAN RIGHTS ACT**

Plaintiff, CARL PASOWICZ, by attorney, EDWARD R. THEOBALD complains as follows:

COUNT I – BATTERY, INTENTIONAL CONDUCT CAUSING BODILY HARM

1. This court has jurisdiction over this case pursuant to 735 ILCS 5/2-209 since at all relevant times in this complaint, the allegations of Carl Pasowicz occurred in Chicago, Cook County, and the State of Illinois.

2. Plaintiff **Carl Pasowicz**, male, Caucasian, white, Polish, has been employed by **Defendant The Board of Education of the City of Chicago** (hereinafter “**Chicago Board of Education**”), a body politic and corporate, 1 North Dearborn Street, Suite 900, Chicago, Cook County, IL 60602, since 1996.

FILED DATE: 1/26/2023 11:37 AM 2023L000798

3. **Defendant Chicago Board of Education**, a body politic and corporate, 1 North Dearborn Street, Suite 900, Chicago, IL 60602 employs well in excess of 15 employees, and is Plaintiff's employer as defined by the Illinois Human Rights Act ("IHRA"), 775 ILCS 5/1-101 *et seq.* and 775 ILCS 5/2-102 *et seq.* At all relevant times, Plaintiff Carl Pasowicz is employed by the **Chicago Board of Education** and sues **Defendant Chicago Board of Education** as his employer.

4. **Defendant Joyce Dorsey Kenner**, is black, African American, and at all relevant times, is an employee of **Defendant Chicago Board of Education** and was the Principal of Whitney Young High School (hereinafter "Whitney Young H.S."), 211 S. Laflin Street, Chicago, Cook County, IL 60607 during 2021-2022, was Plaintiff's supervisor, held the highest position of authority at Whitney Young H.S. and Plaintiff sues **Defendant Joyce Dorsey Kenner individually**, and as agent of **Defendant Chicago Board of Education**.

5. **Defendant Rickey Harris**, is black, African American, and at all relevant times, is an employee of **Defendant Chicago Board of Education** and was the assistant principal of Whitney Young H.S., 211 S. Laflin Street, Chicago, Cook County, IL 60607 during 2021-2022, was Plaintiff's supervisor, held the second highest position of authority at Whitney Young H.S. and now is the Principal of Whitney Young H.S. and Plaintiff sues **Defendant Rickey Harris individually**, and as agent of **Defendant Chicago Board of Education**.

6. **Defendant Udeme Victoria Itiat**, is black, African American, and at all relevant times, is an employee and agent of **Defendant Chicago Board of Education**, Equal Opportunity Compliance Office Investigations, 110 N. Paulina Street, Chicago, IL 60612, and Plaintiff sues

Defendant Udeme Victoria Itiat individually, and as agent of **Defendant Chicago Board of Education**.

7. **Defendant Gregory Jackson** is black, African American, and at all relevant times, is an employee of **Defendant Chicago Board of Education**, and was a regularly assigned teacher at Whitney Young H.S. during 2021-2022 and Plaintiff sues **Defendant Gregory Jackson**, individually, and as agent of **Defendant Chicago Board of Education**.

8. Before Plaintiff Carl Pasowicz was employed by **Defendant Chicago Board of Education**, Mr. Pasowicz served in the United States Army as a Paratrooper and was Honorably Discharged. Since 1996, Plaintiff Carl Pasowicz has been employed as a certified teacher by **Defendant Chicago Board of Education** with specialty disciplines in History, Social Studies, and Anthropology and a regularly assigned teacher at the Whitney Young H.S., 211 S. Laflin Street, Chicago, Cook County, IL 60607 for 27 years and specifically assigned to Whitney Young H.S. during 2021-2022.

9. Since being a regularly assigned teacher at Whitney Young H.S., Plaintiff's Teacher evaluation reviews have been satisfactory or better with the most recent evaluations being Superior or Excellent.

10. The students at Whitney Young H.S. from 2001 to the present are roughly 1/3 black and of the African American race, 1/3 brown and of the Hispanic race or national origin and 1/3 white and of the Caucasian race, which have been the approximate student population percentages at Whitney Young H.S. for years.

11. Since 2020, **Defendant Chicago Board of Education** willfully and wantonly has posted videos on its official website that call for the **Chicago Board of Education** to adopt,

promote, encourage and condone the objectives and goals of terrorist organizations, such as Black Lives Matter (BLM) and ANTIFA, and **Defendant Chicago Board of Education** accepts, promotes, encourages and condones the stealing, looting and destruction of real and personal property held by individuals of the Caucasian or White race through BLM and ANTIFA efforts and **Defendant Chicago Board of Education** has accepted and endorsed BLM's intentional racist and hateful rhetoric directed at persons of the Caucasian or white race and color, contrary to the criminal statutes of all States in the U.S.A., including Illinois.

12. Since on or about May 31, 2020 to the present, when terrorist organizations including racist BLM and ANTIFA organized to knowingly cause riots, death and destruction in white communities, including the City of Chicago and all over downtown and in the loop, **Defendants Chicago Board of Education**, a body politic and corporate, **Joyce Dorsey Kenner**, as Principal of Whitney Young H.S., who is black and African American, and **Rickey Harris**, Assistant Principal, and now as Principal of Whitney Young H.S., who is black and African American, and other African American employees of the **Chicago Board of Education**, willfully and wantonly have openly instructed teachers, employees, personnel and students of the **Chicago Board of Education** to excuse and justify violence and crimes being committed against law-abiding White or Caucasian employees of the **Chicago Board of Education** and against citizens of Chicago.

13. Further, **Defendant Joyce Dorsey Kenner**, who is black and African American as Principal and agent of Whitney Young H.S. and **Defendant Rickey Harris**, who is also black and African American, have openly instructed that violent protests occur against whites or Caucasians, which has led to or caused death or bodily harm, personal injuries and substantial

property damages to whites or Caucasians, including employees of the **Chicago Board of Education** and these **Defendants** have characterized these violent and unlawful protests as “not the problem” but rather, the alleged [false] problem that should be focused on is “Police violence is the story,” and that “Police violence is the problem.”

14. Based upon unlawful intentional race discrimination and the promotion of unlawful and racist critical racial discriminatory programs at Whitney Young H.S. during 2021 to the present by the above black officials and employees of the **Chicago Board of Education** against whites and/or Caucasian employees of the **Chicago Board of Education**, including Plaintiff Carl Pasowicz, who is Caucasian and White, there are signs and posters throughout Whitney Young H.S. openly promoting the terrorist organization “Black Lives Matter” and unlawfully promoting dishonest racist critical race theories that all American institutions and schools are racist and that African American black students and black employees of the **Chicago Board of Education** have been allegedly oppressed because of their black or African American race. **Defendants** also have openly promoted ideologies critical of Caucasians and whites along with the dishonest proposition that employees and students who are Caucasian or white are allegedly privileged because of their race.

15. Carl Pasowicz, Plaintiff, of the Caucasian race, white in Color and Polish National Origin has been intentionally discriminated against by **Defendants Chicago Board of Education**, a body politic and corporate, **Joyce Dorsey Kenner, Rickey Harris, Gregory Jackson and Udeme Victoria Itiat** because of Carl Pasowicz’s Caucasian race, white color and his Polish national origin.

16. Encouraged by the intentional racist policies of the **Chicago Board of Education** of blacks against whites throughout the City of Chicago and the racist leadership by blacks and African Americans at Whitney Young H.S., on or about March 22, 2022, a NFL Chicago Bears' child's doll, with a black face, was left in classroom number 300 at Whitney Young H.S.

17. Classroom number 300 at Whitney Young H.S. was used daily by more than one teacher, including but not limited to teachers Rachel El-Amin, female, black, and **Defendant Gregory Jackson**, male, black and Plaintiff Carl Pasowicz, to teach classes throughout March and specifically on March 22, 2022.

18. When students mistakenly leave personal belongings in a classroom, it has been and is the customary practice of teachers at Whitney Young H.S., including Plaintiff, Carl Pasowicz, to place the misplaced property near the front of the appropriate classroom where the item was found at Whitney Young H.S., 211 S. Laflin Street, Chicago, Cook County, IL 60607.

19. On or about March 22, 2022, Plaintiff, Carl Pasowicz, placed the lost or misplaced Chicago Bears' child's doll near the front of the classroom so the doll's owner could hopefully see and retrieve it the next school day when students attended. The following day, March 23, 2022, was a teacher institute day with no classes.

20. However, on or about March 24, 2022, when employees and Plaintiff returned to work at Whitney Young H.S., **Chicago Board of Education** employees found the Chicago Bears' child's doll hanging from a ribbon or string on or around the doll's neck near the classroom blackboard in classroom 300 at Whitney Young H.S. However, Plaintiff did not hang or leave the doll hanging from its neck when he placed the doll near the front of the classroom on March 22, 2022.

21. On or about March 22, 2022 and thereafter, **Defendants Chicago Board of Education, Joyce Dorsey Kenner and Rickey Harris** with no legal justification and with no evidence that Plaintiff Carl Pasowicz hung a doll in an objectionable manner, subjected Plaintiff to multiple intentional acts of racist harassment and discrimination because he is white and Caucasian including subjecting Plaintiff to overtly racist interrogations regarding his alleged behavior and falsely accusing Plaintiff of behaving in a racially hostile manner.

22. **Defendants Chicago Board of Education, Joyce Dorsey Kenner and Rickey Harris** with no legal justification and with no evidence that Plaintiff Carl Pasowicz hung a doll in an objectionable manner, have instructed teachers, employees, personnel, and students of the **Chicago Board of Education** to commit or encourage violent crimes committed against Plaintiff and knowingly and intentionally falsely labeled Plaintiff a racist.

23. On March 28, 2022, **Defendant Gregory Jackson**, a black or African American teacher at Whitney Young H.S., encouraged by the willful and wanton racist policies, leadership and out-of-control racism of the **Chicago Board of Education** of blacks against whites, with no facts or evidence that Plaintiff Carl Pasowicz hung the doll in the front of the classroom, unlawfully and without justification confronted Plaintiff Carl Pasowicz.

24. As a result of Defendants' false and racist rhetoric, the overt and intentional racial discrimination and the adoption of violent racists policies by the leadership of the **Chicago Board of Education** against whites and Caucasians, regularly assigned black and African American teacher **Defendant Gregory Jackson**, within the scope of his employment and with the approval, encouragement and express authorization of the **Defendants Chicago Board of Education, Joyce Dorsey Kenner, Rickey Harris, and Udeme Victoria Itiat**, without legal

justification and without consent of Plaintiff, knowingly attacked Plaintiff and hit and struck Plaintiff Carl Pasowicz on and about his body causing Plaintiff Carl Pasowicz pain, personal injuries, harm, emotional distress and humiliation. **Defendant Gregory Jackson** acted with malice and unrestrained authority and in a willfully and wanton disregard for Plaintiff Carl Pasowicz's right to be free from batteries, assaults, harassment, intentional infliction of emotional distress and racial discrimination.

25. **Defendant Gregory Jackson** also willfully and wantonly attempted to deliberately hit and strike Plaintiff about his body with the intent to cause serious harm and pain. However, **Defendant Gregory Jackson** missed on occasion, but nonetheless caused Plaintiff Carl Pasowicz to feel physically threatened and in apprehension of receiving a battery as a result of Defendants' misconduct.

26. These willful and wanton and deliberate attempted attacks on Plaintiff by Defendants placed Plaintiff, Carl Pasowicz in reasonable apprehension of receiving an intentional battery on his body with the intent to harm him, without consent and without lawful justification, resulting in Plaintiff Carl Pasowicz experiencing physical pain and suffering, severe emotional distress and strain and personal injuries in an amount in excess of \$50,000.00 exclusive of interest and costs.

27. Even though Plaintiff, Carl Pasowicz could have defended himself and caused "offender" **Defendant, Gregory Jackson**, a black teacher, serious bodily injury, Plaintiff did not hit Gregory Jackson in retaliation.

28. **Defendant Chicago Board of Education** expressly authorized **Defendant Gregory Jackson** to deliberately carry out this offensive physical contact with Plaintiff and

Defendant Gregory Jackson deliberately engaged in these intentional offensive batteries and assaults of Plaintiff Carl Pasowicz, while they both were at work and within the course and scope of **Defendant Gregory Jackson's** employment at **Defendant Chicago Board of Education**.

29. **Defendants Chicago Board of Education**, Principal, **Joyce Dorsey Kenner**, Whitney Young H.S. and **Rickey Harris**, Asst. Principal Whitney Young H.S., condoned, encouraged and expressly authorized **Defendants'** racially motivated physical attack on Plaintiff Carl Pasowicz's person by **Defendant Gregory Jackson**, an African American, on the premises of Whitney Young H.S. including the beating of Plaintiff Carl Pasowicz on March 28, 2022 by **Defendant Gregory Jackson**.

30. Additionally, as a direct and proximate result of the racist motives and acts of **Defendants Chicago Board of Education**, **Defendant Joyce Dorsey Kenner**, Principal, **Defendant Rickey Harris**, Assistant Principal, and **Defendant Gregory Jackson**, Plaintiff Carl Pasowicz suffered physical injuries all over his body causing Plaintiff extreme pain and suffering in an amount in excess of \$50,000.00 plus court costs.

31. **Defendant Chicago Board of Education** promoted, condoned, ratified, approved and expressly authorized the racist physical attack and resulting serious personal injuries to Plaintiff Carl Pasowicz's person by teacher **Defendant Gregory Jackson** by encouraging and authorizing **Defendant Gregory Jackson** to unlawfully hit and batter Plaintiff without lawful justification or Plaintiff's consent by knowingly not taking any disciplinary action against the offender, **Defendant Gregory Jackson**, in accord with **Defendant Chicago Board of Education's** willful and wanton racist policies that promoted, encouraged and authorized blacks committing racist and violent beatings against white or Caucasian employees.

32. On March 28, 2022, **Defendant Gregory Jackson** apologized to Plaintiff Carl Pasowicz for unlawfully hitting Plaintiff Carl Pasowicz and **Defendant Gregory Jackson** admitted he never saw Plaintiff Carl Pasowicz hang the doll by the neck.

33. Defendants did not investigate Plaintiff's complaints, and no one disciplined or reprimanded **Defendant Gregory Jackson** thereby ratifying Defendants' misconduct and expressly authorizing **Defendant Gregory Jackson** and others described below to continue to harass and discriminate against Plaintiff on the basis of Plaintiff's race intentionally and in a willful and wanton manner.

34. On March 28, 2022, **Defendants Chicago Board of Education** by and through **Defendants Joyce Dorsey Kenner**, as Principal of Whitney Young H.S. and **Rickey Harris**, Assistant Principal, along with Melvin Soto, Vice Principal and Matthew Swanson, Vice Principal, Shelia Lent, Social Service Department Chair continued to knowingly berate and harass Plaintiff Carl Pasowicz because of his race, color and national origin with numerous false accusations that he hung the doll by the neck knowing that he did not do so to perpetuate Defendants' intentional racist and discriminatory treatment of Caucasians and whites.

35. Despite all Defendants knowing and being aware that Plaintiff Carl Pasowicz did not hang a doll by the neck in classroom 300, **Defendant Chicago Board of Education**, knowingly engaged in a willful and wanton deliberate anti-white and anti-white/Caucasian and anti-Polish racist conspiracy to ruin Plaintiff and his livelihood because he is white/Caucasian and of Polish decent in order to further ignite the racist flames of racial injustice and intentional racist discrimination and harassment of white/Caucasian teachers by Black and African American administrators of the **Chicago Board of Education** for the past 20 plus years.

36. On March 30, 2022, **Defendant the Chicago Board of Education**, by and through **Chicago Board of Education** employees and **Defendants Joyce Dorsey Kenner**, as Principal of Whitney Young H.S. and **Rickey Harris**, Assistant Principal, and Camie Pratt, Title IX Chief Officer, discriminatorily and intentionally removed Plaintiff from the classroom because of his race and prohibited Plaintiff from entering Whitney Young H.S. and Defendants ordered that Plaintiff Carl Pasowicz not return to work and not to teach at Whitney Young H.S. despite knowing that Plaintiff was innocent of all accusations.

37. On April 8, 2022, Plaintiff Carl Pasowicz requested all documents from the **Chicago Board of Education** that were relied upon by Defendants to remove Plaintiff from the classroom, prohibited Plaintiff from entering Whitney Young H.S. and ordering Plaintiff not to return to work and not to teach at Whitney Young H.S.

38. Since April 8, 2022, **Defendants Chicago Board of Education**, Principals **Joyce Dorsey Kenner**, of Whitney Young H.S. and **Rickey Harris**, Assistant Principal and attorney **Udeme Victoria Itiat**, knowingly and intentionally and dishonestly withheld material evidence such as photographs, films, recordings, video recordings, electronic media sound recordings, written reports and witness statements, because of Plaintiff's race, which all refute the corrupt and completely false racist allegations that Plaintiff acted inappropriately and completely disprove Defendants' false and racist accusations that Plaintiff Carl Pasowicz hung a doll by the neck since all Defendants know he did not do so.

39. **Defendant Udeme Victoria Itiat**, black, African American, and at all relevant times, an employee of **Defendant Chicago Board of Education**, Equal Opportunity Compliance Office Investigations, 110 N. Paulina Street, Chicago, IL 60612, intentionally and knowingly

promoted Defendants' intentional race discrimination, racism and violence against whites and Caucasians. **Defendant Udeme Victoria Itiat** refused to comply with Plaintiff's requests for information that would have exonerated him of the baseless doll allegations because of his race, skin color and national origin: Caucasian, white and Polish. Additionally, the documents requested will show that **Defendant, Chicago Board of Education, Defendant Joyce Dorsey Kenner**, black, and African American, **Defendant Rickey Harris**, black and African American, **Defendant Gregory Jackson**, black and African American and **Defendant Udeme Victoria Itiat**, black and African American each prejudged Plaintiff solely because of his race and skin color and national origin, and collectively and unlawfully removed Plaintiff from his teaching position at Whitney Young H.S., despite Defendants' full knowledge that Plaintiff was completely innocent of any and all accusations.

40. Notwithstanding many officials or employees of **Defendant Chicago Board of Education** thoroughly interviewing Plaintiff and receiving his truthful answers to the Board's questions, after the **Chicago Board of Education** made the above false accusations against Plaintiff Carl Pasowicz, and after the **Chicago Board of Education**, through Ms. Libby Massey, Deputy General Counsel for the Board's Law Department, on or about July 20, 2022, assured Plaintiff that all further communications to Plaintiff would go through his attorney of record, on or about September, 2022, **Defendant Chicago Board of Education** and **Defendant Udeme Victoria Itiat**, female, black, African American, an employee and attorney for the Chicago Board of Education and, Director, Equal Opportunity Compliance Office Investigations, intentionally communicated directly with Plaintiff Carl Pasowicz, in writing, about the subject of the representation that attorney **Defendant Udeme Victoria Itiat** knew to be represented by

FILED DATE: 1/26/2023 11:37 AM 2023L000798

another lawyer in the matter, Edward R. Theobald, without the consent of Mr. Theobald and without a court order or other law authorizing **Defendant Udeme Victoria Itiat** to do so in direct contravention of Rule 4.2 of the Illinois Code of Professional Responsibility. Additionally, **Defendant Udeme Victoria Itiat**, representing **Defendant Chicago Board of Education** - a client, knowingly and allegedly (in direct violation of Ill. Sup. Ct. R. 4.2.) sent a list of questions on September 12, 2022 to Mr. Pasowicz, which were not received by Plaintiff, while knowingly withholding significant material evidence from Plaintiff Carl Pasowicz in the same manner as the other Defendants above.

41. Defendants acted with malice and unrestrained and absolute authority over Plaintiff Carl Pasowicz and in a total disregard for Carl Pasowicz's right to be free from batteries, assaults, harassment and discrimination and Defendants intentionally used their power, stature and authority over Carl Pasowicz to subject Plaintiff to the intentional, willful and wanton acts of misconduct, which were all done within the scope of their authority as **Chicago Board of Education** employees, supervisors and superiors. Additionally, no one disciplined or reprimanded Defendants thereby ratifying Defendants' misconduct.

42. Defendants' intentional, willful and wanton conduct on Plaintiff had the purpose or effect of substantially interfering with Plaintiff's work performance or creating an intimidating, hostile or offensive work environment, which was all within the scope of Defendants' employment and authority for **Defendant Chicago Board of Education** and during the course and scope of Defendants' employment and such willful and wanton misconduct was condoned, ratified and authorized by Defendants with their specific intent to cause Plaintiff

physical harm, injuries and great discomfort interfering with Plaintiff's work performance or creating an intimidating, hostile or offensive work environment for Plaintiff Carl Pasowicz.

43. Defendants were aware of tortious conduct against Plaintiff Carl Pasowicz in the above paragraphs, and thus, **Defendants** had full knowledge of **Defendant Gregory Jackson's** tortious conduct against Plaintiff Carl Pasowicz and failed to respond or investigate **Defendant Gregory Jackson's** outrageous conduct or discipline **Defendant Gregory Jackson**.

44. **Defendant Chicago Board of Education** and **Defendants Joyce Dorsey Kenner**, individually, and as Principal of Whitney Young H.S. and **Defendant Rickey Harris**, individually and as Assistant Principal and now Principal of Whitney Young H.S. and **Defendant, Udeme Victoria Itiat**, individually and as Director, Equal Opportunity Compliance Office Investigations **Chicago Board of Education**, deliberately did not investigate any of Plaintiff's complaints, and no one disciplined or reprimanded **Defendant Gregory Jackson**. Thus, Defendants ratified such misconduct on Plaintiff Carl Pasowicz, which was authorized by Defendants with their specific intent to cause physical harm, injuries and great discomfort to Plaintiff.

45. In addition to the willful and wanton physical abuse Defendants perpetuated against Plaintiff Carl Pasowicz above, Defendants also deliberately singled out Plaintiff for further discrimination, ridicule and severe emotional distress in order to punish, humiliate and embarrass Plaintiff Carl Pasowicz.

46. Defendants' discriminatory harassment of Plaintiff Carl Pasowicz was severe, persistent and continuous in nature, extremely offensive, embarrassing and humiliating that created a hostile work environment for Plaintiff Carl Pasowicz that substantially interfered with

Plaintiff's ability to perform his job and adversely effected the terms and conditions of Plaintiff's employment with **Defendant Chicago Board of Education**.

47. Plaintiff Carl Pasowicz immediately on or shortly after the dates in the paragraphs above, reported to management at **Defendant Chicago Board of Education** regarding **Defendant Gregory Jackson** intentionally and willfully and wantonly committing the above batteries and assaults on him that created an intimidating, hostile or offensive work environment.

48. However, in a stunning dereliction of their duties as Principal and Vice Principal, and knowing about the misconduct perpetuated against Carl Pasowicz, **Defendants removed Plaintiff** from his regularly assigned teaching position, not the "offender" **Defendant Gregory Jackson**. Defendants deliberately failed to respond to Plaintiff's complaints.

Defendants Ratified the Intentional and Willful and Wanton Acts Against Plaintiff

49. **Defendant Chicago Board of Education, Defendant Joyce Dorsey Kenner**, individually, and as Principal of Whitney Young H.S. and **Defendant Rickey Harris**, individually and as Assistant Principal and now Principal of Whitney Young H.S. and **Defendant, Udeme Victoria Itiat**, individually, and as Director, Equal Opportunity Compliance Office Investigations – **Chicago Board of Education**, had knowledge of **Defendant Gregory Jackson's** willful and wanton acts of misconduct above, however, by not following up, not investigating and not taking any disciplinary action against **Defendant Gregory Jackson**, Defendants deliberately ratified and authorized these outrageously intentional willful and wanton acts of misconduct of batteries, assaults and intentional infliction of emotional distress perpetuated on Plaintiff Carl Pasowicz, which were specifically authorized by Defendants with the specific intent to cause Plaintiff physical harm, injuries and great discomfort and as a direct

and proximate result, Plaintiff Carl Pasowicz suffered damages in excess of \$50,000.00 exclusive of interest and costs.

50. Defendants intentionally decided not to investigate Plaintiff Carl Pasowicz's complaints of battery, assault, intentional infliction of emotional distress and harassment and discrimination of Plaintiff Carl Pasowicz.

51. **Defendants Chicago Board of Education and Defendant Joyce Dorsey Kenner**, individually, and as Principal of Whitney Young H.S. and **Defendant Rickey Harris**, individually, and as Assistant Principal and now Principal of Whitney Young H.S. and **Defendant, Udem Victoria Itiat**, individually, and as Director, Equal Opportunity Compliance Office Investigations – **Chicago Board of Education**, deliberately did not discipline **Defendant Gregory Jackson** for the above offensive and intentional conduct while he remained employed by **Defendant Chicago Board of Education**.

52. **Defendants** ratified the aforementioned willful and wanton misconduct on Plaintiff Carl Pasowicz by deliberately encouraging and authorizing that Plaintiff Carl Pasowicz be battered, assaulted, physically harmed, harassed and discriminated against at Whitney Young H.S. in Chicago, IL, which further demonstrated Defendants' approval and authorization of Defendants' misconduct. Now embolden by Defendants' endorsement of discriminatory conduct allowed other **Chicago Board of Education** employees to intentionally, willfully and wantonly harass and discriminate against Plaintiff Carl Pasowicz with the intent to cause serious harm and pain and suffering on the aforesaid dates without lawful justification, and to embarrass, scorn and humiliate Plaintiff because of his race and color and national origin and as a direct and proximate

result, Plaintiff Carl Pasowicz suffered damages in excess of \$50,000.00 exclusive of interest and costs.

53. Defendants' conduct above amounts to intentional infliction of emotional distress because Defendants' conduct was extreme and outrageous beyond the bounds of moral decency such that no reasonable person could be expected to endure it.

54. Defendants' intentional and authorized conduct toward Plaintiff Carl Pasowicz and indifference to his plight was extreme and outrageous and intentionally designed to inflict severe emotional distress on Plaintiff Carl Pasowicz and which did cause severe emotional distress and embarrassment, and reasonably caused Plaintiff to fear for his safety.

55. Defendants' conduct was outrageous, deliberate, willful and wanton and knowingly ratified and intentionally was authorized by the **Defendant Chicago Board of Education**.

56. Defendants' failure to stop misconduct being perpetrated against Plaintiff Carl Pasowicz was deliberate, willful and wanton and intentionally was authorized by Defendants to force Plaintiff to resign his employment and encourage other employees of the white or Caucasian race to leave the employ of **Defendant Board of Education of the City of Chicago**.

57. Defendants' decisions not to discipline or reprimand or transfer **Defendant Gregory Jackson** after being informed of Plaintiff's complaints regarding Defendant's batteries, assaults and discrimination against Plaintiff Carl Pasowicz was intentional, deliberate, willful and wanton and authorized by **Defendant Board of Education of the City of Chicago** and **Defendants Joyce Dorsey Kenner**, individually and as Principal of Whitney Young H.S. and **Defendant Rickey Harris**, individually, and as Assistant Principal and now Principal of

Whitney Young H.S. and **Defendant, Udeme Victoria Itiat**, individually, and as Director, Equal Opportunity Compliance Office Investigations – **Chicago Board of Education**.

58. All Defendants' acts above were intentional, willful and wanton and committed with reckless disregard for Plaintiff Carl Pasowicz's rights not to be battered, assaulted, abused, humiliated and threatened at work.

59. Plaintiff is an employee as defined by the IHRA and at all times, consistently met his employer's legitimate job expectations.

60. **Defendant Chicago Board of Education** employs thousands of employees or in excess of 15 employees and is an employer as defined by the IHRA.

61. Defendants intentionally, willfully and wantonly discriminated against Plaintiff on the basis of race (Caucasian/white), color (Caucasian/white) and national origin (Polish), inflicting unwelcome conduct towards Plaintiff, which had the purpose or effect of substantially interfering with Plaintiff's work performance or created an intimidating, hostile or offensive work environment for Plaintiff Carl Pasowicz, resulting in actual damages in lost wages in an amount in excess of \$50,000.00 exclusive of interest and costs.

62. As a direct and proximate result of Defendants' intentional, willful and wanton and outrageous authorized misconduct in the above paragraphs, Plaintiff Carl Pasowicz has suffered pain and suffering, physical harm, humiliation and severe emotional distress.

63. Plaintiff's Caucasian race, white color and Polish national or ethnic origin was a motivating factor in all of Defendants' racial, color and national origin or ethnic origin discrimination and harassment of Plaintiff above including the removal of Plaintiff Carl Pasowicz from his regularly assigned teaching position at Whitney Young H.S. on March 30,

FILED DATE: 11/20/2023 11:31 AM 20231007/50

2022, and as a direct and proximate result of Defendants' unlawful racist conduct, discrimination and harassment above, Plaintiff suffered substantial lost wages, lost bonus, lost opportunities for advancement, and further Plaintiff suffered severe emotional distress and humiliation.

64. As a result of Defendants' authorizations above and the intentional, willful and wanton discriminatory conduct inflicted upon Carl Pasowicz based upon Plaintiff's race (white/Caucasian), and color (Caucasian/white) and national origin (Polish), Plaintiff has suffered lost wages and lost income in excess of \$50,000.00, suffered personal injuries in excess of \$50,000.00, lost teaching positions resulting in monetary damages in excess of \$50,000.00 in lost wages and benefits and lost his ability to pursue his career free from national origin discrimination and free from race and color discrimination.

65. As a further result of the Defendants' intentional color or race discrimination, Plaintiff Carl Pasowicz suffered and continues to suffer pain and suffering, severe emotional distress, humiliation, mental anguish, loss of dignity, embarrassment, and loss of reputation and suffered damages in excess of \$50,000.00.

66. Defendants' unlawful employment practices complained of above were intentional, willful and wanton and resulted in Defendants intentionally, willfully and wantonly causing Plaintiff physical harm, severe emotional distress and strain, loss of his teaching position and all the above discriminatory conduct inflicted on Plaintiff by Defendants were because of Plaintiff's race [white/Caucasian], color [white/Caucasian] and national origin [Polish].

67. Defendants' unlawful employment practices complained of above were intentional, and willful and wanton and resulted in lost wages and actual personal injury damages and pain and

suffering and emotional distress damages in an amount in excess of \$50,000.00, exclusive of interest and costs.

68. As a result of Defendants' intentional discriminatory conduct above based upon Plaintiff's race, color and national origin or ethnic origin discrimination and harassment of Plaintiff, he has suffered lost wages, lost income, lost teaching opportunities, lost bonuses, reduced pension benefits and lost other employee benefits and his ability to pursue his career at **Defendant Chicago Board of Education** free from intentional racial and color discrimination and national origin or ethnic origin discrimination and harassment.

69. As a further result of Defendants' intentional conduct above, Plaintiff has suffered and continues to suffer personal injuries, emotional distress, humiliation, mental anguish, loss of dignity, embarrassment, and loss of reputation.

70. Defendants' practices have deprived equal employment opportunities to many other similarly situated Caucasian, white and Polish employees and otherwise adversely affected the status of employees and Plaintiff based on their race, color and Polish National or ethnic origin.

71. The unlawful employment practices complained of above were and are done with malice or with reckless indifference to the protected rights of employees including Plaintiff, in violation of the IHRA.

72. Defendants' intentional unlawful employment practices above resulted in Defendants discriminating against Plaintiff because of his race, color, national origin, or ethnic origin.

73. Plaintiff demands trial by jury.

74. None of Defendants' conduct in the above paragraphs was negligent.

WHEREFORE, Carl Pasowicz, Plaintiff, prays for the following relief:

A. That a judgment be entered in favor of Plaintiff CARL PASOWICZ, and against **Defendant THE BOARD OF EDUCATION OF THE CITY OF CHICAGO**, a body politic and corporate, **Defendant JOYCE DORSEY KENNER, individually**, and as Principal of Whitney Young H.S. and **Defendant RICKEY HARRIS, individually** and as Assistant Principal and now Principal of Whitney Young H.S. and against **Defendant, UDEME VICTORIA ITIAT, individually** and as Director, Equal Opportunity Compliance Office Investigations, and **Defendant GREGORY JACKSON, individually** and jointly and against each **Defendant**.

B. That Plaintiff be awarded damages for lost wages, income, lost bonuses in excess of \$3,000,000.00 plus all lost health insurance, any lost pension benefits, and other employee benefits with prejudgment interest, as a result of Defendants' discriminatory conduct based upon Plaintiff's race, color, national origin and ethnic origin.

C. That Defendants be ordered to immediately reinstate Plaintiff to his former teaching position at Whitney Young H.S. prior to March 30, 2022, and award Plaintiff all lost wages and lost benefits, cease and desist in its discriminatory practices based upon an employee's race, color, national origin, and ethnic origin.

D. That Plaintiff be awarded future, or front damages, front pay and benefits he would have received during the next 10 years.

E. That Plaintiff be awarded actual damages for emotional distress, humiliation, loss of dignity, embarrassment, and loss of reputation in an amount greater than \$10,000,000.00 against **each Defendant**.

F. That an injunction be entered enjoining Defendants, its officers, employees, agents,

successors, and all persons acting in concert or participation with Defendants, from engaging in any employment policy or practice which discriminates against employees because of their race, color, national origin, and ethnic origin.

G. Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities for all employees and applicants, regardless of race or color or national and ethnic origin and which eradicate the effects of Defendants past unlawful employment practices of race, color, national origin, and ethnic origin.

H. Order Defendants make Plaintiff Carl Pasowicz whole by providing appropriate back pay with prejudgment interest, and compensation for all other past and future pecuniary losses, in amounts to be determined at hearing or trial.

I. Order Defendants to make Plaintiff Carl Pasowicz whole by providing him all rights and benefits, and awarding appropriate front pay in amounts to be determined at trial including granting Plaintiff leave of absence pursuant to the Illinois Human Rights Act (IHRA).

J. Order Defendants to make Plaintiff Carl Pasowicz whole by providing compensation for past and future non-pecuniary losses, including emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life and humiliation, in amounts to be determined at trial.

K. Order Defendants and their successors to provide training to officers, managers and employees regarding race and/or color and/or national origin discrimination.

L. That Plaintiff be awarded all attorney's fees and costs incurred herein.

M. Enter a declaratory judgment that Defendants' actions constitute unlawful race and color discrimination in violation of the IHRA, as amended and those punitive damages be assessed against each **Defendant** in excess of \$5,000,000.00.

N. Enter an order for other relief which is equitable, proper, and just, or to make Plaintiff whole in accord with the Illinois Human Rights Act, as amended.

O. Enter an order, pursuant to 820 ILCS 40/4, that all records in Plaintiff's personnel file which should have been produced to Plaintiff under the Illinois Personnel Record Review Act cannot be used by Defendants in a judicial or quasi-judicial proceeding to defend Plaintiff's complaint or charges of discrimination.

P. Plaintiff demands trial by jury.

COUNT II - ASSAULT

1-74. Plaintiff CARL PASOWICZ, realleges and incorporates paragraphs 1 through 74 of Count I as if fully set forth herein as paragraphs 1 through 74 of Count II.

WHEREFORE, CARL PASOWICZ, prays for the following relief:

A. That a judgment be entered in favor of Plaintiff CARL PASOWICZ, and against **Defendant THE BOARD OF EDUCATION OF THE CITY OF CHICAGO**, a body politic and corporate, **Defendant JOYCE DORSEY KENNER, individually**, and as Principal of Whitney Young H.S. and **Defendant RICKEY HARRIS, individually** and as Assistant Principal and now Principal of Whitney Young H.S. and against **Defendant, UDEME VICTORIA ITIAT, individually** and as Director, Equal Opportunity Compliance Office Investigations, and **Defendant GREGORY JACKSON, individually** and jointly and against each Defendant;

B. Award the actual damages and compensation for pain and suffering which Plaintiff has suffered in an amount in excess of \$50,000.00, exclusive of interest and costs;

C. Award Plaintiff compensatory damages for Plaintiff's physical and mental personal injuries, for Plaintiff's physical injuries of an insulting or provoking nature, for Plaintiff suffering severe humiliation, embarrassment, loss of reputation, loss of dignity, substantial emotional pain and distress, substantial physical pain and suffering, mental anguish, loss of sleep, extreme mental and physical pain and suffering and other severe emotional distress and personal physical injuries with and without physical symptoms in an amount in excess of \$50,000.00, exclusive of interest and costs;

D. Award Plaintiff prejudgment interest on all monies which are awarded to Plaintiff;

E. To award other relief which this Court deems proper and just;

F. Award Plaintiff all expenses and costs incurred herein;

G. Plaintiff demands trial by jury.

**COUNT III –
INTENTIONAL INFLICTION OF EMOTIONAL DISTRESS**

1-74. Plaintiff CARL PASOWICZ, realleges and incorporates paragraphs 1 through 74 of Count I as if fully set forth herein as paragraphs 1 through 74 of Count III.

WHEREFORE, CARL PASOWICZ, prays for the following relief:

A. That a judgment be entered in favor of Plaintiff CARL PASOWICZ, and against **Defendant THE BOARD OF EDUCATION OF THE CITY OF CHICAGO**, a body politic and corporate, **Defendant JOYCE DORSEY KENNER, individually**, and as Principal of Whitney Young H.S. and **Defendant RICKEY HARRIS, individually** and as Assistant Principal and now Principal of Whitney Young H.S. and against **Defendant, UDEME VICTORIA ITIAT, individually** and as Director, Equal Opportunity Compliance Office Investigations, and

Defendant GREGORY JACKSON, individually and jointly and against each Defendant;

B. Award the actual damages and compensation for pain and suffering which Plaintiff has suffered in an amount in excess of \$50,000.00, exclusive of interest and costs;

C. Award Plaintiff compensatory damages for Plaintiff's physical and mental personal injuries, for Plaintiff's physical injuries of an insulting or provoking nature, for Plaintiff suffering severe humiliation, embarrassment, loss of reputation, loss of dignity, substantial emotional pain and distress, substantial physical pain and suffering, mental anguish, loss of sleep, extreme mental and physical pain and suffering and other severe emotional distress and personal physical injuries with and without physical symptoms in an amount in excess of \$50,000.00, exclusive of interest and costs;

D. Award Plaintiff prejudgment interest on all monies which are awarded to Plaintiff;

E. To award other relief which this Court deems proper and just;

F. Award Plaintiff all expenses and costs incurred herein;

G. Plaintiff demands trial by jury.

COUNT IV – RACE DISCRIMINATION AND HARASSMENT-IHRA

1-74. Plaintiff CARL PASOWICZ realleges and incorporates paragraphs 1 through 74 of Count I as if fully set forth herein as paragraphs 1 through 74 of Count IV.

75. Defendant **The Board of Education of the City of Chicago** (hereinafter "**Chicago Board of Education**"), a body politic and corporate, 1 North Dearborn Street, Suite 900, Chicago, Cook County, IL 60602, employs well in excess of 15 employees, and is an employer as defined by the Illinois Human Rights Act, 775 ILCS 5/1-101 *et seq.* ("IHRA").

76. This Court also has jurisdiction pursuant to the IHRA, 775 ILCS 5/1-101 *et seq.* as CARL PASOWICZ on October 12, 2022, filed a verified charge of race discrimination, racial

harassment, national origin (Polish) discrimination, color discrimination with the Illinois Department of Human Rights (“IDHR”) against all **Defendants**, within 300 days of all acts complained herein in this complaint.

77. On or about November 23, 2022, Plaintiff received a right to sue notice from the IDHR to commence an action in an Illinois Circuit Court within 95 days of November 18, 2022, against all Defendants.

78. On January 26, 2023, Plaintiff filed his complaint herein in the Cook County Circuit Court of the State of Illinois within 95 days of November 18, 2022 against all Defendants.

79. Plaintiff has exhausted all administrative remedies and complied with the statutory prerequisites for maintaining this action against **Defendant The Board of Education of the City of Chicago** in the Circuit Court of Cook County, Illinois under the IHRA, 775 ILCS 5/1-101 *et seq.*

80. All of the Defendants’ intentional, willful and wanton intentional color or race discrimination or national origin discrimination (Polish) and/or protected activity complaining of harassment and discrimination are in violation of the IHRA, 775 ILCS 5/1-101 *et seq.*

81. Defendants’ unlawful practices and misconduct above have adversely affected the status of Plaintiff’s employment based on his race (white/Caucasian) and national origin (Polish) or color (white).

82. The unlawful employment practices complained of above were and are done with malice or with reckless indifference to the protected rights of Caucasian/white employees including Plaintiff Carl Pasowicz, in violation of the IHRA.

83. Defendants' unlawful employment practices complained of above were intentional, and willful and wanton and resulted in Defendants discrimination and harassment and retaliating against Plaintiff because of his race (Caucasian/white) or color (Caucasian/white) or national origin (Polish) and his protected activity complaining of racial or color harassment and discrimination.

84. All the above violates the Illinois Human Rights Act, 775 ILCS 5/1-101 *et seq.* ("IHRA")

85. Plaintiff Carl Pasowicz demands trial by jury.

WHEREFORE, CARL PASOWICZ, prays for the following relief:

A. That a judgment be entered in favor of Plaintiff CARL PASOWICZ, and against **Defendant THE BOARD OF EDUCATION OF THE CITY OF CHICAGO**, a body politic and corporate, **Defendant JOYCE DORSEY KENNER, individually**, and as Principal of Whitney Young H.S. and **Defendant RICKEY HARRIS, individually** and as Assistant Principal and now Principal of Whitney Young H.S. and against **Defendant, UDEME VICTORIA ITIAT, individually** and as Director, Equal Opportunity Compliance Office Investigations, and **Defendant GREGORY JACKSON, individually** and jointly and against each **Defendant**;

B. Award the Plaintiff actual damages and compensation which he has suffered in an amount in excess of \$50,000.00, exclusive of interest and costs;

C. That Plaintiff be awarded damages for lost wages, income, lost bonuses, any lost health insurance, any lost pension benefits and other employee benefits with prejudgment interest, as a result of Defendants' above discriminatory conduct in an amount in excess of \$50,000.00,

exclusive of interest and costs;

D. That Defendants be ordered to grant Plaintiff teaching positions throughout the year, restore his salary and employee benefits as to what he would be receiving if not for the civil rights violations committed against him, with an order of protection issued against Defendants to cease and desist in their discriminatory practices;

E. That Plaintiff be awarded future, or front damages, front pay and benefits he would have received during the next 10 years;

F. That Plaintiff be awarded all employee benefits and insurance benefits which he would have received but for the above civil rights violations committed against him;

G. That Plaintiff be awarded actual damages for emotional distress, humiliation, loss of dignity, embarrassment and loss of reputation in an amount greater than \$1,000,000.00 and assessed against each Defendant;

H. That an injunction be entered enjoining Defendants, its officers, employees, agents, successors, and all persons in concert or participation with Defendants, from engaging in any employment policy or practice which discriminates against employees;

I. Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities for all employees and applicants, to eradicate the effects of Defendants' past unlawful employment practices of color, race and national origin discrimination;

J. Order Defendants to make Plaintiff CARL PASOWICZ whole by providing appropriate back pay with prejudgment interest, and compensation for all other past and future pecuniary losses, in amounts to be determined at hearing or trial;

K. Order Defendants to make Plaintiff whole with all rights and benefits, lost wages and awarding appropriate front pay in amounts to be determined at hearing or trial;

L. Order Defendants to make Plaintiff whole by providing compensation for past and future non-pecuniary losses, including emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life and humiliation, in amounts to be determined at trial;

M. Order Defendants to pay Plaintiff punitive damages for Defendants' misconduct described above, in amounts to be determined at trial against Defendants, jointly and severally;

N. That Plaintiff be awarded all attorney's fees and costs incurred herein;

O. Enter a declaratory judgment that Defendants' actions constitute unlawful color, race, and national origin discrimination;

P. That pursuant to the IHRA, enter an order that any and all public contracts with all Defendants shall be terminated immediately;

Q. That pursuant to the IHRA, enter an order barring Defendants from participating in all public contracts for a period up to, but not to exceed, twenty (20) years;

R. That pursuant to the IHRA, enter an order that a penalty up to, but not to exceed, the monies earned by Defendants as a direct result of the above civil rights violations shall be paid to the Treasurer of the State of Illinois;

S. That pursuant to the IHRA, enter an order that all licenses issued by the State of Illinois to Defendants be revoked;

T. Enter an order requiring Defendants to report to the IDHR and the Court every 2 months, in writing, that they are in full and complete compliance with all orders issued by the IDHR or the Court, and are in full compliance with the IHRA;

U. Enter an order for other relief which is equitable, proper, and just, or to make Plaintiff whole in accord with the Illinois Human Rights Act;

V. Plaintiff demands trial by jury.

COUNT V – COLOR DISCRIMINATION AND HARASSMENT-IHRA

1-74. Plaintiff Carl Pasowicz realleges and incorporates paragraphs 1 through 74 of Count I as if fully set forth herein as paragraphs 1 through 74 of Count V.

75-85. Plaintiff Carl Pasowicz realleges and incorporates paragraphs 75 through 85 of Count IV as if fully set forth herein as paragraphs 75 through 85 of Count V.

86. Plaintiff demands trial by jury.

WHEREFORE, CARL PASOWICZ, prays for the following relief:

A. That a judgment be entered in favor of Plaintiff CARL PASOWICZ, and against **Defendant THE BOARD OF EDUCATION OF THE CITY OF CHICAGO**, a body politic and corporate, **Defendant JOYCE DORSEY KENNER, individually**, and as Principal of Whitney Young H.S. and **Defendant RICKEY HARRIS, individually** and as Assistant Principal and now Principal of Whitney Young H.S. and against **Defendant, UDEME VICTORIA ITIAT, individually** and as Director, Equal Opportunity Compliance Office Investigations, and **Defendant GREGORY JACKSON, individually** and jointly and against each **Defendant**;

B. Award the Plaintiff actual damages and compensation which he has suffered in an amount in excess of \$50,000.00, exclusive of interest and costs;

C. That Plaintiff be awarded damages for lost wages, income, lost bonuses, any lost health insurance, any lost pension benefits and other employee benefits with prejudgment interest,

as a result of Defendants' above discriminatory conduct in an amount in excess of \$50,000.00, exclusive of interest and costs;

D. That Defendants be ordered to grant Plaintiff teaching positions throughout the year, restore his salary and employee benefits as to what he would be receiving if not for the civil rights violations committed against him, with an order of protection issued against Defendants to cease and desist in their discriminatory practices;

E. That Plaintiff be awarded future, or front damages, front pay and benefits he would have received during the next 10 years;

F. That Plaintiff be awarded all employee benefits and insurance benefits which he would have received but for the above civil rights violations committed against him;

G. That Plaintiff be awarded actual damages for emotional distress, humiliation, loss of dignity, embarrassment and loss of reputation in an amount greater than \$1,000,000.00 and assessed against each Defendant;

H. That an injunction be entered enjoining Defendants, its officers, employees, agents, successors, and all persons in concert or participation with Defendants, from engaging in any employment policy or practice which discriminates against employees;

I. Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities for all employees and applicants, to eradicate the effects of Defendants' past unlawful employment practices of color, race and national origin discrimination;

J. Order Defendants to make Plaintiff CARL PASOWICZ whole by providing appropriate back pay with prejudgment interest, and compensation for all other past and future pecuniary losses, in amounts to be determined at hearing or trial;

K. Order Defendants to make Plaintiff whole with all rights and benefits, lost wages and awarding appropriate front pay in amounts to be determined at hearing or trial;

L. Order Defendants to make Plaintiff whole by providing compensation for past and future non-pecuniary losses, including emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life and humiliation, in amounts to be determined at trial;

M. Order Defendants to pay Plaintiff punitive damages for Defendants' misconduct described above, in amounts to be determined at trial against Defendants, jointly and severally;

N. That Plaintiff be awarded all attorney's fees and costs incurred herein;

O. Enter a declaratory judgment that Defendants' actions constitute unlawful color, race, and national origin discrimination;

P. That pursuant to the IHRA, enter an order that any and all public contracts with all Defendants shall be terminated immediately;

Q. That pursuant to the IHRA, enter an order barring Defendants from participating in all public contracts for a period up to, but not to exceed, twenty (20) years;

R. That pursuant to the IHRA, enter an order that a penalty up to, but not to exceed, the monies earned by Defendants as a direct result of the above civil rights violations shall be paid to the Treasurer of the State of Illinois;

S. That pursuant to the IHRA, enter an order that all licenses issued by the State of Illinois to Defendants be revoked;

T. Enter an order requiring Defendants to report to the IDHR and the Court every 2 months, in writing, that they are in full and complete compliance with all orders issued by the IDHR or the Court, and are in full compliance with the IHRA;

U. Enter an order for other relief which is equitable, proper, and just, or to make Plaintiff whole in accord with the Illinois Human Rights Act;

V. Plaintiff demands trial by jury.

COUNT VI – NATIONAL ORIGIN DISCRIMINATION AND HARASSMENT-IHRA

1-74. Plaintiff Carl Pasowicz realleges and incorporates paragraphs 1 through 74 of Count I as if fully set forth herein as paragraphs 1 through 74 of Count VI.

75-85. Plaintiff Carl Pasowicz realleges and incorporates paragraphs 75 through 85 of Count IV as if fully set forth herein as paragraphs 75 through 85 of Count VI.

86. Plaintiff demands trial by jury.

WHEREFORE, CARL PASOWICZ, prays for the following relief:

A. That a judgment be entered in favor of Plaintiff CARL PASOWICZ, and against **Defendant THE BOARD OF EDUCATION OF THE CITY OF CHICAGO**, a body politic and corporate, **Defendant JOYCE DORSEY KENNER, individually**, and as Principal of Whitney Young H.S. and **Defendant RICKEY HARRIS, individually** and as Assistant Principal and now Principal of Whitney Young H.S. and against **Defendant UDEME VICTORIA ITIAT, individually** and as Director, Equal Opportunity Compliance Office Investigations, and **Defendant GREGORY JACKSON, individually** and jointly and against each **Defendant**;

B. Award the Plaintiff actual damages and compensation which he has suffered in an amount in excess of \$50,000.00, exclusive of interest and costs;

C. That Plaintiff be awarded damages for lost wages, income, lost bonuses, any lost health insurance, any lost pension benefits and other employee benefits with prejudgment interest, as a result of Defendants' above discriminatory conduct in an amount in excess of \$50,000.00, exclusive of interest and costs;

D. That Defendants be ordered to grant Plaintiff teaching positions throughout the year, restore his salary and employee benefits as to what he would be receiving if not for the civil rights violations committed against him, with an order of protection issued against Defendants to cease and desist in their discriminatory practices;

E. That Plaintiff be awarded future, or front damages, front pay and benefits he would have received during the next 10 years;

F. That Plaintiff be awarded all employee benefits and insurance benefits which he would have received but for the above civil rights violations committed against him;

G. That Plaintiff be awarded actual damages for emotional distress, humiliation, loss of dignity, embarrassment and loss of reputation in an amount greater than \$1,000,000.00 and assessed against each Defendant;

H. That an injunction be entered enjoining Defendants, its officers, employees, agents, successors, and all persons in concert or participation with Defendants, from engaging in any employment policy or practice which discriminates against employees;

I. Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities for all employees and applicants, to eradicate the effects

of Defendants' past unlawful employment practices of color, race and national origin discrimination;

J. Order Defendants to make Plaintiff CARL PASOWICZ whole by providing appropriate back pay with prejudgment interest, and compensation for all other past and future pecuniary losses, in amounts to be determined at hearing or trial;

K. Order Defendants to make Plaintiff whole with all rights and benefits, lost wages and awarding appropriate front pay in amounts to be determined at hearing or trial;

L. Order Defendants to make Plaintiff whole by providing compensation for past and future non-pecuniary losses, including emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life and humiliation, in amounts to be determined at trial;

M. Order Defendants to pay Plaintiff punitive damages for Defendants' misconduct described above, in amounts to be determined at trial against Defendants, jointly and severally;

N. That Plaintiff be awarded all attorney's fees and costs incurred herein;

O. Enter a declaratory judgment that Defendants' actions constitute unlawful color, race, and national origin discrimination;

P. That pursuant to the IHRA, enter an order that any and all public contracts with all Defendants shall be terminated immediately;

Q. That pursuant to the IHRA, enter an order barring Defendants from participating in all public contracts for a period up to, but not to exceed, twenty (20) years;

R. That pursuant to the IHRA, enter an order that a penalty up to, but not to exceed, the monies earned by Defendants as a direct result of the above civil rights violations shall be paid to the Treasurer of the State of Illinois;

S. That pursuant to the IHRA, enter an order that all licenses issued by the State of Illinois to Defendants be revoked;

T. Enter an order requiring Defendants to report to the IDHR and the Court every 2 months, in writing, that they are in full and complete compliance with all orders issued by the IDHR or the Court, and are in full compliance with the IHRA;

U. Enter an order for other relief which is equitable, proper, and just, or to make Plaintiff whole in accord with the Illinois Human Rights Act;

V. Plaintiff demands trial by jury.

CARL PASOWICZ, Plaintiff

BY: /s/Edward R. Theobald
EDWARD R. THEOBALD, Plaintiff's Attorney

Edward R. Theobald
Law Offices of Edward R. Theobald
Attorney ID # 12437
Arboretum Lakes – 901 Warrenville Road
Suite 175
Lisle, IL 60532
(312) 346-9246
Bears51@aol.com

AFFIDAVIT OF DAMAGES - SUPREME COURT RULE 222

Under penalties as provided by law pursuant to Section 1-109 of the Code of Civil Procedure, the undersigned, plaintiff, CARL PASOWICZ, certifies that the total of money damages sought does exceed \$50,000.00, exclusive of interest and costs.

Dated: 1/17/23


CARL PASOWICZ

Edward R. Theobald
Law Offices of Edward R. Theobald
Attorney I.D. #12437
901 Warrenville Road
Suite 175
Lisle, IL 60532
(312) 346-9246
Bears51@aol.com