

SUMMONS

Attorney(s) JOSEPH J. BELL, ESQ.
Office Address P.O. Box 220, 150 Mingral Springs Drive
Town, State, Zip Code Rockaway, NJ 07864

Telephone Number 973-442-7900
Attorney(s) for Plaintiff _____
Denise Stanford

Plaintiff(s)

vs.

Township of Chester, et als.

Defendant(s)

From The State of New Jersey To The Defendant(s) Named Above:

The plaintiff, named above, has filed a lawsuit against you in the Superior Court of New Jersey. The complaint attached to this summons states the basis for this lawsuit. If you dispute this complaint, you or your attorney must file a written answer or motion and proof of service with the deputy clerk of the Superior Court in the county listed above within 35 days from the date you received this summons, not counting the date you received it. (A directory of the addresses of each deputy clerk of the Superior Court is available in the Civil Division Management Office in the county listed above and online at http://www.njcourts.gov/forms/10153_deptyclerklawref.pdf.) If the complaint is one in foreclosure, then you must file your written answer or motion and proof of service with the Clerk of the Superior Court, Hughes Justice Complex, P.O. Box 971, Trenton, NJ 08625-0971. A filing fee payable to the Treasurer, State of New Jersey and a completed Case Information Statement (available from the deputy clerk of the Superior Court) must accompany your answer or motion when it is filed. You must also send a copy of your answer or motion to plaintiff's attorney whose name and address appear above, or to plaintiff, if no attorney is named above. A telephone call will not protect your rights; you must file and serve a written answer or motion (with fee of \$175.00 and completed Case Information Statement) if you want the court to hear your defense.

If you do not file and serve a written answer or motion within 35 days, the court may enter a judgment against you for the relief plaintiff demands, plus interest and costs of suit. If judgment is entered against you, the Sheriff may seize your money, wages or property to pay all or part of the judgment.

If you cannot afford an attorney, you may call the Legal Services office in the county where you live or the Legal Services of New Jersey Statewide Hotline at 1-888-LSNJ-LAW (1-888-576-5529). If you do not have an attorney and are not eligible for free legal assistance, you may obtain a referral to an attorney by calling one of the Lawyer Referral Services. A directory with contact information for local Legal Services Offices and Lawyer Referral Services is available in the Civil Division Management Office in the county listed above and online at http://www.njcourts.gov/forms/10153_deptyclerklawref.pdf.

Michelle M. Simon
Clerk of the Superior Court

DATED: 11/13/2017Name of Defendant to Be Served: Township of ChesterAddress of Defendant to Be Served: 1 Parker Road, Chester, NJ 07930

Superior Court of
New Jersey

NOV 15 2017

Morris County
Law Division

Docket No: MRS-L-2347-17CIVIL ACTION
SUMMONS

**Directory of Superior Court Deputy Clerk's Offices
County Lawyer Referral and Legal Services Offices**

ATLANTIC COUNTY:

Deputy Clerk of the Superior Court
Civil Division, Direct Filing
1201 Bacharach Blvd., First Fl.
Atlantic City, NJ 08401

LAWYER REFERRAL

(609) 345-3444

LEGAL SERVICES

(609) 348-4200

BERGEN COUNTY:

Deputy Clerk of the Superior Court
Civil Division, Room 115
Justice Center, 10 Main St.
Hackensack, NJ 07601

LAWYER REFERRAL

(201) 488-0044

LEGAL SERVICES

(201) 487-2166

BURLINGTON COUNTY:

Deputy Clerk of the Superior Court
Central Processing Office
Attn: Judicial Intake
First Fl., Courts Facility
49 Rancocas Rd.
Mt. Holly, NJ 08060

LAWYER REFERRAL

(609) 261-4862

LEGAL SERVICES

(609) 261-1088

CAMDEN COUNTY:

Deputy Clerk of the Superior Court
Civil Processing Office
Hall of Justice
1st Fl., Suite 150
101 South 5th Street
Camden, NJ 08103

LAWYER REFERRAL

(856) 482-0618

LEGAL SERVICES

(856) 964-2010

CAPE MAY COUNTY:

Deputy Clerk of the Superior Court
9 N. Main Street
Cape May Court House, NJ 08210

LAWYER REFERRAL

(609) 463-0313

LEGAL SERVICES

(609) 465-3001

CUMBERLAND COUNTY:

Deputy Clerk of the Superior Court
Civil Case Management Office
60 West Broad Street
P.O. Box 10
Bridgeton, NJ 08302

LAWYER REFERRAL

(856) 696-5550

LEGAL SERVICES

(856) 691-0494

ESSEX COUNTY:

Deputy Clerk of the Superior Court
Civil Customer Service
Hall of Records, Room 201
465 Dr. Martin Luther King Jr. Blvd.
Newark, NJ 07102

LAWYER REFERRAL

(973) 622-6204

LEGAL SERVICES

(973) 624-4500

GLOUCESTER COUNTY:

Deputy Clerk of the Superior Court
Civil Case Management Office
Attn: Intake
First Fl., Court House
1 North Broad Street
Woodbury, NJ 08096

LAWYER REFERRAL

(856) 848-4589
LEGAL SERVICES
(856) 848-5360

HUDSON COUNTY:

Deputy Clerk of the Superior Court
Superior Court, Civil Records Dept.
Brennan Court House—1st Floor
583 Newark Ave.
Jersey City, NJ 07306

LAWYER REFERRAL

(201) 798-2727
LEGAL SERVICES
(201) 792-6363

HUNTERDON COUNTY:

Deputy Clerk of the Superior Court
Civil Division
65 Park Avenue
Flemington, NJ 08822

LAWYER REFERRAL

(908) 236-6109
LEGAL SERVICES
(908) 782-7979

MERCER COUNTY:

Deputy Clerk of the Superior Court
Local Filing Office, Courthouse
175 S. Broad Street, P.O. Box 8068
Trenton, NJ 08650

LAWYER REFERRAL

(609) 585-6200
LEGAL SERVICES
(609) 695-6249

MIDDLESEX COUNTY:

Deputy Clerk of the Superior Court,
Middlesex Vicinage
2nd Floor - Tower
56 Paterson Street, P.O. Box 2633
New Brunswick, NJ 08903-2633

LAWYER REFERRAL

(732) 828-0053
LEGAL SERVICES
(732) 249-7600

MONMOUTH COUNTY:

Deputy Clerk of the Superior Court
Court House
P.O. Box 1269
Freehold, NJ 07728-1269

LAWYER REFERRAL

(732) 431-5544
LEGAL SERVICES
(732) 866-0020

MORRIS COUNTY:

Morris County Courthouse
Civil Division
Washington and Court Streets
P. O. Box 910
Morristown, NJ 07963-0910

LAWYER REFERRAL

(973) 267-5882
LEGAL SERVICES
(973) 285-6911

OCEAN COUNTY:

Deputy Clerk of the Superior Court
118 Washington Street, Room 121
P.O. Box 2191
Toms River, NJ 08754-2191

LAWYER REFERRAL

(732) 240-3666
LEGAL SERVICES
(732) 341-2727

PASSAIC COUNTY:

Deputy Clerk of the Superior Court
Civil Division
Court House
77 Hamilton Street
Paterson, NJ 07505

LAWYER REFERRAL

(973) 278-9223
LEGAL SERVICES
(973) 523-2900

SALEM COUNTY:

Deputy Clerk of the Superior Court
Attn: Civil Case Management Office
92 Market Street
Salem, NJ 08079

LAWYER REFERRAL

(856) 935-5629
LEGAL SERVICES
(856) 691-0494

SOMERSET COUNTY:

Deputy Clerk of the Superior Court
Civil Division
P.O. Box 3000
40 North Bridge Street
Somerville, N.J. 08876

LAWYER REFERRAL

(908) 685-2323
LEGAL SERVICES
(908) 231-0840

SUSSEX COUNTY:

Deputy Clerk of the Superior Court
Sussex County Judicial Center
43-47 High Street
Newton, NJ 07860

LAWYER REFERRAL

(973) 267-5882
LEGAL SERVICES
(973) 383-7400

UNION COUNTY:

Deputy Clerk of the Superior Court
1st Fl., Court House
2 Broad Street
Elizabeth, NJ 07207-6073

LAWYER REFERRAL

(908) 353-4715
LEGAL SERVICES
(908) 354-4340

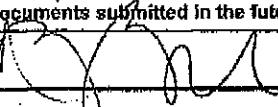
WARREN COUNTY:

Deputy Clerk of the Superior Court
Civil Division Office
Court House
413 Second Street
Belvidere, NJ 07823-1500

LAWYER REFERRAL

(908) 859-4300
LEGAL SERVICES
(908) 475-2010

Appendix XII-B1

		CIVIL CASE INFORMATION STATEMENT (CIS) Use for Initial Law Division Civil Part pleadings (not motions) under Rule 4:5-1 Pleading will be rejected for filing, under Rule 1:5-6(c), if information above the black bar is not completed or attorney's signature is not affixed		FOR USE BY CLERK'S OFFICE ONLY	
				PAYMENT TYPE: ☐ CK ☐ CG ☐ CA	CHG/CK NO.
ATTORNEY / PRO SE NAME Joseph J. Bell, Esq.		TELEPHONE NUMBER (973) 442-7900		COUNTY OF VENUE Morris	
FIRM NAME (if applicable) Bell & Shivas, P.C.				DOCKET NUMBER (when available) MRS-L-	
OFFICE ADDRESS P.O. Box 220 150 Mineral Springs Drive Rockaway, NJ 07866				DOCUMENT TYPE Verified Complaint	
				JURY DEMAND ☒ Yes ☐ No	
NAME OF PARTY (e.g., John Doe, Plaintiff) Denise Stanford		CAPTION Stanford v. Township of Chester			
CASE TYPE NUMBER (See reverse side for listing) 618 & 005	HURRICANE SANDY RELATED? ☐ YES ☒ NO	IS THIS A PROFESSIONAL MALPRACTICE CASE? ☐ YES ☒ NO IF YOU HAVE CHECKED "YES," SEE N.J.S.A. 2A:53A-27 AND APPLICABLE CASE LAW REGARDING YOUR OBLIGATION TO FILE AN AFFIDAVIT OF MERIT.			
RELATED CASES PENDING? ☐ Yes ☒ No		IF YES, LIST DOCKET NUMBERS			
DO YOU ANTICIPATE ADDING ANY PARTIES (arising out of same transaction or occurrence)? ☐ Yes ☒ No		NAME OF DEFENDANT'S PRIMARY INSURANCE COMPANY (if known) ☐ NONE ☒ UNKNOWN			
THE INFORMATION PROVIDED ON THIS FORM CANNOT BE INTRODUCED IN TO EVIDENCE.					
CASE CHARACTERISTICS FOR PURPOSES OF DETERMINING IF CASE IS APPROPRIATE FOR MEDIATION					
DO PARTIES HAVE A CURRENT, PAST OR RECURRENT RELATIONSHIP? ☒ Yes ☐ No		IF YES, IS THAT RELATIONSHIP: ☒ EMPLOYER/EMPLOYEE ☐ FRIEND/NEIGHBOR ☐ OTHER (explain) ☐ FAMILIAL ☐ BUSINESS			
DOES THE STATUTE GOVERNING THIS CASE PROVIDE FOR PAYMENT OF FEES BY THE LOSING PARTY? ☐ Yes ☒ No					
USE THIS SPACE TO ALERT THE COURT TO ANY SPECIAL CASE CHARACTERISTICS THAT MAY WARRANT INDIVIDUAL MANAGEMENT OR ACCELERATED DISPOSITION					
DO YOU OR YOUR CLIENT NEED ANY DISABILITY ACCOMMODATIONS? ☐ Yes ☒ No		IF YES, PLEASE IDENTIFY THE REQUESTED ACCOMMODATION			
WILL AN INTERPRETER BE NEEDED? ☐ Yes ☒ No		IF YES, FOR WHAT LANGUAGE?			
I certify that confidential personal identifiers have been redacted from documents now submitted to the court, and will be redacted from all documents submitted in the future in accordance with Rule 1:38-7(b).					
ATTORNEY SIGNATURE 					

Side 2



CIVIL CASE INFORMATION STATEMENT (CIS)

Use for initial pleadings (not motions) under Rule 4:5-1

CASE TYPES (Choose one and enter number of case type in appropriate space on the reverse side.)**Track I - 160 days' discovery**

- 151 NAME CHANGE
- 175 FORFEITURE
- 302 TENANCY
- 399 REAL PROPERTY (other than Tenancy, Contract, Condemnation, Complex Commercial or Construction)
- 502 BOOK ACCOUNT (debt collection matters only)
- 505 OTHER INSURANCE CLAIM (including declaratory judgment actions)
- 508 PIP COVERAGE
- 510 UM or UIM CLAIM (coverage issues only)
- 511 ACTION ON NEGOTIABLE INSTRUMENT
- 512 LEMON LAW
- 801 SUMMARY ACTION
- 802 OPEN PUBLIC RECORDS ACT (summary action)
- 999 OTHER (briefly describe nature of action)

Track II - 300 days' discovery

- 305 CONSTRUCTION
- 509 EMPLOYMENT (other than CEPA or LAD)
- 599 CONTRACT/COMMERCIAL TRANSACTION
- 603N AUTO NEGLIGENCE - PERSONAL INJURY (non-verbal threshold)
- 603Y AUTO NEGLIGENCE - PERSONAL INJURY (verbal threshold)
- 605 PERSONAL INJURY
- 610 AUTO NEGLIGENCE - PROPERTY DAMAGE
- 621 UM or UIM CLAIM (includes bodily injury)
- 699 TORT - OTHER

Track III - 450 days' discovery

- 005 CIVIL RIGHTS
- 301 CONDEMNATION
- 602 ASSAULT AND BATTERY
- 604 MEDICAL MALPRACTICE
- 606 PRODUCT LIABILITY
- 607 PROFESSIONAL MALPRACTICE
- 608 TOXIC TORT
- 609 DEFAMATION
- 616 WHISTLEBLOWER / CONSCIENTIOUS EMPLOYEE PROTECTION ACT (CEPA) CASES
- 617 INVERSE CONDEMNATION
- 618 LAW AGAINST DISCRIMINATION (LAD) CASES

Track IV - Active Case Management by Individual Judge / 450 days' discovery

- 156 ENVIRONMENTAL/ENVIRONMENTAL COVERAGE LITIGATION
- 303 MT. LAUREL
- 506 COMPLEX COMMERCIAL
- 513 COMPLEX CONSTRUCTION
- 514 INSURANCE FRAUD
- 620 FALSE CLAIMS ACT
- 701 ACTIONS IN LIEU OF PREROGATIVE WRITS

Multicounty Litigation (Track IV)

- | | |
|--|---|
| 271 ACCUTANE/ISOTRETINOID | 292 PELVIC MESH/BARD |
| 274 RISPERDAL/SEROQUEL/ZYPREXA | 293 DEPUY ASR HIP IMPLANT LITIGATION |
| 281 BRISTOL-MYERS SQUIBB ENVIRONMENTAL | 295 ALLODERM REGENERATIVE TISSUE MATRIX |
| 282 POSAMAX | 296 STRYKER REJUVENATE/ABG II MODULAR HIP STEM COMPONENTS |
| 285 STRYKER TRIDENT HIP IMPLANTS | 297 MIRENA CONTRACEPTIVE DEVICE |
| 288 LEVAQUIN | 299 OLMESARTAN MEDOXOMIL MEDICATIONS/BENICAR |
| 287 YAZ/YASMIN/ODELLA | 300 TALC-BASED BODY POWDERS |
| 289 REGLAN | 601 ASBESTOS |
| 290 POMPTON LAKES ENVIRONMENTAL LITIGATION | 623 PROPECIA |
| 291 PELVIC MESH/GYNECARE | 624 STRYKER LFIT CoCr V40 FEMORAL HEADS |

If you believe this case requires a track other than that provided above, please indicate the reason on Side 1, in the space under "Case Characteristics."

Please check off each applicable category ☐ Putative Class Action ☐ Title 59

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Attorneys for Plaintiff
Denise Stanton

DENISE STANFORD,

Plaintiff,

v.

TOWNSHIP OF CHESTER, TOWNSHIP OF
CHESTER POLICE DEPARTMENT, CHIEF
OF POLICE WAYNE MARTINI,

individually and in his professional capacity as
Chief of Police of the Twp. of Chester, CHIEF
THOMAS WILLIVER, individually and in his
professional capacity as Chief of Police of the
Twp. of Chester, JOHN/JANE DOES #1-10
individually and in their public entity business
capacities, ABC CORPS. #1-10,

Defendants.

SUPERIOR COURT OF NEW JERSEY
LAW DIVISION: MORRIS COUNTY

DOCKET NO.: MRS-L-2347-17

CIVIL ACTION

AMENDED VERIFIED COMPLAINT

Plaintiff Denise Stanford ("Plaintiff"), residing at 30 Carey Road, Succasunna, NJ 07876 (Morris County), by way of Complaint against Township of Chester, Township of Chester Police Department, Chief of Police Wayne Martini, individually and in his professional capacity as Chief of Police of the Township of Chester, Chief of Police Thomas Williver, individually and in his professional capacity as Chief of Police of the Township of Chester John/Jane Does #1-10 individually and in their corporate capacities, ABC Corps. #1-10, (collectively, "Defendant(s)"), hereby states as follows:

INTRODUCTION

1. This matter involves a continuous pattern of wrongful discrimination, based on age, sex and disability, hostile work environment and retaliation by Defendants against Plaintiff, in violation of the New Jersey Law Against Discrimination ("NJLAD"), N.J.S.A. 10:5-1 et seq. and the violation of Plaintiff's Constitutional Rights Pursuant to the New Jersey and Federal Constitutions.

2. Plaintiff, was at all times an employee of the Township of Chester, New Jersey in its Police Department. Plaintiff is fifty-one (51) years old and suffers from multiple disabilities.

3. Defendant Township of Chester is located within the State of New Jersey (Morris County).

4. Defendant Township of Chester Police Department is located at One Parker Road, Chester Township, NJ 07930 (Morris County).

5. Defendant Chief of Police Wayne Martini ("Chief Martini"), is named individually and in his professional capacity as Chief of Police of the Township of Chester, and was Plaintiff's direct supervisor from June 2012 through April 2015.

6. Defendant Chief of Police Thomas Williver ("Chief Williver"), is named individually and in his professional capacity as Chief of Police of the Township of Chester, and was Plaintiff's direct supervisor from April 2015 through June 2016.

FACTS COMMON TO ALL COUNTS **Background as Public Employee**

7. In or about May of 2009, Plaintiff was hired by the Borough of Chester Police Department, under the supervision of Chief Andre Kedrowitsch.

8. At that time Plaintiff already had twenty (20) years of service in the Public Employees Retirement System.

9. In April 2012, Chief Martini approached Plaintiff indicating that his Department Secretary/Records Clerk, was not a good fit for the Department, and was terminated.

10. Chief Martini asked Plaintiff if she could work part-time in order to assist his Department with paperwork and administrative duties.

11. The Borough Administrator and her then supervisor, Chief Andre Kedrowitsch, consented to allow Plaintiff to work on her lunch hour and on weekends as interim staff support for the Township of Chester.

Job Tenure under Chief Martini (2012-2015)

12. Eventually, Chief Martini urged Plaintiff to apply for the Secretary's position for full-time employment.

13. Chief Martini suggested to Plaintiff that her pay would increase 35%.

14. Most attractive to Plaintiff was the fact that Chester Township's Chapter 88 policy, described that there was no minimum length of service for employees to obtain in order to receive full medical benefits at retirement.

15. Plaintiff was eligible for PERS retirement in 2021.

16. Plaintiff consulted Chief Kedrowitsch, who had been supportive of Plaintiff's career path, and with his consent, applied for the full-time position at the Township of Chester Police Department.

17. Plaintiff was only offered a 16% pay increase, but negotiated three weeks of vacation time (consistent with her vacation benefit while at the Borough of Chester).

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18. Plaintiff also confirmed again the Township of Chester's Chapter 88 policy, that there was no minimum length of service required for retirement and benefits.

19. However, Plaintiff did not receive confirmation in writing.

20. Plaintiff accepted the position and began work June 19, 2012.

21. At that time, she was asked to review and sign for a copy of the Township of Chester Personnel Manual, a fifty (50) page document containing the Township of Chester's employment rules, regulations and guidelines.

22. Though Plaintiff had heard while working at the Borough that Chief Martini could be difficult to work with, nothing prepared her for the environment she would work in after taking over her predecessor's position.

23. Chief Martini was rarely satisfied with anyone's performance.

24. What was worse, however, was his commentary of people's outward appearance and physique.

25. Plaintiff was, at the time, a single mother raising three teenagers and was sixty (60) pounds overweight.

26. Moreover, as a single mother on a limited income, Plaintiff did not have excess dollars to spend on her wardrobe.

27. Plaintiff, like her predecessor, was the only female working in the Police Department's offices.

28. Chief Martini began commenting on a frequent basis, and in a negative or "under-toned" manner about Plaintiff's wardrobe, physical appearance and fitness to the point that Plaintiff began to "hate" herself.

29. In Plaintiff's first sixteen (16) weeks of employ, Chief Martini micro-managed and constantly criticized her work.

30. While Plaintiff had never received complaints in her over twenty (20) years as a public employee, including when she worked for the Borough of Chester, she began receiving criticism from Chief Martini about her job performance.

31. Plaintiff had good relationships with law enforcement personnel from other departments, and with residents that came to conduct business.

32. Plaintiff had a good relationship with police personnel in her office, apart from Chief Martini.

33. Chief Martini and his fellow officers were aware that Plaintiff took medication for ADHD.

34. Chief Martini would intimidate Plaintiff under color of law when she requested time off. In or about 2013, Plaintiff was written up for using 30% of allotted sick time as having been "excessive" her use of her benefit.

35. Chief Martini (and later Chief Williver) also criticized Plaintiff for using her cell phone or being on social media.

36. While there was a social media policy, it was selectively enforced throughout the Township.

37. Police officers would often use their cell phones and sign on to Facebook while in their cars and in headquarters, on duty. They would view UTube and other social media, watching reality related shows, viewing Craigslist and using social media like Facebook.

38. Even Toni Theesfield (tax collector), Derek Macchia (CFO), and Susan Travis (Court Administrator/Clerk) all used cell phones while at work.

39. Plaintiff had excellent attendance, and would not use her cell phone while a visitor was in the office.

40. Chief Martini's criticisms, personal and professional, however, were taking a toll on Plaintiff, who in addition to ADHD, suffered from depression.

41. Chief Martini's comments had her in tears at work.

Job Tenure under Chief Williver (April 2015-Termination)

42. When Chief Martini was due to retire, Plaintiff was working for a brief overlap period under both Chief Martini and Chief Williver.

43. If Plaintiff forgot her medication for any reason she would become agitated and Chief Williver and his policemen would comment to the effect of, "is this a good day or a bad day" and would see her take her medication at work.

44. Despite her ADHD diagnosis, Lt. Noonan, under the direction of Chief Williver, would not let Plaintiff record conversations and would criticize her notes afterwards.

45. In or about April 2015, Plaintiff talked about contemplated surgery to address her weight and in June 2015, Plaintiff went so far as to have stomach surgery, and missed five (5) business days due to surgery.

46. Plaintiff had confided the surgery to the Chief Williver.

47. Even though Plaintiff was a Township of Chester employee, if Plaintiff referred to the terms of her employment, or Township of Chester policies and procedures in any way, including attendance issues, she would repeatedly be told by Chief Williver, "you work for the police department."

48. When Plaintiff asked Chief Williver why he would get so angry with her, he would reply "because I know what you are thinking and what you are about to say, and I don't like it."

49. In November 2013, Plaintiff attempted to stop drinking alcohol to self-medicate (in response to the hostile environment/harassment under Chief Martini) but was unable to cease drinking after that period in the absence of a therapist or medical assistance.

50. Plaintiff became more depressed and continued self-medicating outside of work with alcohol.

51. Plaintiff would never come to work under the influence of alcohol and did not miss work during this time period.

52. However, she realized her situation was worsening.

53. On or about April 27, 2016, Plaintiff checked herself into an alcohol outpatient program at EXCEL in Dover, NJ.

54. After the program, she began IOP on May 3, 2016.

55. On or about May 18, 2016, during the IOP program, she had a severe reaction to a candy she had taken from a bowl at the program, and was taken the emergency room.

56. The substance was identified as alcohol, though Plaintiff was in the program and had not had any alcohol nor tested positive for alcohol in the program and they symptoms were nothing like drunkenness, but felt more like a drug interaction (though Plaintiff did take nor had she ever tested positive for drugs).

57. Plaintiff did not miss work, even while she was in the program, except for one day spent in the hospital on May 19, 2017.

58. Shortly thereafter, another individual, and employee and counselor from the program, had the same experience and was rushed to the hospital with the same mysterious symptoms, including hallucination.

59. Upon information and belief, Plaintiff believes the candy was laced with an LSD like substance, and sought to have the candy tested.

60. On or about June 8, 2017, she told the Chief Williver about the alcohol outpatient program, though he dismissed the idea that she was an alcoholic. She spoke to the Chief Williver about her experience with the candy, and his advice was to have it tested at a lab.

61. On June 24, 2016, just three (3) weeks after turning fifty (50), and confiding in Chief Williver about her depression/alcoholism, Plaintiff was summarily fired.

62. After her termination, Plaintiff called to reach the administrator to discuss the situation and left a voicemail, thereafter receiving a "text" back from Deputy Clerk/Registrar Kathy Potter, "Ok, great thanks. "LOL-yah, I guess I better be careful now," regarding cell phone use.

63. This type of text/cell phone use was not uncommon. For example, a police officer's wife wrote on Facebook about his cellphone dying while at work, and he later emailed her at home to tell her he was on her way home.

64. Police officers would text Plaintiff at work.

65. Ten days before her IOP, her daughter had gall bladder surgery, on April 15, 2016, and Plaintiff texted back and forth with the Chief of Police and he texted to Plaintiff, "go ahead and have a glass of wine now."

66. The police would watch UTube at work to see a video of a policeman lifting 400 lbs.

67. Yet, Plaintiff was told when she was fired that the reason was her "cell phone use" and that the "labor attorney" told them it was legal to fire her for it.

68. When Plaintiff asked for a termination letter in writing, she was told that the police department did not have to give her a letter.

69. When Plaintiff later filed an EEOC claim (since withdrawn), the reason that Plaintiff was fired was changed, though cell phone use was cited.

Pension Issues

70. Throughout her job tenure under both Chief Martini and Williver, Plaintiff was a secretary and the only female employee at the time; there were no female officers.

71. In 2013, the Township of Chester's personnel policy changed.

72. Plaintiff took the job because she could retire with life time medical benefits in nine (9) years after her start date.

73. However, the Township Administrator announced that the "no length of service" would now be changed to a minimum of ten (10) years of service.

74. Plaintiff inquired and was advised by Carol Iseman of personnel that the policy had changed.

75. Plaintiff was the only person eligible to retire in less than ten (10) years at the time of the change.

76. Plaintiff was denied her post-employment benefits, and, upon information and belief, some pre-employment benefits (vacation days, sick time).

77. Though Plaintiff was told by Chief Williver that "you work for the police department", her insurance documents and pay checks indicate her employer was the Township of Chester and she would not be able to claim protection or benefits from the New Jersey State P.B.A.

78. Plaintiff did not receive any progressive disciplinary actions aside from a written warning in 2016 under Chief Williver.

79. Plaintiff belongs to a protected class as she is over fifty (50) years old.

80. Plaintiff has disabilities as defined by the New Jersey Law Against Discrimination and the ADA.

81. Plaintiff was summarily fired on June 2, 2016.

82. Plaintiff was replaced by a woman, Denise Reilly, who, upon information and belief, has less than ten (10) years of public service, thus instead of paying plaintiff her benefits when eligible in six (6) years, the Township of Chester would not be paying the replacements benefits for twenty (20) years.

FIRST COUNT

**UNLAWFUL AGE, GENDER AND DISABILITY DISCRIMINATION
IN VIOLATION OF NEW JERSEY LAW AGAINST DISCRIMINATION, N.J.S.A. 10:5-1 ET.SEQ. ("NJLAD")**

83. Plaintiff repeats and realleges the allegations contained in paragraphs 1 through 82 as if fully set forth herein.

84. Plaintiff is a member of a protected class based on sex/gender, age and disability.

85. The accumulation and continuity of events over a two-year period or more, made it unreasonable for Plaintiff to remain in her then work environment.

86. The actions described hereinabove, all of which were performed in willful, wanton and reckless disregard of Plaintiff's rights under the NJLAD were reported to Plaintiff's supervisors. Hereinafter, Chief Martini and Chief Williver are also collectively referred to as "Supervising Officers".

87. The Defendants, based upon the allegations set forth above, have aided, abetted, incited, compelled, and/or coerced the doing of acts, against Plaintiff, that are unlawful pursuant to NJLAD.

88. Upon information and belief, Chief Martino and Chief Williver, and employees known or as yet unidentified, aided and abetted by facilitating wrongful insinuations/accusations

89. Adverse employment actions were taken against Plaintiff including changing her benefits plan that adversely affected only Plaintiff, and terminating Plaintiff.

90. Upon information and belief, upper management participated in the egregious acts.

WHEREFORE, pursuant to NJLAD, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

SECOND COUNT

UNLAWFUL RETALIATION, AIDING AND ABETTING PURSUANT TO NJLAD

91. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 90 as if fully set forth herein.

92. Plaintiff is a member of a protected class based on sex/gender, age and disability.

93. Plaintiff reported unlawful harassment and discrimination to her employer, Township of Chester and to her Supervising Officers.

94. The report of such activity is protected under the law, of which Plaintiff's supervisors, were aware.

95. Plaintiff's employer, Township of Chester, was aware of the sexual harassment and age, sex/gender and disability discrimination by its employees/supervisors but took no action to remove them or seriously reprimand them.

96. Plaintiff suffered loss of her job, pain, suffering, humiliation, anxiety, emotional distress, physical distress, loss of income during a period of disability proximately caused by the stress of her work situation and the harassment by her supervisors as to her weight, appearance, and disabilities, in addition to her age, injury to her reputation, and other damages, which continue to cause her distress and anxiety.

97. Anyone aiding, abetting, inciting, compelling, or coercing any person to commit unlawful discrimination or an unlawful employment practice against Plaintiff is liable to Plaintiff for damages.

98. The Township of Chester and Plaintiffs' supervisors knew of the injuries being caused to Plaintiff and took no action to intervene.

99. Subordinate police officers joined in with the Police Chiefs in ridiculing Plaintiff.

100. Subordinate police officers, upon information and belief, carried out the directives of their Supervisors in reporting Plaintiff for pre-textual infractions in order to place her employment and benefits in jeopardy.

WHEREFORE, pursuant to NJLAD, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit,

including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

THIRD COUNT
POLICE SUPERVISORY LIABILITY/VIOLATION OF DUE PROCESS/VIOLATION
OF N.J.S.A. 10:6-1 AND 42 U.S.C. SECTION 1983 AND NJLAD

101. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 100 as if fully set forth herein.

102. Defendants were at all times alleged herein, supervisors and/or persons with the responsibility and/or legal duty to control, supervise and train subordinates and directly participated in the conduct in the conduct giving rise to violations of Plaintiffs' Constitutional and Statutory Rights.

103. The Chief of Police has the duty to administer and enforce rules and regulations and directives for the disposition and discipline of the force and its officers and personnel.

104. Both of the Chiefs of Police during Plaintiff's tenure were "Supervising Officers" aware of the conduct, both prior to, during and immediately after the incidents that give rise to the underlying Verified Complaint and have a history of violating standard procedures as well as statutory and constitutional rights.

105. The Supervising Officers had the responsibility to prescribe duties and assignments of all subordinates and personnel.

106. The Supervising Officers had a duty to implement step discipline but failed to do so in the case of Plaintiff, firing her summarily.

107. The Supervising Officers had a duty to enforce the policies and procedures in Plaintiff's personnel manual and policies and procedures specific to the police department, but failed to do so on a fair and equal basis.

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108. Subordinate personnel joined in with the Chiefs of Police ridiculing Plaintiff for her weight, and cell phone use (despite the fact that there was a double standard in that all police personnel frequently used social media and cell phones for personal use while on duty.

109. Criticizing Plaintiff's weight and appearance is a form of sexual harassment designed to intimidate and demean Plaintiff, and force her to comply with her supervisor's wrongful behavior.

110. The Supervising Officers insisted that Plaintiff adhere to the rules and obligations of the Police even though she was a Township public employee, not an officer, and not protected by the P.B.A. or any Union.

111. The Supervising Officers were not only aware of the unlawful conduct of their subordinates in criticizing and reporting Plaintiff, but by reviewing the incident reports drafted by subordinates and approving the same, the Supervising Officers ratified and/or endorsed, expressly or tacitly, the conduct of their subordinates.

112. As described in greater detail above, the Supervising Officers created a custom or policy and atmosphere under which the violations, discrimination and harassment occurred, perpetuated by police officers and Supervising Officers acting under color of State law to intimidate Plaintiff and deprive her of her constitutional rights to due process, as well as her property rights with respect to her pension.

113. As a direct and proximate result of the acts of the above Defendants, Plaintiff suffered physical and emotional injury, shame, humiliation, emotional damages, lost wages, costs associated with and a deprivation of constitutional rights guaranteed by the Constitution of the United States, and the Constitution of the State of New Jersey.

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WHEREFORE, pursuant to NJLAD, and N.J.S.A. 10:6-1 et seq., and 42 U.S.C. §1983, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

FOURTH COUNT

VIOLATION OF THE NEW JERSEY CIVIL RIGHTS ACT, N.J.S.A. 10:6-1 et seq. and 42 U.S.C. §1983/ N.J.S.A. 43:15A et seq. (Pensions)/ DISPARATE IMPACT DISCRIMINATION/MUNICIPAL EMPLOYEE ILLEGAL DISMISSAL, N.J.S.A. 40A:9-172 et seq.

114. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 113 as if fully set forth herein.

115. The constitutional and statutory provisions set forth above in N.J.S.A. 10:6-1 et seq., N.J.S.A. 43:15a et seq. and N.J.S.A. 40A:9-172 et seq. are intended to protect Plaintiff's property rights in her pension and compensation benefits with respect to life insurance and place clear obligations on the part of the Defendants with respect to same.

116. Defendants knowingly implemented a change in their policy with regard to health insurance benefits upon retirement, in a manner that was applied retroactively to Plaintiff and *only* impacted Plaintiff out of all the active Township employees on the payroll, resulting in a disparate impact on Plaintiff.

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117. The policy with regard to health insurance benefits upon retirement was part of what induced Plaintiff to take the position with the Township of Chester Police.

118. The policy with regard to health insurance benefits upon retirement was part of what induced Plaintiff to change positions from the Borough to the Township, despite the fact that upon doing so the Township did not honor the initial promise of salary to Plaintiff and she wound up taking a lower salary than was discussed with Chief Martini.

119. Plaintiff further was illegally dismissed and pursuant to N.J.S.A. 40A:9-172 (1) & (4) is entitled to back salary less earnings from other employment.

120. Defendants Township of Chester, Police Chief Martini, and Police Chief Williver acted, under color of law, in violation of N.J.S.A. 10:6-1 and 40A:9-172 et seq., to use their position of authority to intimidate Plaintiff into not enforcing or using her employee benefits such as sick time/vacation time, to make Plaintiff believe she was not entitled to the protections and rights under the Township of Chester's policies, rules and procedures, as well as to her benefits because she worked "for the police department", and coerced others to act under color of law, namely subordinate officers, to harass and discriminate against Plaintiff due to age, disability and sex/gender.

121. Plaintiff was deprived by Township officials of her civil and constitutional rights.

WHEREFORE, pursuant to N.J.L.A.D., N.J.S.A. 10:6-1 and 40A:9-172, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under

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statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff demands judgment against Defendants, jointly and severally, assessing penalties and sanctions and awarding to Plaintiff and against Defendants:

A. Compensatory and consequential damages, including all losses resulting from Defendants' unlawful actions, including, but not limited to lost wages and benefits, plus interest, and emotional distress damages;

B. Punitive damages, due to the outrageous nature of the offensive conduct;

C. Pre-judgment and post-judgment interest;

D. Costs and disbursements of suit, including reasonable attorneys' fees required to bring this civil suit;

E. Statutorily imposed damages; and

F. Any such other relief deemed by the court to be equitable and just, as provided by law.

JURY DEMAND

Please take notice that Plaintiff hereby demands a trial by jury as to all issues set forth in this Verified Complaint.

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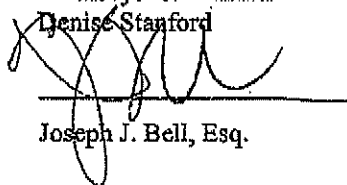
DESIGNATION OF TRIAL COUNSEL

Joseph J. Bell, Esq., of the Bell & Shivas, P.C. is hereby designated as Trial Counsel on behalf of Plaintiff Denise Stanford in the above-captioned matter.

BELL & SHIVAS, P.C.

Attorneys for Plaintiff

Denise Stanford



Joseph J. Bell, Esq.

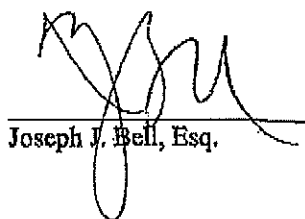
Dated: October 31, 2017**CERTIFICATION**

Pursuant to Local Rule 11.2, I certify that the matter in controversy alleged in the foregoing Complaint is not currently being litigated before any Court and the matter is not the subject of any alternative dispute resolution proceedings.

BELL & SHIVAS, P.C.

Attorneys for Plaintiff

Denise Stanford



Joseph J. Bell, Esq.

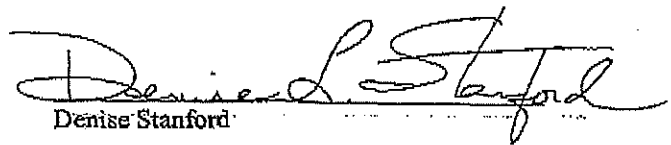
Dated: October 31, 2017

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CERTIFICATION OF VERIFICATION AND NON-COLLUSION

1. I am the Plaintiff in the foregoing Complaint. The allegations contained in said Complaint are true to the best of my information, knowledge and belief. The said Complaint is made in truth, good faith, and without collusion for the causes set forth therein.

2. I hereby certify that the foregoing statements made by me are true. I understand that if any of the foregoing statements are willfully false, I am subject to punishment.


Denise Stanford

DATED: 10/31/17

SUMMONS

Attorney(s) JOSEPH J. BELL, ESQ.
 Office Address P.O. Box 220, 150 Mineral Springs Drive
 Town, State, Zip Code Rockaway, NJ 07866
 Telephone Number 973-442-7900
 Attorney(s) for Plaintiff _____
Denise Stanford

Plaintiff(s)

vs.

Township of Chester, et als.

Defendant(s)

From The State of New Jersey To The Defendant(s) Named Above:

The plaintiff, named above, has filed a lawsuit against you in the Superior Court of New Jersey. The complaint attached to this summons states the basis for this lawsuit. If you dispute this complaint, you or your attorney must file a written answer or motion and proof of service with the deputy clerk of the Superior Court in the county listed above within 35 days from the date you received this summons, not counting the date you received it. (A directory of the addresses of each deputy clerk of the Superior Court is available in the Civil Division Management Office in the county listed above and online at http://www.njcourts.gov/forms/10153_deptyclerklawref.pdf.) If the complaint is one in foreclosure, then you must file your written answer or motion and proof of service with the Clerk of the Superior Court, Hughes Justice Complex, P.O. Box 971, Trenton, NJ 08625-0971. A filing fee payable to the Treasurer, State of New Jersey and a completed Case Information Statement (available from the deputy clerk of the Superior Court) must accompany your answer or motion when it is filed. You must also send a copy of your answer or motion to plaintiff's attorney whose name and address appear above, or to plaintiff, if no attorney is named above. A telephone call will not protect your rights; you must file and serve a written answer or motion (with fee of \$175.00 and completed Case Information Statement) if you want the court to hear your defense.

If you do not file and serve a written answer or motion within 35 days, the court may enter a judgment against you for the relief plaintiff demands, plus interest and costs of suit. If judgment is entered against you, the Sheriff may seize your money, wages or property to pay all or part of the judgment.

If you cannot afford an attorney, you may call the Legal Services office in the county where you live or the Legal Services of New Jersey Statewide Hotline at 1-888-LSNJ-LAW (1-888-576-5529). If you do not have an attorney and are not eligible for free legal assistance, you may obtain a referral to an attorney by calling one of the Lawyer Referral Services. A directory with contact information for local Legal Services Offices and Lawyer Referral Services is available in the Civil Division Management Office in the county listed above and online at http://www.njcourts.gov/forms/10153_deptyclerklawref.pdf.

Michelle M. Smith
 Clerk of the Superior Court

DATED: 11/13/2017Name of Defendant to Be Served: Township of Chester Police DepartmentAddress of Defendant to Be Served: 1 Parker Road, Chester, NJ 07930

RECEIVED
 NOV 15 2017
 Superior Court of
 New Jersey
 CHESTER TOWNSHIP
 CLERK

Morris County

Law Division

Docket No: MRS-L-2347-17CIVIL ACTION
SUMMONS

**Directory of Superior Court Deputy Clerk's Offices
County Lawyer Referral and Legal Services Offices**

ATLANTIC COUNTY:

Deputy Clerk of the Superior Court
Civil Division, Direct Filing
1201 Bacharach Blvd., First Fl.
Atlantic City, NJ 08401

LAWYER REFERRAL
(609) 345-3444
LEGAL SERVICES
(609) 348-4200

BERGEN COUNTY:

Deputy Clerk of the Superior Court
Civil Division, Room 115
Justice Center, 10 Main St.
Hackensack, NJ 07601

LAWYER REFERRAL
(201) 488-0044
LEGAL SERVICES
(201) 487-2166

BURLINGTON COUNTY:

Deputy Clerk of the Superior Court
Central Processing Office
Attn: Judicial Intake
First Fl., Courts Facility
49 Rancocas Rd.
Mt. Holly, NJ 08060

LAWYER REFERRAL
(609) 261-4862
LEGAL SERVICES
(609) 261-1088

CAMDEN COUNTY:

Deputy Clerk of the Superior Court
Civil Processing Office
Hall of Justice
1st Fl., Suite 150
101 South 5th Street
Camden, NJ 08103

LAWYER REFERRAL
(856) 482-0618
LEGAL SERVICES
(856) 964-2010

CAPE MAY COUNTY:

Deputy Clerk of the Superior Court
9 N. Main Street
Cape May Court House, NJ 08210

LAWYER REFERRAL
(609) 463-0313
LEGAL SERVICES
(609) 465-3001

CUMBERLAND COUNTY:

Deputy Clerk of the Superior Court
Civil Case Management Office
60 West Broad Street
P.O. Box 10
Bridgeton, NJ 08302

LAWYER REFERRAL
(856) 696-5550
LEGAL SERVICES
(856) 691-0494

ESSEX COUNTY:

Deputy Clerk of the Superior Court
Civil Customer Service
Hall of Records, Room 201
465 Dr. Martin Luther King Jr. Blvd.
Newark, NJ 07102

LAWYER REFERRAL
(973) 622-6204
LEGAL SERVICES
(973) 624-4500

GLOUCESTER COUNTY:

Deputy Clerk of the Superior Court
Civil Case Management Office
Attn: Intake
First Fl., Court House
1 North Broad Street
Woodbury, NJ 08096

LAWYER REFERRAL

(856) 848-4589
LEGAL SERVICES
(856) 848-5360

HUDSON COUNTY:

Deputy Clerk of the Superior Court
Superior Court, Civil Records Dept.
Brennan Court House--1st Floor
583 Newark Ave.
Jersey City, NJ 07306

LAWYER REFERRAL

(201) 798-2727
LEGAL SERVICES
(201) 792-6363

HUNTERDON COUNTY:

Deputy Clerk of the Superior Court
Civil Division
65 Park Avenue
Flemington, NJ 08822

LAWYER REFERRAL

(908) 236-6109
LEGAL SERVICES
(908) 782-7979

MERCER COUNTY:

Deputy Clerk of the Superior Court
Local Filing Office, Courthouse
175 S. Broad Street, P.O. Box 8068
Trenton, NJ 08650

LAWYER REFERRAL

(609) 585-6200
LEGAL SERVICES
(609) 695-6249

MIDDLESEX COUNTY:

Deputy Clerk of the Superior Court,
Middlesex Vicinage
2nd Floor - Tower
56 Paterson Street, P.O. Box 2633
New Brunswick, NJ 08903-2633

LAWYER REFERRAL

(732) 828-0053
LEGAL SERVICES
(732) 249-7600

MONMOUTH COUNTY:

Deputy Clerk of the Superior Court
Court House
P.O. Box 1269
Freehold, NJ 07728-1269

LAWYER REFERRAL

(732) 431-5544
LEGAL SERVICES
(732) 866-0020

MORRIS COUNTY:

Morris County Courthouse
Civil Division
Washington and Court Streets
P. O. Box 910
Morristown, NJ 07963-0910

LAWYER REFERRAL

(973) 267-5882
LEGAL SERVICES
(973) 285-6911

OCEAN COUNTY:

Deputy Clerk of the Superior Court
118 Washington Street, Room 121
P.O. Box 2191
Toms River, NJ 08754-2191

LAWYER REFERRAL

(732) 240-3666
LEGAL SERVICES
(732) 341-2727

PASSAIC COUNTY:

Deputy Clerk of the Superior Court
Civil Division
Court House
77 Hamilton Street
Paterson, NJ 07505

LAWYER REFERRAL

(973) 278-9223
LEGAL SERVICES
(973) 523-2900

SALEM COUNTY:

Deputy Clerk of the Superior Court
Attn: Civil Case Management Office
92 Market Street
Salem, NJ 08079

LAWYER REFERRAL

(856) 935-5629
LEGAL SERVICES
(856) 691-0494

SOMERSET COUNTY:

Deputy Clerk of the Superior Court
Civil Division
P.O. Box 3000
40 North Bridge Street
Somerville, N.J. 08876

LAWYER REFERRAL

(908) 685-2323
LEGAL SERVICES
(908) 231-0840

SUSSEX COUNTY:

Deputy Clerk of the Superior Court
Sussex County Judicial Center
43-47 High Street
Newton, NJ 07860

LAWYER REFERRAL

(973) 267-5882
LEGAL SERVICES
(973) 383-7400

UNION COUNTY:

Deputy Clerk of the Superior Court
1st Fl., Court House
2 Broad Street
Elizabeth, NJ 07207-6073

LAWYER REFERRAL

(908) 353-4715
LEGAL SERVICES
(908) 354-4340

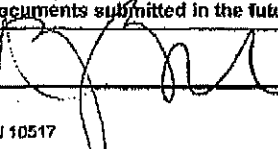
WARREN COUNTY:

Deputy Clerk of the Superior Court
Civil Division Office
Court House
413 Second Street
Belvidere, NJ 07823-1500

LAWYER REFERRAL

(908) 859-4300
LEGAL SERVICES
(908) 475-2010

Appendix XII-B1

	CIVIL CASE INFORMATION STATEMENT (CIS) Use for initial Law Division Civil Part pleadings (not motions) under <i>Rule 4:5-1</i> Pleading will be rejected for filing, under <i>Rule 1:5-6(c)</i>, if information above the black bar is not completed or attorney's signature is not affixed		FOR USE BY COURT STAFF ONLY PAYMENT TYPE: ☐ CK ☐ CG ☐ CA CHG/CK NO.: AMOUNT: OVERPAYMENT: BATCH NUMBER:	
	ATTORNEY/PRO SE NAME Joseph J. Bell, Esq.		TELEPHONE NUMBER (973) 442-7900	
	FIRM NAME (if applicable) Bell & Shivas, P.C.		COUNTY OF VENUE Morris	
	OFFICE ADDRESS P.O. Box 220 150 Mineral Springs Drive Rockaway, NJ 07866		DOCKET NUMBER (when available) MRS-L-	
			DOCUMENT TYPE Verified Complaint	
NAME OF PARTY (e.g., John Doe, Plaintiff) Denise Stanford		CAPTION Stanford v. Township of Chester		
CASE TYPE NUMBER (See reverse side for listing) 618 & 005	HURRICANE SANDY RELATED? ☐ YES ☒ NO	IS THIS A PROFESSIONAL MALPRACTICE CASE? ☐ YES ☒ NO IF YOU HAVE CHECKED "YES," SEE N.J.S.A. 2A:53A-27 AND APPLICABLE CASE LAW REGARDING YOUR OBLIGATION TO FILE AN AFFIDAVIT OF MERIT.		
RELATED CASES PENDING? ☐ Yes ☒ No		IF YES, LIST DOCKET NUMBERS		
DO YOU ANTICIPATE ADDING ANY PARTIES (arising out of same transaction or occurrence)? ☐ Yes ☒ No		NAME OF DEFENDANT'S PRIMARY INSURANCE COMPANY (if known) ☐ NONE ☒ UNKNOWN		
THE INFORMATION PROVIDED ON THIS FORM CANNOT BE INTRODUCED INTO EVIDENCE.				
CASE CHARACTERISTICS FOR PURPOSES OF DETERMINING IF CASE IS APPROPRIATE FOR MEDIATION				
DO PARTIES HAVE A CURRENT, PAST OR RECURRENT RELATIONSHIP? ☒ Yes ☐ No		IF YES, IS THAT RELATIONSHIP: ☒ EMPLOYER/EMPLOYEE ☐ FRIEND/NEIGHBOR ☐ OTHER (explain) ☐ FAMILIAL ☐ BUSINESS		
DOES THE STATUTE GOVERNING THIS CASE PROVIDE FOR PAYMENT OF FEES BY THE LOSING PARTY? ☐ Yes ☒ No				
USE THIS SPACE TO ALERT THE COURT TO ANY SPECIAL CASE CHARACTERISTICS THAT MAY WARRANT INDIVIDUAL MANAGEMENT OR ACCELERATED DISPOSITION				
 DO YOU OR YOUR CLIENT NEED ANY DISABILITY ACCOMMODATIONS? ☐ Yes ☒ No		IF YES, PLEASE IDENTIFY THE REQUESTED ACCOMMODATION		
WILL AN INTERPRETER BE NEEDED? ☐ Yes ☒ No		IF YES, FOR WHAT LANGUAGE?		
I certify that confidential personal identifiers have been redacted from documents now submitted to the court, and will be redacted from all documents submitted in the future in accordance with <i>Rule 1:28-7(b)</i> .				
ATTORNEY SIGNATURE 				

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Side 2



CIVIL CASE INFORMATION STATEMENT (CIS)

Use for initial pleadings (not motions) under *Rule* 4:5-1

CASE TYPES (Choose one and enter number of case type in appropriate space on the reverse side.)

Track I - 150 days' discovery

- 151 NAME CHANGE
- 175 FORFEITURE
- 302 TENANCY
- 399 REAL PROPERTY (other than Tenancy, Contract, Condemnation, Complex Commercial or Construction)
- 502 BOOK ACCOUNT (debt collection matters only)
- 505 OTHER INSURANCE CLAIM (including declaratory judgment actions)
- 506 PIP COVERAGE
- 510 UM or UIM CLAIM (coverage issues only)
- 511 ACTION ON NEGOTIABLE INSTRUMENT
- 512 LEMON LAW
- 601 SUMMARY ACTION
- 602 OPEN PUBLIC RECORDS ACT (summary action)
- 999 OTHER (briefly describe nature of action)

Track II - 300 days' discovery

- 305 CONSTRUCTION
- 509 EMPLOYMENT (other than CEPA or LAD)
- 599 CONTRACT/COMMERCIAL TRANSACTION
- 603N AUTO NEGLIGENCE - PERSONAL INJURY (non-verbal threshold)
- 603Y AUTO NEGLIGENCE - PERSONAL INJURY (verbal threshold)
- 605 PERSONAL INJURY
- 610 AUTO NEGLIGENCE - PROPERTY DAMAGE
- 621 UM or UIM CLAIM (includes bodily injury)
- 699 TORT - OTHER

Track III - 450 days' discovery

- 005 CIVIL RIGHTS
- 301 CONDEMNATION
- 602 ASSAULT AND BATTERY
- 604 MEDICAL MALPRACTICE
- 606 PRODUCT LIABILITY
- 607 PROFESSIONAL MALPRACTICE
- 608 TOXIC TORT
- 609 DEFAMATION
- 616 WHISTLEBLOWER / CONSCIENTIOUS EMPLOYEE PROTECTION ACT (CEPA) CASES
- 617 INVERSE CONDEMNATION
- 618 LAW AGAINST DISCRIMINATION (LAD) CASES

Track IV - Active Case Management by Individual Judge / 450 days' discovery

- 156 ENVIRONMENTAL/ENVIRONMENTAL COVERAGE LITIGATION
- 303 MT. LAUREL
- 508 COMPLEX COMMERCIAL
- 513 COMPLEX CONSTRUCTION
- 514 INSURANCE FRAUD
- 620 FALSE CLAIMS ACT
- 701 ACTIONS IN LIEU OF PREROGATIVE WRITS

Multicounty Litigation (Track IV)

- | | |
|--|---|
| 271 ACCUTANE/ISOTRETINOIN | 292 PELVIC MESH/BARD |
| 274 RISPERDAL/SEROQUEL/ZYPREXA | 293 DEPUY ASR HIP IMPLANT LITIGATION |
| 281 BRISTOL-MYERS SQUIBB ENVIRONMENTAL | 295 ALLODERM REGENERATIVE TISSUE MATRIX |
| 282 POSAMAX | 296 STRYKER REJUVENATE/ABG II MODULAR HIP STEM COMPONENTS |
| 285 STRYKER TRIDENT HIP IMPLANTS | 297 MIRENA CONTRACEPTIVE DEVICE |
| 286 LEVAQUIN | 299 OLMESARTAN MEDOXOMIL MEDICATIONS/BENICAR |
| 287 YAZ/YASMIN/OCELLA | 300 TALC-BASED BODY POWDERS |
| 289 REGLAN | 601 ASBESTOS |
| 290 POMPTON LAKES ENVIRONMENTAL LITIGATION | 623 PROPECIA |
| 291 PELVIC MESH/GYNECARE | 624 STRYKER LFIT CoCr V40 FEMORAL HEADS |

If you believe this case requires a track other than that provided above, please indicate the reason on Side 1, in the space under "Case Characteristics."

Please check off each applicable category ☐ Putative Class Action ☐ Title 59

MRS-L-002347-17 11/01/2017 10:48:31 AM Pg 1 of 21 Trans ID: LCV2017411565

Joseph J. Bell, Esq. (No. 016881985)
BELL & SHIVAS, P.C.
150 Mineral Springs Drive
P.O. Box 220
Rockaway, New Jersey 07866
Tel. 973-442-7900
Fax 973-442-7990
Attorneys for Plaintiff
Denise Stanton

DENISE STANFORD,

Plaintiff,

v.

TOWNSHIP OF CHESTER, TOWNSHIP OF
CHESTER POLICE DEPARTMENT, CHIEF
OF POLICE WAYNE MARTINI,

individually and in his professional capacity as
Chief of Police of the Twp. of Chester, CHIEF
THOMAS WILLIVER, individually and in his
professional capacity as Chief of Police of the
Twp. of Chester, JOHN/JANE DOES #1-10
individually and in their public entity business
capacities, ABC CORPS. #1-10,

Defendants.

SUPERIOR COURT OF NEW JERSEY
LAW DIVISION: MORRIS COUNTY

DOCKET NO.: MRS-L-2347-17

CIVIL ACTION

AMENDED VERIFIED COMPLAINT

Plaintiff Denise Stanford ("Plaintiff"), residing at 30 Carey Road, Succasunna, NJ 07876 (Morris County), by way of Complaint against Township of Chester, Township of Chester Police Department, Chief of Police Wayne Martini, individually and in his professional capacity as Chief of Police of the Township of Chester, Chief of Police Thomas Williver, individually and in his professional capacity as Chief of Police of the Township of Chester John/Jane Does #1-10 individually and in their corporate capacities, ABC Corps. #1-10, (collectively, "Defendant(s)"), hereby states as follows:

INTRODUCTION

1. This matter involves a continuous pattern of wrongful discrimination, based on age, sex and disability, hostile work environment and retaliation by Defendants against Plaintiff, in violation of the New Jersey Law Against Discrimination ("NJLAD"), N.J.S.A. 10:5-1 et seq. and the violation of Plaintiff's Constitutional Rights Pursuant to the New Jersey and Federal Constitutions.

2. Plaintiff, was at all times an employee of the Township of Chester, New Jersey in its Police Department. Plaintiff is fifty-one (51) years old and suffers from multiple disabilities.

3. Defendant Township of Chester is located within the State of New Jersey (Morris County).

4. Defendant Township of Chester Police Department is located at One Parker Road, Chester Township, NJ 07930 (Morris County).

5. Defendant Chief of Police Wayne Martini ("Chief Martini"), is named individually and in his professional capacity as Chief of Police of the Township of Chester, and was Plaintiff's direct supervisor from June 2012 through April 2015.

6. Defendant Chief of Police Thomas Williver ("Chief Williver"), is named individually and in his professional capacity as Chief of Police of the Township of Chester, and was Plaintiff's direct supervisor from April 2015 through June 2016.

FACTS COMMON TO ALL COUNTS **Background as Public Employee**

7. In or about May of 2009, Plaintiff was hired by the Borough of Chester Police Department, under the supervision of Chief Andre Kedrowitsch.

8. At that time Plaintiff already had twenty (20) years of service in the Public Employees Retirement System.

9. In April 2012, Chief Martini approached Plaintiff indicating that his Department Secretary/Records Clerk, was not a good fit for the Department, and was terminated.

10. Chief Martini asked Plaintiff if she could work part-time in order to assist his Department with paperwork and administrative duties.

11. The Borough Administrator and her then supervisor, Chief Andre Kedrowitsch, consented to allow Plaintiff to work on her lunch hour and on weekends as interim staff support for the Township of Chester.

Job Tenure under Chief Martini (2012-2015)

12. Eventually, Chief Martini urged Plaintiff to apply for the Secretary's position for full-time employment.

13. Chief Martini suggested to Plaintiff that her pay would increase 35%.

14. Most attractive to Plaintiff was the fact that Chester Township's Chapter 88 policy, described that there was no minimum length of service for employees to obtain in order to receive full medical benefits at retirement.

15. Plaintiff was eligible for PERS retirement in 2021.

16. Plaintiff consulted Chief Kedrowitsch, who had been supportive of Plaintiff's career path, and with his consent, applied for the full-time position at the Township of Chester Police Department.

17. Plaintiff was only offered a 16% pay increase, but negotiated three weeks of vacation time (consistent with her vacation benefit while at the Borough of Chester).

18. Plaintiff also confirmed again the Township of Chester's Chapter 88 policy, that there was no minimum length of service required for retirement and benefits.

19. However, Plaintiff did not receive confirmation in writing.

20. Plaintiff accepted the position and began work June 19, 2012.

21. At that time, she was asked to review and sign for a copy of the Township of Chester Personnel Manual, a fifty (50) page document containing the Township of Chester's employment rules, regulations and guidelines.

22. Though Plaintiff had heard while working at the Borough that Chief Martini could be difficult to work with, nothing prepared her for the environment she would work in after taking over her predecessor's position.

23. Chief Martini was rarely satisfied with anyone's performance.

24. What was worse, however, was his commentary of people's outward appearance and physique.

25. Plaintiff was, at the time, a single mother raising three teenagers and was sixty (60) pounds overweight.

26. Moreover, as a single mother on a limited income, Plaintiff did not have excess dollars to spend on her wardrobe.

27. Plaintiff, like her predecessor, was the only female working in the Police Department's offices.

28. Chief Martini began commenting on a frequent basis, and in a negative or "under-toned" manner about Plaintiff's wardrobe, physical appearance and fitness to the point that Plaintiff began to "hate" herself.

29. In Plaintiff's first sixteen (16) weeks of employ, Chief Martini micro-managed and constantly criticized her work.

30. While Plaintiff had never received complaints in her over twenty (20) years as a public employee, including when she worked for the Borough of Chester, she began receiving criticism from Chief Martini about her job performance.

31. Plaintiff had good relationships with law enforcement personnel from other departments, and with residents that came to conduct business.

32. Plaintiff had a good relationship with police personnel in her office, apart from Chief Martini.

33. Chief Martini and his fellow officers were aware that Plaintiff took medication for ADHD.

34. Chief Martini would intimidate Plaintiff under color of law when she requested time off. In or about 2013, Plaintiff was written up for using 30% of allotted sick time as having been "excessive" her use of her benefit.

35. Chief Martini (and later Chief Williver) also criticized Plaintiff for using her cell phone or being on social media.

36. While there was a social media policy, it was selectively enforced throughout the Township.

37. Police officers would often use their cell phones and sign on to Facebook while in their cars and in headquarters, on duty. They would view UTube and other social media, watching reality related shows, viewing Craigslist and using social media like Facebook.

38. Even Toni Theesfield (tax collector), Derek Macchia (CFO), and Susan Travis (Court Administrator/Clerk) all used cell phones while at work.

39. Plaintiff had excellent attendance, and would not use her cell phone while a visitor was in the office.

40. Chief Martini's criticisms, personal and professional, however, were taking a toll on Plaintiff, who in addition to ADHD, suffered from depression.

41. Chief Martini's comments had her in tears at work.

Job Tenure under Chief Williver (April 2015-Termination)

42. When Chief Martini was due to retire, Plaintiff was working for a brief overlap period under both Chief Martini and Chief Williver.

43. If Plaintiff forgot her medication for any reason she would become agitated and Chief Williver and his policemen would comment to the effect of, "is this a good day or a bad day" and would see her take her medication at work.

44. Despite her ADHD diagnosis, Lt. Noonan, under the direction of Chief Williver, would not let Plaintiff record conversations and would criticize her notes afterwards.

45. In or about April 2015, Plaintiff talked about contemplated surgery to address her weight and in June 2015, Plaintiff went so far as to have stomach surgery, and missed five (5) business days due to surgery.

46. Plaintiff had confided the surgery to the Chief Williver.

47. Even though Plaintiff was a Township of Chester employee, if Plaintiff referred to the terms of her employment, or Township of Chester policies and procedures in any way, including attendance issues, she would repeatedly be told by Chief Williver, "you work for the police department."

48. When Plaintiff asked Chief Williver why he would get so angry with her, he would reply "because I know what you are thinking and what you are about to say, and I don't like it."

49. In November 2013, Plaintiff attempted to stop drinking alcohol to self-medicate (in response to the hostile environment/harassment under Chief Martini) but was unable to cease drinking after that period in the absence of a therapist or medical assistance.

50. Plaintiff became more depressed and continued self-medicating outside of work with alcohol.

51. Plaintiff would never come to work under the influence of alcohol and did not miss work during this time period.

52. However, she realized her situation was worsening.

53. On or about April 27, 2016, Plaintiff checked herself into an alcohol outpatient program at EXCEL in Dover, NJ.

54. After the program, she began IOP on May 3, 2016.

55. On or about May 18, 2016, during the IOP program, she had a severe reaction to a candy she had taken from a bowl at the program, and was taken to the emergency room.

56. The substance was identified as alcohol, though Plaintiff was in the program and had not had any alcohol nor tested positive for alcohol in the program and the symptoms were nothing like drunkenness, but felt more like a drug interaction (though Plaintiff did take nor had she ever tested positive for drugs).

57. Plaintiff did not miss work, even while she was in the program, except for one day spent in the hospital on May 19, 2017.

58. Shortly thereafter, another individual, an employee and counselor from the program, had the same experience and was rushed to the hospital with the same mysterious symptoms, including hallucination.

59. Upon information and belief, Plaintiff believes the candy was laced with an LSD like substance, and sought to have the candy tested.

60. On or about June 8, 2017, she told the Chief Williver about the alcohol outpatient program, though he dismissed the idea that she was an alcoholic. She spoke to the Chief Williver about her experience with the candy, and his advice was to have it tested at a lab.

61. On June 24, 2016, just three (3) weeks after turning fifty (50), and confiding in Chief Williver about her depression/alcoholism, Plaintiff was summarily fired.

62. After her termination, Plaintiff called to reach the administrator to discuss the situation and left a voicemail, thereafter receiving a "text" back from Deputy Clerk/Registrar Kathy Potter, "Ok, great thanks. "LOL-yah, I guess I better be careful now," regarding cell phone use.

63. This type of text/cell phone use was not uncommon. For example, a police officer's wife wrote on Facebook about his cellphone dying while at work, and he later emailed her at home to tell her he was on her way home.

64. Police officers would text Plaintiff at work.

65. Ten days before her IOP, her daughter had gall bladder surgery, on April 15, 2016, and Plaintiff texted back and forth with the Chief of Police and he texted to Plaintiff, "go ahead and have a glass of wine now."

66. The police would watch UTube at work to see a video of a policeman lifting 400 lbs.

67. Yet, Plaintiff was told when she was fired that the reason was her "cell phone use" and that the "labor attorney" told them it was legal to fire her for it.

68. When Plaintiff asked for a termination letter in writing, she was told that the police department did not have to give her a letter.

69. When Plaintiff later filed an EEOC claim (since withdrawn), the reason that Plaintiff was fired was changed, though cell phone use was cited.

Pension Issues

70. Throughout her job tenure under both Chief Martini and Williver, Plaintiff was a secretary and the only female employee at the time; there were no female officers.

71. In 2013, the Township of Chester's personnel policy changed.

72. Plaintiff took the job because she could retire with life time medical benefits in nine (9) years after her start date.

73. However, the Township Administrator announced that the "no length of service" would now be changed to a minimum of ten (10) years of service.

74. Plaintiff inquired and was advised by Carol Iseman of personnel that the policy had changed.

75. Plaintiff was the only person eligible to retire in less than ten (10) years at the time of the change.

76. Plaintiff was denied her post-employment benefits, and, upon information and belief, some pre-employment benefits (vacation days, sick time).

77. Though Plaintiff was told by Chief Williver that "you work for the police department", her insurance documents and pay checks indicate her employer was the Township of Chester and she would not be able to claim protection or benefits from the New Jersey State P.B.A.

78. Plaintiff did not receive any progressive disciplinary actions aside from a written warning in 2016 under Chief Williver.

79. Plaintiff belongs to a protected class as she is over fifty (50) years old.

80. Plaintiff has disabilities as defined by the New Jersey Law Against Discrimination and the ADA.

81. Plaintiff was summarily fired on June 2, 2016.

82. Plaintiff was replaced by a woman, Denise Reilly, who, upon information and belief, has less than ten (10) years of public service, thus instead of paying plaintiff her benefits when eligible in six (6) years, the Township of Chester would not be paying the replacements benefits for twenty (20) years.

FIRST COUNT
UNLAWFUL AGE, GENDER AND DISABILITY DISCRIMINATION
IN VIOLATION OF NEW JERSEY LAW AGAINST DISCRIMINATION, N.J.S.A. 10:5-1 ET.SEQ. ("NJLAD")

83. Plaintiff repeats and realleges the allegations contained in paragraphs 1 through 82 as if fully set forth herein.

84. Plaintiff is a member of a protected class based on sex/gender, age and disability.

85. The accumulation and continuity of events over a two-year period or more, made it unreasonable for Plaintiff to remain in her then work environment.

86. The actions described hereinabove, all of which were performed in willful, wanton and reckless disregard of Plaintiff's rights under the NJLAD were reported to Plaintiff's supervisors. Hereinafter, Chief Martini and Chief Williver are also collectively referred to as "Supervising Officers".

87. The Defendants, based upon the allegations set forth above, have aided, abetted, incited, compelled, and/or coerced the doing of acts, against Plaintiff, that are unlawful pursuant to NJLAD.

88. Upon information and belief, Chief Martino and Chief Williver, and employees known or as yet unidentified, aided and abetted by facilitating wrongful insinuations/accusations

89. Adverse employment actions were taken against Plaintiff including changing her benefits plan that adversely affected only Plaintiff, and terminating Plaintiff.

90. Upon information and belief, upper management participated in the egregious acts.

WHEREFORE, pursuant to NJLAD, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

SECOND COUNT

UNLAWFUL RETALIATION, AIDING AND ABETTING PURSUANT TO NJLAD

91. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 90 as if fully set forth herein.

92. Plaintiff is a member of a protected class based on sex/gender, age and disability.

93. Plaintiff reported unlawful harassment and discrimination to her employer, Township of Chester and to her Supervising Officers.

94. The report of such activity is protected under the law, of which Plaintiff's supervisors, were aware.

95. Plaintiff's employer, Township of Chester, was aware of the sexual harassment and age, sex/gender and disability discrimination by its employees/supervisors but took no action to remove them or seriously reprimand them.

96. Plaintiff suffered loss of her job, pain, suffering, humiliation, anxiety, emotional distress, physical distress, loss of income during a period of disability proximately caused by the stress of her work situation and the harassment by her supervisors as to her weight, appearance, and disabilities, in addition to her age, injury to her reputation, and other damages, which continue to cause her distress and anxiety.

97. Anyone aiding, abetting, inciting, compelling, or coercing any person to commit unlawful discrimination or an unlawful employment practice against Plaintiff is liable to Plaintiff for damages.

98. The Township of Chester and Plaintiffs' supervisors knew of the injuries being caused to Plaintiff and took no action to intervene.

99. Subordinate police officers joined in with the Police Chiefs in ridiculing Plaintiff.

100. Subordinate police officers, upon information and belief, carried out the directives of their Supervisors in reporting Plaintiff for pre-textual infractions in order to place her employment and benefits in jeopardy.

WHEREFORE, pursuant to NJLAD, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit,

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including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

THIRD COUNT
POLICE SUPERVISORY LIABILITY/VIOLATION OF DUE PROCESS/VIOLATION
OF N.J.S.A. 10:6-1 AND 42 U.S.C. SECTION 1983 AND NJLAD

101. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 100 as if fully set forth herein.

102. Defendants were at all times alleged herein, supervisors and/or persons with the responsibility and/or legal duty to control, supervise and train subordinates and directly participated in the conduct in the conduct giving rise to violations of Plaintiffs' Constitutional and Statutory Rights.

103. The Chief of Police has the duty to administer and enforce rules and regulations and directives for the disposition and discipline of the force and its officers and personnel.

104. Both of the Chiefs of Police during Plaintiff's tenure were "Supervising Officers" aware of the conduct, both prior to, during and immediately after the incidents that give rise to the underlying Verified Complaint and have a history of violating standard procedures as well as statutory and constitutional rights.

105. The Supervising Officers had the responsibility to prescribe duties and assignments of all subordinates and personnel.

106. The Supervising Officers had a duty to implement step discipline but failed to do so in the case of Plaintiff, firing her summarily.

107. The Supervising Officers had a duty to enforce the policies and procedures in Plaintiff's personnel manual and policies and procedures specific to the police department, but failed to do so on a fair and equal basis.

108. Subordinate personnel joined in with the Chiefs of Police ridiculing Plaintiff for her weight, and cell phone use (despite the fact that there was a double standard in that all police personnel frequently used social media and cell phones for personal use while on duty.

109. Criticizing Plaintiff's weight and appearance is a form of sexual harassment designed to intimidate and demean Plaintiff, and force her to comply with her supervisor's wrongful behavior.

110. The Supervising Officers insisted that Plaintiff adhere to the rules and obligations of the Police even though she was a Township public employee, not an officer, and not protected by the P.B.A. or any Union.

111. The Supervising Officers were not only aware of the unlawful conduct of their subordinates in criticizing and reporting Plaintiff, but by reviewing the incident reports drafted by subordinates and approving the same, the Supervising Officers ratified and/or endorsed, expressly or tacitly, the conduct of their subordinates.

112. As described in greater detail above, the Supervising Officers created a custom or policy and atmosphere under which the violations, discrimination and harassment occurred, perpetuated by police officers and Supervising Officers acting under color of State law to intimidate Plaintiff and deprive her of her constitutional rights to due process, as well as her property rights with respect to her pension.

113. As a direct and proximate result of the acts of the above Defendants, Plaintiff suffered physical and emotional injury, shame, humiliation, emotional damages, lost wages, costs associated with and a deprivation of constitutional rights guaranteed by the Constitution of the United States, and the Constitution of the State of New Jersey.

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WHEREFORE, pursuant to NJLAD, and N.J.S.A. 10:6-1 et seq., and 42 U.S.C. §1983, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

FOURTH COUNT

VIOLATION OF THE NEW JERSEY CIVIL RIGHTS ACT, N.J.S.A. 10:6-1 et seq. and 42 U.S.C. §1983/ N.J.S.A. 43:15A et seq. (Pensions)/ **DISPARATE IMPACT DISCRIMINATION/MUNICIPAL EMPLOYEE ILLEGAL DISMISSAL, N.J.S.A. 40A:9-172 et seq.**

114. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 113 as if fully set forth herein.

115. The constitutional and statutory provisions set forth above in N.J.S.A. 10:6-1 et seq., N.J.S.A. 43:15a et seq. and N.J.S.A. 40A:9-172 et seq. are intended to protect Plaintiff's property rights in her pension and compensation benefits with respect to life insurance and place clear obligations on the part of the Defendants with respect to same.

116. Defendants knowingly implemented a change in their policy with regard to health insurance benefits upon retirement, in a manner that was applied retroactively to Plaintiff and *only* impacted Plaintiff out of all the active Township employees on the payroll, resulting in a disparate impact on Plaintiff.

117. The policy with regard to health insurance benefits upon retirement was part of what induced Plaintiff to take the position with the Township of Chester Police.

118. The policy with regard to health insurance benefits upon retirement was part of what induced Plaintiff to change positions from the Borough to the Township, despite the fact that upon doing so the Township did not honor the initial promise of salary to Plaintiff and she wound up taking a lower salary than was discussed with Chief Martini.

119. Plaintiff further was illegally dismissed and pursuant to N.J.S.A. 40A:9-172 (1) & (4) is entitled to back salary less earnings from other employment.

120. Defendants Township of Chester, Police Chief Martini, and Police Chief Williver acted, under color of law, in violation of N.J.S.A. 10:6-1 and 40A:9-172 et seq., to use their position of authority to intimidate Plaintiff into not enforcing or using her employee benefits such as sick time/vacation time, to make Plaintiff believe she was not entitled to the protections and rights under the Township of Chester's policies, rules and procedures, as well as to her benefits because she worked "for the police department", and coerced others to act under color of law, namely subordinate officers, to harass and discriminate against Plaintiff due to age, disability and sex/gender.

121. Plaintiff was deprived by Township officials of her civil and constitutional rights.

WHEREFORE, pursuant to NJLAD, N.J.S.A. 10:6-1 and 40A:9-172, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under

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statute; and (f) such further relief as provided pursuant to NJLAD or ~~that~~ the Court deems just and equitable.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff demands judgment against Defendants, jointly and severally, assessing penalties and sanctions and awarding to Plaintiff and against Defendants:

A. Compensatory and consequential damages, including all losses resulting from Defendants' unlawful actions, including, but not limited to lost wages and benefits, plus interest, and emotional distress damages;

B. Punitive damages, due to the outrageous nature of the offensive conduct;

C. Pre-judgment and post-judgment interest;

D. Costs and disbursements of suit, including reasonable attorneys' fees required to bring this civil suit;

E. Statutorily imposed damages; and

F. Any such other relief deemed by the court to be equitable and just, as provided by law.

JURY DEMAND

Please take notice that Plaintiff hereby demands a trial by jury as to all issues set forth in this Verified Complaint.

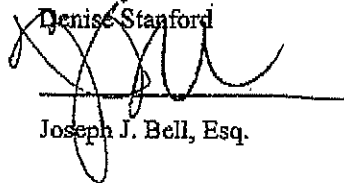
DESIGNATION OF TRIAL COUNSEL

Joseph J. Bell, Esq., of the Bell & Shivas, P.C. is hereby designated as Trial Counsel on behalf of Plaintiff Denise Stanford in the above-captioned matter.

BELL & SHIVAS, P.C.

Attorneys for Plaintiff

Denise Stanford



Joseph J. Bell, Esq.

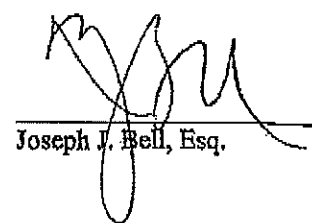
Dated: October 31, 2017**CERTIFICATION**

Pursuant to Local Rule 11.2, I certify that the matter in controversy alleged in the foregoing Complaint is not currently being litigated before any Court and the matter is not the subject of any alternative dispute resolution proceedings.

BELL & SHIVAS, P.C.

Attorneys for Plaintiff

Denise Stanford



Joseph J. Bell, Esq.

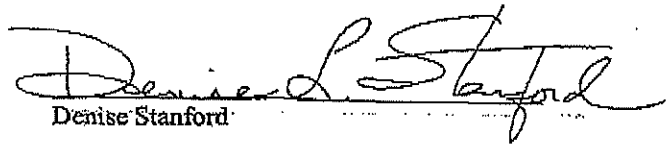
Dated: October 31, 2017

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CERTIFICATION OF VERIFICATION AND NON-COLLUSION

1. I am the Plaintiff in the foregoing Complaint. The allegations contained in said Complaint are true to the best of my information, knowledge and belief. The said Complaint is made in truth, good faith, and without collusion for the causes set forth therein.

2. I hereby certify that the foregoing statements made by me are true. I understand that if any of the foregoing statements are willfully false, I am subject to punishment.


Denise Stanford

DATED: 10/31/17

SUMMONS

Attorney(s) JOSEPH J. BELL, ESQ.Office Address P.O. Box 220, 150 Mineral Springs DriveTown, State, Zip Code Rockaway, NJ 07866Telephone Number 973-442-7900

Attorney(s) for Plaintiff _____

Denise Stanford _____

Plaintiff(s)

vs.

Township of Chester, et als. _____

Defendant(s)

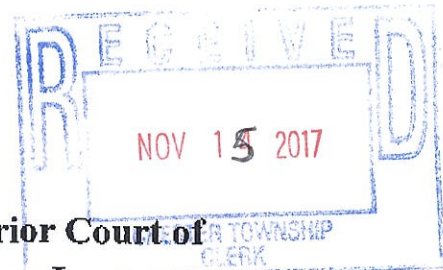
From The State of New Jersey To The Defendant(s) Named Above:

The plaintiff, named above, has filed a lawsuit against you in the Superior Court of New Jersey. The complaint attached to this summons states the basis for this lawsuit. If you dispute this complaint, you or your attorney must file a written answer or motion and proof of service with the deputy clerk of the Superior Court in the county listed above within 35 days from the date you received this summons, not counting the date you received it. (A directory of the addresses of each deputy clerk of the Superior Court is available in the Civil Division Management Office in the county listed above and online at http://www.njcourts.gov/forms/10153_deptyclerklawref.pdf.) If the complaint is one in foreclosure, then you must file your written answer or motion and proof of service with the Clerk of the Superior Court, Hughes Justice Complex, P.O. Box 971, Trenton, NJ 08625-0971. A filing fee payable to the Treasurer, State of New Jersey and a completed Case Information Statement (available from the deputy clerk of the Superior Court) must accompany your answer or motion when it is filed. You must also send a copy of your answer or motion to plaintiff's attorney whose name and address appear above, or to plaintiff, if no attorney is named above. A telephone call will not protect your rights; you must file and serve a written answer or motion (with fee of \$175.00 and completed Case Information Statement) if you want the court to hear your defense.

If you do not file and serve a written answer or motion within 35 days, the court may enter a judgment against you for the relief plaintiff demands, plus interest and costs of suit. If judgment is entered against you, the Sheriff may seize your money, wages or property to pay all or part of the judgment.

If you cannot afford an attorney, you may call the Legal Services office in the county where you live or the Legal Services of New Jersey Statewide Hotline at 1-888-LSNJ-LAW (1-888-576-5529). If you do not have an attorney and are not eligible for free legal assistance, you may obtain a referral to an attorney by calling one of the Lawyer Referral Services. A directory with contact information for local Legal Services Offices and Lawyer Referral Services is available in the Civil Division Management Office in the county listed above and online at http://www.njcourts.gov/forms/10153_deptyclerklawref.pdf.

Michelle M. Smith
Clerk of the Superior Court

DATED: 11/13/2017Name of Defendant to Be Served: Chief of Police Thomas Williver Township of Chester Police DepartmentAddress of Defendant to Be Served: 1 Parker Road, Chester, NJ 07930

Superior Court of
New Jersey

Morris _____ County

Law _____ Division

Docket No: MRS-L-2347-17CIVIL ACTION
SUMMONS

**Directory of Superior Court Deputy Clerk's Offices
County Lawyer Referral and Legal Services Offices**

ATLANTIC COUNTY:

Deputy Clerk of the Superior Court
Civil Division, Direct Filing
1201 Bacharach Blvd., First Fl.
Atlantic City, NJ 08401

LAWYER REFERRAL

(609) 345-3444

LEGAL SERVICES

(609) 348-4200

BERGEN COUNTY:

Deputy Clerk of the Superior Court
Civil Division, Room 115
Justice Center, 10 Main St.
Hackensack, NJ 07601

LAWYER REFERRAL

(201) 488-0044

LEGAL SERVICES

(201) 487-2166

BURLINGTON COUNTY:

Deputy Clerk of the Superior Court
Central Processing Office
Attn: Judicial Intake
First Fl., Courts Facility
49 Rancocas Rd.
Mt. Holly, NJ 08060

LAWYER REFERRAL

(609) 261-4862

LEGAL SERVICES

(609) 261-1088

CAMDEN COUNTY:

Deputy Clerk of the Superior Court
Civil Processing Office
Hall of Justice
1st Fl., Suite 150
101 South 5th Street
Camden, NJ 08103

LAWYER REFERRAL

(856) 482-0618

LEGAL SERVICES

(856) 964-2010

CAPE MAY COUNTY:

Deputy Clerk of the Superior Court
9 N. Main Street
Cape May Court House, NJ 08210

LAWYER REFERRAL

(609) 463-0313

LEGAL SERVICES

(609) 465-3001

CUMBERLAND COUNTY:

Deputy Clerk of the Superior Court
Civil Case Management Office
60 West Broad Street
P.O. Box 10
Bridgeton, NJ 08302

LAWYER REFERRAL

(856) 696-5550

LEGAL SERVICES

(856) 691-0494

ESSEX COUNTY:

Deputy Clerk of the Superior Court
Civil Customer Service
Hall of Records, Room 201
465 Dr. Martin Luther King Jr. Blvd.
Newark, NJ 07102

LAWYER REFERRAL

(973) 622-6204

LEGAL SERVICES

(973) 624-4500

GLOUCESTER COUNTY:

Deputy Clerk of the Superior Court
Civil Case Management Office
Attn: Intake
First Fl., Court House
1 North Broad Street
Woodbury, NJ 08096

LAWYER REFERRAL

(856) 848-4589
LEGAL SERVICES
(856) 848-5360

HUDSON COUNTY:

Deputy Clerk of the Superior Court
Superior Court, Civil Records Dept.
Brennan Court House--1st Floor
583 Newark Ave.
Jersey City, NJ 07306

LAWYER REFERRAL

(201) 798-2727
LEGAL SERVICES
(201) 792-6363

HUNTERDON COUNTY:

Deputy Clerk of the Superior Court
Civil Division
65 Park Avenue
Flemington, NJ 08822

LAWYER REFERRAL

(908) 236-6109
LEGAL SERVICES
(908) 782-7979

MERCER COUNTY:

Deputy Clerk of the Superior Court
Local Filing Office, Courthouse
175 S. Broad Street, P.O. Box 8068
Trenton, NJ 08650

LAWYER REFERRAL

(609) 585-6200
LEGAL SERVICES
(609) 695-6249

MIDDLESEX COUNTY:

Deputy Clerk of the Superior Court,
Middlesex Vicinage
2nd Floor - Tower
56 Paterson Street, P.O. Box 2633
New Brunswick, NJ 08903-2633

LAWYER REFERRAL

(732) 828-0053
LEGAL SERVICES
(732) 249-7600

MONMOUTH COUNTY:

Deputy Clerk of the Superior Court
Court House
P.O. Box 1269
Freehold, NJ 07728-1269

LAWYER REFERRAL

(732) 431-5544
LEGAL SERVICES
(732) 866-0020

MORRIS COUNTY:

Morris County Courthouse
Civil Division
Washington and Court Streets
P. O. Box 910
Morristown, NJ 07963-0910

LAWYER REFERRAL

(973) 267-5882
LEGAL SERVICES
(973) 285-6911

OCEAN COUNTY:

Deputy Clerk of the Superior Court
118 Washington Street, Room 121
P.O. Box 2191
Toms River, NJ 08754-2191

LAWYER REFERRAL

(732) 240-3666
LEGAL SERVICES
(732) 341-2727

PASSAIC COUNTY:

Deputy Clerk of the Superior Court
Civil Division
Court House
77 Hamilton Street
Paterson, NJ 07505

LAWYER REFERRAL

(973) 278-9223
LEGAL SERVICES
(973) 523-2900

SALEM COUNTY:

Deputy Clerk of the Superior Court
Attn: Civil Case Management Office
92 Market Street
Salem, NJ 08079

LAWYER REFERRAL

(856) 935-5629
LEGAL SERVICES
(856) 691-0494

SOMERSET COUNTY:

Deputy Clerk of the Superior Court
Civil Division
P.O. Box 3000
40 North Bridge Street
Somerville, N.J. 08876

LAWYER REFERRAL

(908) 685-2323
LEGAL SERVICES
(908) 231-0840

SUSSEX COUNTY:

Deputy Clerk of the Superior Court
Sussex County Judicial Center
43-47 High Street
Newton, NJ 07860

LAWYER REFERRAL

(973) 267-5882
LEGAL SERVICES
(973) 383-7400

UNION COUNTY:

Deputy Clerk of the Superior Court
1st Fl., Court House
2 Broad Street
Elizabeth, NJ 07207-6073

LAWYER REFERRAL

(908) 353-4715
LEGAL SERVICES
(908) 354-4340

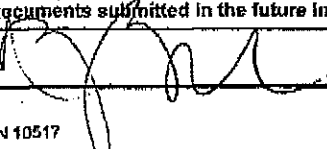
WARREN COUNTY:

Deputy Clerk of the Superior Court
Civil Division Office
Court House
413 Second Street
Belvidere, NJ 07823-1500

LAWYER REFERRAL

(908) 859-4300
LEGAL SERVICES
(908) 475-2010

Appendix XII-B1

	CIVIL CASE INFORMATION STATEMENT (CIS)		FOR USE BY CLERKS OF COURT ONLY	
	Use for Initial Law Division Civil Part pleadings (not motions) under <i>Rule 4:5-1</i> Pleading will be rejected for filing, under <i>Rule 1:5-6(c)</i>, if information above the black bar is not completed or attorney's signature is not affixed		PAYMENT TYPE: ☐ CK ☐ CG ☐ CA CHG/CK NO. _____ AMOUNT: _____ OVERPAYMENT: _____ BATCH NUMBER: _____	
	ATTORNEY / PRO SE NAME Joseph J. Bell, Esq.		TELEPHONE NUMBER (973) 442-7900	
	FIRM NAME (if applicable) Bell & Shivas, P.C.		COUNTY OF VENUE Morris	
OFFICE ADDRESS P.O. Box 220 150 Mineral Springs Drive Rockaway, NJ 07866			DOCKET NUMBER (when available) MRS-L-	
			DOCUMENT TYPE Verified Complaint	
			JURY DEMAND ☒ Yes ☐ No	
NAME OF PARTY (e.g., John Doe, Plaintiff) Denise Stanford		CAPTION Stanford v. Township of Chester		
CASE TYPE NUMBER (See reverse side for listing) 618 & 005	HURRICANE SANDY RELATED? ☐ YES ☒ NO	IS THIS A PROFESSIONAL MALPRACTICE CASE? ☐ YES ☒ NO IF YOU HAVE CHECKED "YES," SEE N.J.S.A. 2A:53A-27 AND APPLICABLE CASE LAW REGARDING YOUR OBLIGATION TO FILE AN AFFIDAVIT OF MERIT.		
RELATED CASES PENDING? ☐ Yes ☒ No		IF YES, LIST DOCKET NUMBERS		
DO YOU ANTICIPATE ADDING ANY PARTIES (arising out of same transaction or occurrence)? ☐ Yes ☒ No		NAME OF DEFENDANT'S PRIMARY INSURANCE COMPANY (if known) ☐ NONE ☒ UNKNOWN		
THE INFORMATION PROVIDED ON THIS FORM CANNOT BE INTRODUCED INTO EVIDENCE.				
CASE CHARACTERISTICS FOR PURPOSES OF DETERMINING IF CASE IS APPROPRIATE FOR MEDIATION				
DO PARTIES HAVE A CURRENT, PAST OR RECURRENT RELATIONSHIP? ☒ Yes ☐ No		IF YES, IS THAT RELATIONSHIP: ☒ EMPLOYER/EMPLOYEE ☐ FRIEND/NEIGHBOR ☐ OTHER (explain) ☐ FAMILIAL ☐ BUSINESS		
DOES THE STATUTE GOVERNING THIS CASE PROVIDE FOR PAYMENT OF FEES BY THE LOSING PARTY? ☐ Yes ☒ No				
USE THIS SPACE TO ALERT THE COURT TO ANY SPECIAL CASE CHARACTERISTICS THAT MAY WARRANT INDIVIDUAL MANAGEMENT OR ACCELERATED DISPOSITION				
DO YOU OR YOUR CLIENT NEED ANY DISABILITY ACCOMMODATIONS? ☐ Yes ☒ No		IF YES, PLEASE IDENTIFY THE REQUESTED ACCOMMODATION		
WILL AN INTERPRETER BE NEEDED? ☐ Yes ☒ No		IF YES, FOR WHAT LANGUAGE?		
I certify that confidential personal identifiers have been redacted from documents now submitted to the court, and will be redacted from all documents submitted in the future in accordance with <i>Rule 1:38-7(b)</i> .				
ATTORNEY SIGNATURE 				

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Side 2



CIVIL CASE INFORMATION STATEMENT (CIS)

Use for Initial pleadings (not motions) under Rule 4:5-1

CASE TYPES (Choose one and enter number of case type in appropriate space on the reverse side.)

Track I - 150 days' discovery

- 151 NAME CHANGE
- 175 FORFEITURE
- 302 TENANCY
- 399 REAL PROPERTY (other than Tenancy, Contract, Condemnation, Complex Commercial or Construction)
- 502 BOOK ACCOUNT (debt collection matters only)
- 505 OTHER INSURANCE CLAIM (including declaratory judgment actions)
- 506 PIP COVERAGE
- 510 UM or UIM CLAIM (coverage issues only)
- 511 ACTION ON NEGOTIABLE INSTRUMENT
- 512 LEMON LAW
- 801 SUMMARY ACTION
- 802 OPEN PUBLIC RECORDS ACT (summary action)
- 999 OTHER (briefly describe nature of action)

Track II - 300 days' discovery

- 305 CONSTRUCTION
- 509 EMPLOYMENT (other than CEPA or LAD)
- 599 CONTRACT/COMMERCIAL TRANSACTION
- 603N AUTO NEGLIGENCE - PERSONAL INJURY (non-verbal threshold)
- 603Y AUTO NEGLIGENCE - PERSONAL INJURY (verbal threshold)
- 605 PERSONAL INJURY
- 610 AUTO NEGLIGENCE - PROPERTY DAMAGE
- 621 UM or UIM CLAIM (includes bodily injury)
- 699 TORT - OTHER

Track III - 450 days' discovery

- 005 CIVIL RIGHTS
- 301 CONDEMNATION
- 602 ASSAULT AND BATTERY
- 604 MEDICAL MALPRACTICE
- 606 PRODUCT LIABILITY
- 607 PROFESSIONAL MALPRACTICE
- 608 TOXIC TORT
- 609 DEFAMATION
- 616 WHISTLEBLOWER / CONSCIENTIOUS EMPLOYEE PROTECTION ACT (CEPA) CASES
- 617 INVERSE CONDEMNATION
- 618 LAW AGAINST DISCRIMINATION (LAD) CASES

Track IV - Active Case Management by Individual Judge / 450 days' discovery

- 156 ENVIRONMENTAL/ENVIRONMENTAL COVERAGE LITIGATION
- 303 MT. LAUREL
- 508 COMPLEX COMMERCIAL
- 513 COMPLEX CONSTRUCTION
- 514 INSURANCE FRAUD
- 620 FALSE CLAIMS ACT
- 701 ACTIONS IN LIEU OF PREROGATIVE WRITS

Multicounty Litigation (Track IV)

- | | |
|---|---|
| <ul style="list-style-type: none"> 271 ACCUTANE/ISOTRETINOIN 274 RISPERDAL/SEROQUEL/ZYPREXA 281 BRISTOL-MYERS SQUIBB ENVIRONMENTAL 282 POSAMAX 285 STRYKER TRIDENT HIP IMPLANTS 286 LEVAQUIN 287 YAZ/YASMIN/OCELLA 289 REGLAN 290 POMPTON LAKES ENVIRONMENTAL LITIGATION 291 PELVIC MESH/GYNECARE | <ul style="list-style-type: none"> 292 PELVIC MESH/BARD 293 DEPUY ASR HIP IMPLANT LITIGATION 295 ALLODERM REGENERATIVE TISSUE MATRIX 296 STRYKER REJUVENATE/ABG II MODULAR HIP STEM COMPONENTS 297 MIRENA CONTRACEPTIVE DEVICE 299 OLMESARTAN MEDOXOMIL MEDICATIONS/BENICAR 300 TALC-BASED BODY POWDERS 601 ASBESTOS 623 PROPECIA 624 STRYKER LFIT CoCr V40 FEMORAL HEADS |
|---|---|

If you believe this case requires a track other than that provided above, please indicate the reason on Side 1, in the space under "Case Characteristics."

Please check off each applicable category ☐ Putative Class Action ☐ Title 59

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Attorneys for Plaintiff
Denise Stanton

DENISE STANFORD,

Plaintiff,

v.

TOWNSHIP OF CHESTER, TOWNSHIP OF
CHESTER POLICE DEPARTMENT, CHIEF
OF POLICE WAYNE MARTINI,

individually and in his professional capacity as
Chief of Police of the Twp. of Chester, CHIEF
THOMAS WILLIVER, individually and in his
professional capacity as Chief of Police of the
Twp. of Chester, JOHN/JANE DOES #1-10
individually and in their public entity business
capacities, ABC CORPS. #1-10,

Defendants.

SUPERIOR COURT OF NEW JERSEY
LAW DIVISION: MORRIS COUNTY

DOCKET NO.: MRS-L-2347-17

CIVIL ACTION

AMENDED VERIFIED COMPLAINT

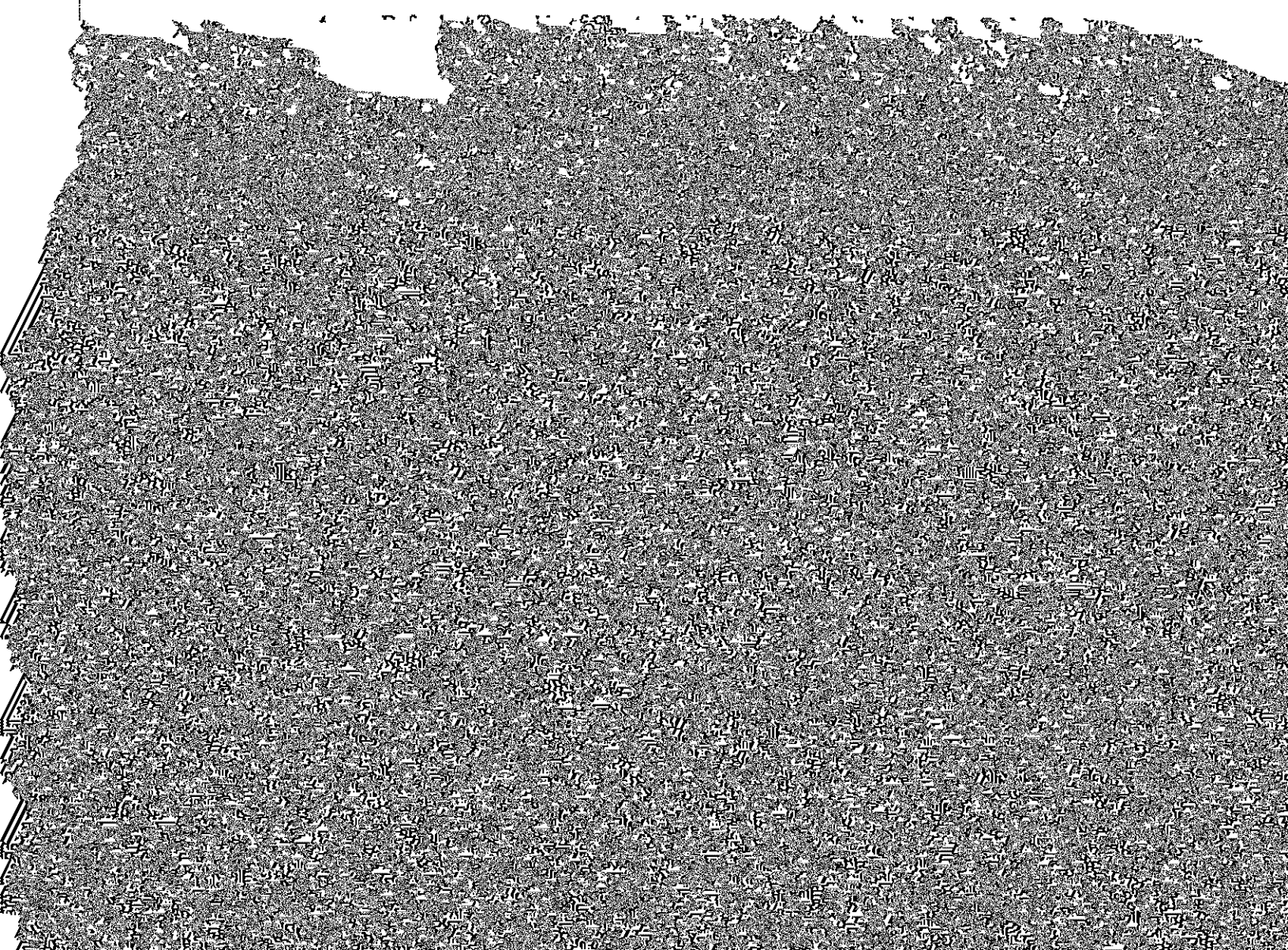
Plaintiff Denise Stanford ("Plaintiff"), residing at 30 Carey Road, Succasunna, NJ 07876 (Morris County), by way of Complaint against Township of Chester, Township of Chester Police Department, Chief of Police Wayne Martini, individually and in his professional capacity as Chief of Police of the Township of Chester, Chief of Police Thomas Williver, individually and in his professional capacity as Chief of Police of the Township of Chester John/Jane Does #1-10 individually and in their corporate capacities, ABC Corps. #1-10, (collectively, "Defendant(s)"), hereby states as follows:

INTRODUCTION

1. This matter involves a continuous pattern of wrongful discrimination, based on age, sex and disability, hostile work environment and retaliation by Defendants against Plaintiff, in violation of the New Jersey Law Against Discrimination ("NJLAD"), N.J.S.A. 10:5-1 et seq. and the violation of Plaintiff's Constitutional Rights Pursuant to the New Jersey and Federal Constitutions.

2. Plaintiff, was at all times an employee of the Township of Chester, New Jersey in its Police Department. Plaintiff is fifty-one (51) years old and suffers from multiple disabilities.

3. Defendant Township of Chester is located within the State of New Jersey (Morris County).



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8. At that time Plaintiff already had twenty (20) years of service in the Public Employees Retirement System.

9. In April 2012, Chief Martini approached Plaintiff indicating that his Department Secretary/Records Clerk, was not a good fit for the Department, and was terminated.

10. Chief Martini asked Plaintiff if she could work part-time in order to assist his Department with paperwork and administrative duties.

11. The Borough Administrator and her then supervisor, Chief Andre Kedrowitsch, consented to allow Plaintiff to work on her lunch hour and on weekends as interim staff support for the Township of Chester.

Job Tenure under Chief Martini (2012-2015)

12. Eventually, Chief Martini urged Plaintiff to apply for the Secretary's position for full-time employment.

13. Chief Martini suggested to Plaintiff that her pay would increase 35%.

14. Most attractive to Plaintiff was the fact that Chester Township's Chapter 88 policy, described that there was no minimum length of service for employees to obtain in order to receive full medical benefits at retirement.

15. Plaintiff was eligible for PERS retirement in 2021.

16. Plaintiff consulted Chief Kedrowitsch, who had been supportive of Plaintiff's career path, and with his consent, applied for the full-time position at the Township of Chester Police Department.

17. Plaintiff was only offered a 16% pay increase, but negotiated three weeks of vacation time (consistent with her vacation benefit while at the Borough of Chester).

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18. Plaintiff also confirmed again the Township of Chester's Chapter 88 policy, that there was no minimum length of service required for retirement and benefits.

19. However, Plaintiff did not receive confirmation in writing.

20. Plaintiff accepted the position and began work June 19, 2012.

21. At that time, she was asked to review and sign for a copy of the Township of Chester Personnel Manual, a fifty (50) page document containing the Township of Chester's employment rules, regulations and guidelines.

22. Though Plaintiff had heard while working at the Borough that Chief Martini could be difficult to work with, nothing prepared her for the environment she would work in after taking over her predecessor's position.

23. Chief Martini was rarely satisfied with anyone's performance.

24. What was worse, however, was his commentary of people's outward appearance and physique.

25. Plaintiff was, at the time, a single mother raising three teenagers and was sixty (60) pounds overweight.

26. Moreover, as a single mother on a limited income, Plaintiff did not have excess dollars to spend on her wardrobe.

27. Plaintiff, like her predecessor, was the only female working in the Police Department's offices.

28. Chief Martini began commenting on a frequent basis, and in a negative or "under-toned" manner about Plaintiff's wardrobe, physical appearance and fitness to the point that Plaintiff began to "hate" herself.

29. In Plaintiff's first sixteen (16) weeks of employ, Chief Martini micro-managed and constantly criticized her work.

30. While Plaintiff had never received complaints in her over twenty (20) years as a public employee, including when she worked for the Borough of Chester, she began receiving criticism from Chief Martini about her job performance.

31. Plaintiff had good relationships with law enforcement personnel from other departments, and with residents that came to conduct business.

32. Plaintiff had a good relationship with police personnel in her office, apart from Chief Martini.

33. Chief Martini and his fellow officers were aware that Plaintiff took medication for ADHD.

34. Chief Martini would intimidate Plaintiff under color of law when she requested time off. In or about 2013, Plaintiff was written up for using 30% of allotted sick time as having been "excessive" her use of her benefit.

35. Chief Martini (and later Chief Williver) also criticized Plaintiff for using her cell phone or being on social media.

36. While there was a social media policy, it was selectively enforced throughout the Township.

37. Police officers would often use their cell phones and sign on to Facebook while in their cars and in headquarters, on duty. They would view UTube and other social media, watching reality related shows, viewing Craigslist and using social media like Facebook.

38. Even Toni Theesfield (tax collector), Derek Macchia (CFO), and Susan Travis (Court Administrator/Clerk) all used cell phones while at work.

39. Plaintiff had excellent attendance, and would not use her cell phone while a visitor was in the office.

40. Chief Martini's criticisms, personal and professional, however, were taking a toll on Plaintiff, who in addition to ADHD, suffered from depression.

41. Chief Martini's comments had her in tears at work.

Job Tenure under Chief Williver (April 2015-Termination)

42. When Chief Martini was due to retire, Plaintiff was working for a brief overlap period under both Chief Martini and Chief Williver.

43. If Plaintiff forgot her medication for any reason she would become agitated and Chief Williver and his policemen would comment to the effect of, "is this a good day or a bad day" and would see her take her medication at work.

44. Despite her ADHD diagnosis, Lt. Noonan, under the direction of Chief Williver, would not let Plaintiff record conversations and would criticize her notes afterwards.

45. In or about April 2015, Plaintiff talked about contemplated surgery to address her weight and in June 2015, Plaintiff went so far as to have stomach surgery, and missed five (5) business days due to surgery.

46. Plaintiff had confided the surgery to the Chief Williver.

47. Even though Plaintiff was a Township of Chester employee, if Plaintiff referred to the terms of her employment, or Township of Chester policies and procedures in any way, including attendance issues, she would repeatedly be told by Chief Williver, "you work for the police department."

48. When Plaintiff asked Chief Williver why he would get so angry with her, he would reply "because I know what you are thinking and what you are about to say, and I don't like it."

49. In November 2013, Plaintiff attempted to stop drinking alcohol to self-medicate (in response to the hostile environment/harassment under Chief Martini) but was unable to cease drinking after that period in the absence of a therapist or medical assistance.

50. Plaintiff became more depressed and continued self-medicating outside of work with alcohol.

51. Plaintiff would never come to work under the influence of alcohol and did not miss work during this time period.

52. However, she realized her situation was worsening.

53. On or about April 27, 2016, Plaintiff checked herself into an alcohol outpatient program at EXCEL in Dover, NJ.

54. After the program, she began IOP on May 3, 2016.

55. On or about May 18, 2016, during the IOP program, she had a severe reaction to a candy she had taken from a bowl at the program, and was taken the emergency room.

56. The substance was identified as alcohol, though Plaintiff was in the program and had not had any alcohol nor tested positive for alcohol in the program and they symptoms were nothing like drunkenness, but felt more like a drug interaction (though Plaintiff did take nor had she ever tested positive for drugs).

57. Plaintiff did not miss work, even while she was in the program, except for one day spent in the hospital on May 19, 2017.

58. Shortly thereafter, another individual, an employee and counselor from the program, had the same experience and was rushed to the hospital with the same mysterious symptoms, including hallucination.

59. Upon information and belief, Plaintiff believes the candy was laced with an LSD like substance, and sought to have the candy tested.

60. On or about June 8, 2017, she told the Chief Williver about the alcohol outpatient program, though he dismissed the idea that she was an alcoholic. She spoke to the Chief Williver about her experience with the candy, and his advice was to have it tested at a lab.

61. On June 24, 2016, just three (3) weeks after turning fifty (50), and confiding in Chief Williver about her depression/alcoholism, Plaintiff was summarily fired.

62. After her termination, Plaintiff called to reach the administrator to discuss the situation and left a voicemail, thereafter receiving a "text" back from Deputy Clerk/Registrar Kathy Potter, "Ok, great thanks. "LOL-yah, I guess I better be careful now," regarding cell phone use.

63. This type of text/cell phone use was not uncommon. For example, a police officer's wife wrote on Facebook about his cellphone dying while at work, and he later emailed her at home to tell her he was on her way home.

64. Police officers would text Plaintiff at work.

65. Ten days before her IOP, her daughter had gall bladder surgery, on April 15, 2016, and Plaintiff texted back and forth with the Chief of Police and he texted to Plaintiff, "go ahead and have a glass of wine now."

66. The police would watch UTube at work to see a video of a policeman lifting 400 lbs.

67. Yet, Plaintiff was told when she was fired that the reason was her "cell phone use" and that the "labor attorney" told them it was legal to fire her for it.

68. When Plaintiff asked for a termination letter in writing, she was told that the police department did not have to give her a letter.

69. When Plaintiff later filed an EEOC claim (since withdrawn), the reason that Plaintiff was fired was changed, though cell phone use was cited.

Pension Issues

70. Throughout her job tenure under both Chief Martini and Williver, Plaintiff was a secretary and the only female employee at the time; there were no female officers.

71. In 2013, the Township of Chester's personnel policy changed.

72. Plaintiff took the job because she could retire with life time medical benefits in nine (9) years after her start date.

73. However, the Township Administrator announced that the "no length of service" would now be changed to a minimum of ten (10) years of service.

74. Plaintiff inquired and was advised by Carol Iseman of personnel that the policy had changed.

75. Plaintiff was the only person eligible to retire in less than ten (10) years at the time of the change.

76. Plaintiff was denied her post-employment benefits, and, upon information and belief, some pre-employment benefits (vacation days, sick time).

77. Though Plaintiff was told by Chief Williver that "you work for the police department", her insurance documents and pay checks indicate her employer was the Township of Chester and she would not be able to claim protection or benefits from the New Jersey State P.B.A.

78. Plaintiff did not receive any progressive disciplinary actions aside from a written warning in 2016 under Chief Williver.

79. Plaintiff belongs to a protected class as she is over fifty (50) years old.

80. Plaintiff has disabilities as defined by the New Jersey Law Against Discrimination and the ADA.

81. Plaintiff was summarily fired on June 2, 2016.

82. Plaintiff was replaced by a woman, Denise Reilly, who, upon information and belief, has less than ten (10) years of public service, thus instead of paying plaintiff her benefits when eligible in six (6) years, the Township of Chester would not be paying the replacements benefits for twenty (20) years.

FIRST COUNT
UNLAWFUL AGE, GENDER AND DISABILITY DISCRIMINATION
IN VIOLATION OF NEW JERSEY LAW AGAINST DISCRIMINATION, N.J.S.A. 10:5-
1 ET.SEQ. ("NJLAD")

83. Plaintiff repeats and realleges the allegations contained in paragraphs 1 through 82 as if fully set forth herein.

84. Plaintiff is a member of a protected class based on sex/gender, age and disability.

85. The accumulation and continuity of events over a two-year period or more, made it unreasonable for Plaintiff to remain in her then work environment.

86. The actions described hereinabove, all of which were performed in willful, wanton and reckless disregard of Plaintiff's rights under the NJLAD were reported to Plaintiff's supervisors. Hereinafter, Chief Martini and Chief Williver are also collectively referred to as "Supervising Officers".

87. The Defendants, based upon the allegations set forth above, have aided, abetted, incited, compelled, and/or coerced the doing of acts, against Plaintiff, that are unlawful pursuant to NJLAD.

88. Upon information and belief, Chief Martino and Chief Williver, and employees known or as yet unidentified, aided and abetted by facilitating wrongful insinuations/accusations

89. Adverse employment actions were taken against Plaintiff including changing her benefits plan that adversely affected only Plaintiff, and terminating Plaintiff.

90. Upon information and belief, upper management participated in the egregious acts.

WHEREFORE, pursuant to NJLAD, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

SECOND COUNT

UNLAWFUL RETALIATION, AIDING AND ABETTING PURSUANT TO NJLAD

91. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 90 as if fully set forth herein.

92. Plaintiff is a member of a protected class based on sex/gender, age and disability.

93. Plaintiff reported unlawful harassment and discrimination to her employer, Township of Chester and to her Supervising Officers.

94. The report of such activity is protected under the law, of which Plaintiff's supervisors, were aware.

95. Plaintiff's employer, Township of Chester, was aware of the sexual harassment and age, sex/gender and disability discrimination by its employees/supervisors but took no action to remove them or seriously reprimand them.

96. Plaintiff suffered loss of her job, pain, suffering, humiliation, anxiety, emotional distress, physical distress, loss of income during a period of disability proximately caused by the stress of her work situation and the harassment by her supervisors as to her weight, appearance, and disabilities, in addition to her age, injury to her reputation, and other damages, which continue to cause her distress and anxiety.

97. Anyone aiding, abetting, inciting, compelling, or coercing any person to commit unlawful discrimination or an unlawful employment practice against Plaintiff is liable to Plaintiff for damages.

98. The Township of Chester and Plaintiffs' supervisors knew of the injuries being caused to Plaintiff and took no action to intervene.

99. Subordinate police officers joined in with the Police Chiefs in ridiculing Plaintiff.

100. Subordinate police officers, upon information and belief, carried out the directives of their Supervisors in reporting Plaintiff for pre-textual infractions in order to place her employment and benefits in jeopardy.

WHEREFORE, pursuant to NJLAD, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit,

including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

THIRD COUNT
POLICE SUPERVISORY LIABILITY/VIOLATION OF DUE PROCESS/VIOLATION
OF N.J.S.A. 10:6-1 AND 42 U.S.C. SECTION 1983 AND NJLAD

101. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 100 as if fully set forth herein.

102. Defendants were at all times alleged herein, supervisors and/or persons with the responsibility and/or legal duty to control, supervise and train subordinates and directly participated in the conduct in the conduct giving rise to violations of Plaintiffs' Constitutional and Statutory Rights.

103. The Chief of Police has the duty to administer and enforce rules and regulations and directives for the disposition and discipline of the force and its officers and personnel.

104. Both of the Chiefs of Police during Plaintiff's tenure were "Supervising Officers" aware of the conduct, both prior to, during and immediately after the incidents that give rise to the underlying Verified Complaint and have a history of violating standard procedures as well as statutory and constitutional rights.

105. The Supervising Officers had the responsibility to prescribe duties and assignments of all subordinates and personnel.

106. The Supervising Officers had a duty to implement step discipline but failed to do so in the case of Plaintiff, firing her summarily.

107. The Supervising Officers had a duty to enforce the policies and procedures in Plaintiff's personnel manual and policies and procedures specific to the police department, but failed to do so on a fair and equal basis.

108. Subordinate personnel joined in with the Chiefs of Police ridiculing Plaintiff for her weight, and cell phone use (despite the fact that there was a double standard in that all police personnel frequently used social media and cell phones for personal use while on duty.

109. Criticizing Plaintiff's weight and appearance is a form of sexual harassment designed to intimidate and demean Plaintiff, and force her to comply with her supervisor's wrongful behavior.

110. The Supervising Officers insisted that Plaintiff adhere to the rules and obligations of the Police even though she was a Township public employee, not an officer, and not protected by the P.B.A. or any Union.

111. The Supervising Officers were not only aware of the unlawful conduct of their subordinates in criticizing and reporting Plaintiff, but by reviewing the incident reports drafted by subordinates and approving the same, the Supervising Officers ratified and/or endorsed, expressly or tacitly, the conduct of their subordinates.

112. As described in greater detail above, the Supervising Officers created a custom or policy and atmosphere under which the violations, discrimination and harassment occurred, perpetuated by police officers and Supervising Officers acting under color of State law to intimidate Plaintiff and deprive her of her constitutional rights to due process, as well as her property rights with respect to her pension.

113. As a direct and proximate result of the acts of the above Defendants, Plaintiff suffered physical and emotional injury, shame, humiliation, emotional damages, lost wages, costs associated with and a deprivation of constitutional rights guaranteed by the Constitution of the United States, and the Constitution of the State of New Jersey.

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WHEREFORE, pursuant to NJLAD, and N.J.S.A. 10:6-1 et seq., and 42 U.S.C. §1983, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

FOURTH COUNT

VIOLATION OF THE NEW JERSEY CIVIL RIGHTS ACT, N.J.S.A. 10:6-1 et seq. and 42 U.S.C. §1983/ N.J.S.A. 43:15A et seq. (Pensions)/ DISPARATE IMPACT DISCRIMINATION/MUNICIPAL EMPLOYEE ILLEGAL DISMISSAL, N.J.S.A. 40A:9-172 et seq.

114. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 113 as if fully set forth herein.

115. The constitutional and statutory provisions set forth above in N.J.S.A. 10:6-1 et seq., N.J.S.A. 43:15a et seq. and N.J.S.A. 40A:9-172 et seq. are intended to protect Plaintiff's property rights in her pension and compensation benefits with respect to life insurance and place clear obligations on the part of the Defendants with respect to same.

116. Defendants knowingly implemented a change in their policy with regard to health insurance benefits upon retirement, in a manner that was applied retroactively to Plaintiff and *only* impacted Plaintiff out of all the active Township employees on the payroll, resulting in a disparate impact on Plaintiff.

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117. The policy with regard to health insurance benefits upon retirement was part of what induced Plaintiff to take the position with the Township of Chester Police.

118. The policy with regard to health insurance benefits upon retirement was part of what induced Plaintiff to change positions from the Borough to the Township, despite the fact that upon doing so the Township did not honor the initial promise of salary to Plaintiff and she wound up taking a lower salary than was discussed with Chief Martini.

119. Plaintiff further was illegally dismissed and pursuant to N.J.S.A. 40A:9-172 (1) & (4) is entitled to back salary less earnings from other employment.

120. Defendants Township of Chester, Police Chief Martini, and Police Chief Williver acted, under color of law, in violation of N.J.S.A. 10:6-1 and 40A:9-172 et seq., to use their position of authority to intimidate Plaintiff into not enforcing or using her employee benefits such as sick time/vacation time, to make Plaintiff believe she was not entitled to the protections and rights under the Township of Chester's policies, rules and procedures, as well as to her benefits because she worked "for the police department", and coerced others to act under color of law, namely subordinate officers, to harass and discriminate against Plaintiff due to age, disability and sex/gender.

121. Plaintiff was deprived by Township officials of her civil and constitutional rights.

WHEREFORE, pursuant to NJLAD, N.J.S.A. 10:6-1 and 40A:9-172, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under

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statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff demands judgment against Defendants, jointly and severally, assessing penalties and sanctions and awarding to Plaintiff and against Defendants:

A. Compensatory and consequential damages, including all losses resulting from Defendants' unlawful actions, including, but not limited to lost wages and benefits, plus interest, and emotional distress damages;

B. Punitive damages, due to the outrageous nature of the offensive conduct;

C. Pre-judgment and post-judgment interest;

D. Costs and disbursements of suit, including reasonable attorneys' fees required to bring this civil suit;

E. Statutorily imposed damages; and

F. Any such other relief deemed by the court to be equitable and just, as provided by law.

JURY DEMAND

Please take notice that Plaintiff hereby demands a trial by jury as to all issues set forth in this Verified Complaint.

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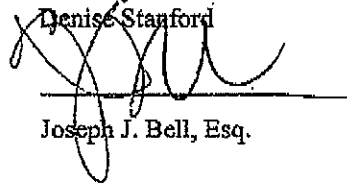
DESIGNATION OF TRIAL COUNSEL

Joseph J. Bell, Esq., of the Bell & Shivas, P.C. is hereby designated as Trial Counsel on behalf of Plaintiff Denise Stanford in the above-captioned matter.

BELL & SHIVAS, P.C.

Attorneys for Plaintiff

Denise Stanford



Joseph J. Bell, Esq.

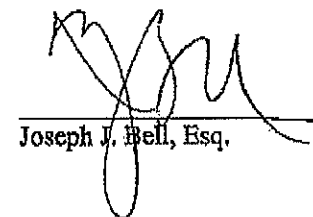
Dated: October 31, 2017**CERTIFICATION**

Pursuant to Local Rule 11.2, I certify that the matter in controversy alleged in the foregoing Complaint is not currently being litigated before any Court and the matter is not the subject of any alternative dispute resolution proceedings.

BELL & SHIVAS, P.C.

Attorneys for Plaintiff

Denise Stanford



Joseph J. Bell, Esq.

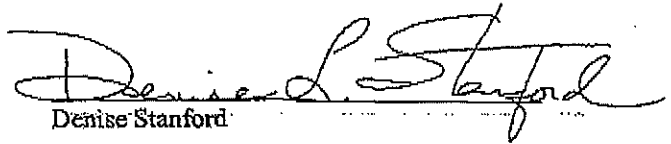
Dated: October 31, 2017

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CERTIFICATION OF VERIFICATION AND NON-COLLUSION

1. I am the Plaintiff in the foregoing Complaint. The allegations contained in said Complaint are true to the best of my information, knowledge and belief. The said Complaint is made in truth, good faith, and without collusion for the causes set forth therein.

2. I hereby certify that the foregoing statements made by me are true. I understand that if any of the foregoing statements are willfully false, I am subject to punishment.


Denise Stanford

DATED: 10/31/17

SUMMONS

Attorney(s) JOSEPH J. BELL, ESQ.Office Address P.O. Box 220, 150 Mineral Springs DriveTown, State, Zip Code Rockaway, NJ 07866Telephone Number 973-442-7900

Attorney(s) for Plaintiff _____

Denise Stanford_____
Plaintiff(s)

vs.

Township of Chester, et als._____
Defendant(s)

From The State of New Jersey To The Defendant(s) Named Above:

The plaintiff, named above, has filed a lawsuit against you in the Superior Court of New Jersey. The complaint attached to this summons states the basis for this lawsuit. If you dispute this complaint, you or your attorney must file a written answer or motion and proof of service with the deputy clerk of the Superior Court in the county listed above within 35 days from the date you received this summons, not counting the date you received it. (A directory of the addresses of each deputy clerk of the Superior Court is available in the Civil Division Management Office in the county listed above and online at http://www.njcourts.gov/forms/10153_deptyclerklawref.pdf.) If the complaint is one in foreclosure, then you must file your written answer or motion and proof of service with the Clerk of the Superior Court, Hughes Justice Complex, P.O. Box 971, Trenton, NJ 08625-0971. A filing fee payable to the Treasurer, State of New Jersey and a completed Case Information Statement (available from the deputy clerk of the Superior Court) must accompany your answer or motion when it is filed. You must also send a copy of your answer or motion to plaintiff's attorney whose name and address appear above, or to plaintiff, if no attorney is named above. A telephone call will not protect your rights; you must file and serve a written answer or motion (with fee of \$175.00 and completed Case Information Statement) if you want the court to hear your defense.

If you do not file and serve a written answer or motion within 35 days, the court may enter a judgment against you for the relief plaintiff demands, plus interest and costs of suit. If judgment is entered against you, the Sheriff may seize your money, wages or property to pay all or part of the judgment.

If you cannot afford an attorney, you may call the Legal Services office in the county where you live or the Legal Services of New Jersey Statewide Hotline at 1-888-LSNJ-LAW (1-888-576-5529). If you do not have an attorney and are not eligible for free legal assistance, you may obtain a referral to an attorney by calling one of the Lawyer Referral Services. A directory with contact information for local Legal Services Offices and Lawyer Referral Services is available in the Civil Division Management Office in the county listed above and online at http://www.njcourts.gov/forms/10153_deptyclerklawref.pdf.

Michelle M. M...
Clerk of the Superior Court

DATED: 11/13/2017Name of Defendant to Be Served: Chief of Police Wayne Martini of Township of Chester Police DepartmentAddress of Defendant to Be Served: 1 Parker Road, Chester, NJ 07930

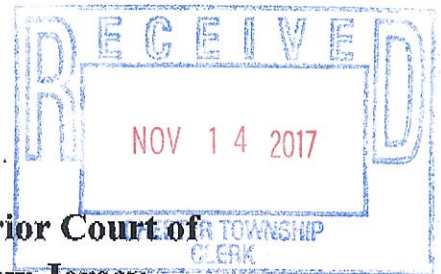
Superior Court of
New Jersey

Morris _____ County

Law _____ Division

Docket No: MRS-L-2347-17

CIVIL ACTION
SUMMONS



**Directory of Superior Court Deputy Clerk's Offices
County Lawyer Referral and Legal Services Offices**

ATLANTIC COUNTY:

Deputy Clerk of the Superior Court
Civil Division, Direct Filing
1201 Bacharach Blvd., First Fl.
Atlantic City, NJ 08401

LAWYER REFERRAL
(609) 345-3444
LEGAL SERVICES
(609) 348-4200

BERGEN COUNTY:

Deputy Clerk of the Superior Court
Civil Division, Room 115
Justice Center, 10 Main St.
Hackensack, NJ 07601

LAWYER REFERRAL
(201) 488-0044
LEGAL SERVICES
(201) 487-2166

BURLINGTON COUNTY:

Deputy Clerk of the Superior Court
Central Processing Office
Attn: Judicial Intake
First Fl., Courts Facility
49 Rancocas Rd.
Mt. Holly, NJ 08060

LAWYER REFERRAL
(609) 261-4862
LEGAL SERVICES
(609) 261-1088

CAMDEN COUNTY:

Deputy Clerk of the Superior Court
Civil Processing Office
Hall of Justice
1st Fl., Suite 150
101 South 5th Street
Camden, NJ 08103

LAWYER REFERRAL
(856) 482-0618
LEGAL SERVICES
(856) 964-2010

CAPE MAY COUNTY:

Deputy Clerk of the Superior Court
9 N. Main Street
Cape May Court House, NJ 08210

LAWYER REFERRAL
(609) 463-0313
LEGAL SERVICES
(609) 465-3001

CUMBERLAND COUNTY:

Deputy Clerk of the Superior Court
Civil Case Management Office
60 West Broad Street
P.O. Box 10
Bridgeton, NJ 08302

LAWYER REFERRAL
(856) 696-5550
LEGAL SERVICES
(856) 691-0494

ESSEX COUNTY:

Deputy Clerk of the Superior Court
Civil Customer Service
Hall of Records, Room 201
465 Dr. Martin Luther King Jr. Blvd.
Newark, NJ 07102

LAWYER REFERRAL
(973) 622-6204
LEGAL SERVICES
(973) 624-4500

GLOUCESTER COUNTY:

Deputy Clerk of the Superior Court
Civil Case Management Office
Attn: Intake
First Fl., Court House
1 North Broad Street
Woodbury, NJ 08096

LAWYER REFERRAL
(856) 848-4589
LEGAL SERVICES
(856) 848-5360

HUDSON COUNTY:

Deputy Clerk of the Superior Court
Superior Court, Civil Records Dept.
Brennan Court House--1st Floor
583 Newark Ave.
Jersey City, NJ 07306

LAWYER REFERRAL
(201) 798-2727
LEGAL SERVICES
(201) 792-6363

HUNTERDON COUNTY:

Deputy Clerk of the Superior Court
Civil Division
65 Park Avenue
Flemington, NJ 08822

LAWYER REFERRAL
(908) 236-6109
LEGAL SERVICES
(908) 782-7979

MERCER COUNTY:

Deputy Clerk of the Superior Court
Local Filing Office, Courthouse
175 S. Broad Street, P.O. Box 8068
Trenton, NJ 08650

LAWYER REFERRAL
(609) 585-6200
LEGAL SERVICES
(609) 695-6249

MIDDLESEX COUNTY:

Deputy Clerk of the Superior Court,
Middlesex Vicinage
2nd Floor - Tower
56 Paterson Street, P.O. Box 2633
New Brunswick, NJ 08903-2633

LAWYER REFERRAL
(732) 828-0053
LEGAL SERVICES
(732) 249-7600

MONMOUTH COUNTY:

Deputy Clerk of the Superior Court
Court House
P.O. Box 1269
Freehold, NJ 07728-1269

LAWYER REFERRAL
(732) 431-5544
LEGAL SERVICES
(732) 866-0020

MORRIS COUNTY:

Morris County Courthouse
Civil Division
Washington and Court Streets
P. O. Box 910
Morristown, NJ 07963-0910

LAWYER REFERRAL
(973) 267-5882
LEGAL SERVICES
(973) 285-6911

OCEAN COUNTY:

Deputy Clerk of the Superior Court
118 Washington Street, Room 121
P.O. Box 2191
Toms River, NJ 08754-2191

LAWYER REFERRAL
(732) 240-3666
LEGAL SERVICES
(732) 341-2727

PASSAIC COUNTY:

Deputy Clerk of the Superior Court
Civil Division
Court House
77 Hamilton Street
Paterson, NJ 07505

LAWYER REFERRAL
(973) 278-9223
LEGAL SERVICES
(973) 523-2900

SALEM COUNTY:

Deputy Clerk of the Superior Court
Attn: Civil Case Management Office
92 Market Street
Salem, NJ 08079

LAWYER REFERRAL
(856) 935-5629
LEGAL SERVICES
(856) 691-0494

SOMERSET COUNTY:

Deputy Clerk of the Superior Court
Civil Division
P.O. Box 3000
40 North Bridge Street
Somerville, N.J. 08876

LAWYER REFERRAL
(908) 685-2323
LEGAL SERVICES
(908) 231-0840

SUSSEX COUNTY:

Deputy Clerk of the Superior Court
Sussex County Judicial Center
43-47 High Street
Newton, NJ 07860

LAWYER REFERRAL
(973) 267-5882
LEGAL SERVICES
(973) 383-7400

UNION COUNTY:

Deputy Clerk of the Superior Court
1st Fl., Court House
2 Broad Street
Elizabeth, NJ 07207-6073

LAWYER REFERRAL
(908) 353-4715
LEGAL SERVICES
(908) 354-4340

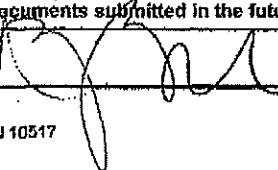
WARREN COUNTY:

Deputy Clerk of the Superior Court
Civil Division Office
Court House
413 Second Street
Belvidere, NJ 07823-1500

LAWYER REFERRAL
(908) 859-4300
LEGAL SERVICES
(908) 475-2010

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Appendix XII-B1

	CIVIL CASE INFORMATION STATEMENT (CIS) Use for initial Law Division Civil Part pleadings (not motions) under <i>Rule 4:5-1</i> Pleading will be rejected for filing, under <i>Rule 1:5-6(c)</i>, if information above the black bar is not completed or attorney's signature is not affixed		FOR USE BY CLERK'S OFFICE ONLY PAYMENT TYPE: ☐ CK ☐ CC ☐ CA CHG/CK NO.: AMOUNT: OVERPAYMENT: BATCH NUMBER:	
	ATTORNEY / PRO SE NAME Joseph J. Bell, Esq.		TELEPHONE NUMBER (973) 442-7900	
	FIRM NAME (if applicable) Bell & Shivas, P.C.		COUNTY OF VENUE Morris	
	OFFICE ADDRESS P.O. Box 220 150 Mineral Springs Drive Rockaway, NJ 07866		DOCKET NUMBER (when available) MRS-L-	
			DOCUMENT TYPE Verified Complaint	
NAME OF PARTY (e.g., John Doe, Plaintiff) Denise Stanford		CAPTION Stanford v. Township of Chester		
CASE TYPE NUMBER (See reverse side for listing) 618 & 005	HURRICANE SANDY RELATED? ☐ YES ☒ NO	IS THIS A PROFESSIONAL MALPRACTICE CASE? ☐ YES ☒ NO IF YOU HAVE CHECKED "YES," SEE N.J.S.A. 2A:53A-27 AND APPLICABLE CASE LAW REGARDING YOUR OBLIGATION TO FILE AN AFFIDAVIT OF MERIT.		
RELATED CASES PENDING? ☐ Yes ☒ No		IF YES, LIST DOCKET NUMBERS		
DO YOU ANTICIPATE ADDING ANY PARTIES (arising out of same transaction or occurrence)? ☐ Yes ☒ No		NAME OF DEFENDANT'S PRIMARY INSURANCE COMPANY (if known) ☐ NONE ☒ UNKNOWN		
THE INFORMATION PROVIDED ON THIS FORM CANNOT BE INTRODUCED INTO EVIDENCE.				
CASE CHARACTERISTICS FOR PURPOSES OF DETERMINING IF CASE IS APPROPRIATE FOR MEDIATION				
DO PARTIES HAVE A CURRENT, PAST OR RECURRENT RELATIONSHIP? ☒ Yes ☐ No		IF YES, IS THAT RELATIONSHIP: ☒ EMPLOYER/EMPLOYEE ☐ FRIEND/NEIGHBOR ☐ OTHER (explain) ☐ FAMILIAL ☐ BUSINESS		
DOES THE STATUTE GOVERNING THIS CASE PROVIDE FOR PAYMENT OF FEES BY THE LOSING PARTY? ☐ Yes ☒ No				
USE THIS SPACE TO ALERT THE COURT TO ANY SPECIAL CASE CHARACTERISTICS THAT MAY WARRANT INDIVIDUAL MANAGEMENT OR ACCELERATED DISPOSITION				
 DO YOU OR YOUR CLIENT NEED ANY DISABILITY ACCOMMODATIONS? ☐ Yes ☒ No		IF YES, PLEASE IDENTIFY THE REQUESTED ACCOMMODATION		
WILL AN INTERPRETER BE NEEDED? ☐ Yes ☒ No		IF YES, FOR WHAT LANGUAGE?		
I certify that confidential personal identifiers have been redacted from documents now submitted to the court, and will be redacted from all documents submitted in the future in accordance with <i>Rule 1:38-7(b)</i> .				
ATTORNEY SIGNATURE 				

Side 2



CIVIL CASE INFORMATION STATEMENT (CIS)

Use for Initial pleadings (not motions) under Rule 4.5-1

CASE TYPES (Choose one and enter number of case type in appropriate space on the reverse side.)

Track I - 150 days' discovery

- 151 NAME CHANGE
- 175 FORFEITURE
- 302 TENANCY
- 399 REAL PROPERTY (other than Tenancy, Contract, Condemnation, Complex Commercial or Construction)
- 502 BOOK ACCOUNT (debt collection matters only)
- 505 OTHER INSURANCE CLAIM (including declaratory judgment actions)
- 508 PIP COVERAGE
- 510 UM or UIM CLAIM (coverage issues only)
- 511 ACTION ON NEGOTIABLE INSTRUMENT
- 512 LEMON LAW
- 801 SUMMARY ACTION
- 802 OPEN PUBLIC RECORDS ACT (summary action)
- 999 OTHER (briefly describe nature of action)

Track II - 300 days' discovery

- 305 CONSTRUCTION
- 509 EMPLOYMENT (other than CEPA or LAD)
- 599 CONTRACT/COMMERCIAL TRANSACTION
- 603N AUTO NEGLIGENCE - PERSONAL INJURY (non-verbal threshold)
- 603Y AUTO NEGLIGENCE - PERSONAL INJURY (verbal threshold)
- 605 PERSONAL INJURY
- 810 AUTO NEGLIGENCE - PROPERTY DAMAGE
- 621 UM or UIM CLAIM (includes bodily injury)
- 699 TORT - OTHER

Track III - 450 days' discovery

- 005 CIVIL RIGHTS
- 301 CONDEMNATION
- 602 ASSAULT AND BATTERY
- 604 MEDICAL MALPRACTICE
- 606 PRODUCT LIABILITY
- 607 PROFESSIONAL MALPRACTICE
- 608 TOXIC TORT
- 609 DEFAMATION
- 616 WHISTLEBLOWER / CONSCIENTIOUS EMPLOYEE PROTECTION ACT (CEPA) CASES
- 617 INVERSE CONDEMNATION
- 618 LAW AGAINST DISCRIMINATION (LAD) CASES

Track IV - Active Case Management by Individual Judge / 450 days' discovery

- 166 ENVIRONMENTAL/ENVIRONMENTAL COVERAGE LITIGATION
- 303 MT. LAUREL
- 508 COMPLEX COMMERCIAL
- 513 COMPLEX CONSTRUCTION
- 514 INSURANCE FRAUD
- 620 FALSE CLAIMS ACT
- 701 ACTIONS IN LIEU OF PREROGATIVE WRITS

Multicounty Litigation (Track IV)

- | | |
|--|---|
| 271 ACCUTANE/ISOTRETINOIN | 292 PELVIC MESH/BARD |
| 274 RISPERDAL/SEROQUEL/ZYPREXA | 293 DEPUY ASR HIP IMPLANT LITIGATION |
| 281 BRISTOL-MYERS SQUIBB ENVIRONMENTAL | 295 ALLODERM REGENERATIVE TISSUE MATRIX |
| 282 FOSAMAX | 296 STRYKER REJUVENATE/ABG II MODULAR HIP STEM COMPONENTS |
| 285 STRYKER TRIDENT HIP IMPLANTS | 297 MIRENA CONTRACEPTIVE DEVICE |
| 286 LEVAQUIN | 299 OLMESARTAN MEDOXOMIL MEDICATIONS/BENICAR |
| 287 YAZ/YASMIN/OCELLA | 300 TALC-BASED BODY POWDERS |
| 289 REGLAN | 601 ASBESTOS |
| 290 POMPTON LAKES ENVIRONMENTAL LITIGATION | 623 PROPECIA |
| 291 PELVIC MESH/GYNECARE | 624 STRYKER LFIT CoCr V40 FEMORAL HEADS |

If you believe this case requires a track other than that provided above, please indicate the reason on Side 1, in the space under "Case Characteristics."

Please check off each applicable category ☐ Putative Class Action ☐ Title 59

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Joseph J. Bell, Esq. (No. 016881985)
BELL & SHIVAS, P.C.
150 Mineral Springs Drive
P.O. Box 220
Rockaway, New Jersey 07866
Tel. 973-442-7900
Fax 973-442-7990
Attorneys for Plaintiff
Denise Stanton

DENISE STANFORD,

Plaintiff,

v.

TOWNSHIP OF CHESTER, TOWNSHIP OF
CHESTER POLICE DEPARTMENT, CHIEF
OF POLICE WAYNE MARTINI,
individually and in his professional capacity as
Chief of Police of the Twp. of Chester, CHIEF
THOMAS WILLIVER, individually and in his
professional capacity as Chief of Police of the
Twp. of Chester, JOHN/JANE DOES #1-10
individually and in their public entity business
capacities, ABC CORPS. #1-10,

Defendants.

SUPERIOR COURT OF NEW JERSEY
LAW DIVISION: MORRIS COUNTY

DOCKET NO.: MRS-L-2347-17

CIVIL ACTION

AMENDED VERIFIED COMPLAINT

Plaintiff Denise Stanford ("Plaintiff"), residing at 30 Carey Road, Succasunna, NJ 07876 (Morris County), by way of Complaint against Township of Chester, Township of Chester Police Department, Chief of Police Wayne Martini, individually and in his professional capacity as Chief of Police of the Township of Chester, Chief of Police Thomas Williver, individually and in his professional capacity as Chief of Police of the Township of Chester John/Jane Does #1-10 individually and in their corporate capacities, ABC Corps. #1-10, (collectively, "Defendant(s)"), hereby states as follows:

INTRODUCTION

1. This matter involves a continuous pattern of wrongful discrimination, based on age, sex and disability, hostile work environment and retaliation by Defendants against Plaintiff, in violation of the New Jersey Law Against Discrimination ("NJLAD"), N.J.S.A. 10:5-1 et seq., and the violation of Plaintiff's Constitutional Rights Pursuant to the New Jersey and Federal Constitutions.

2. Plaintiff, was at all times an employee of the Township of Chester, New Jersey in its Police Department. Plaintiff is fifty-one (51) years old and suffers from multiple disabilities.

3. Defendant Township of Chester is located within the State of New Jersey (Morris County).

4. Defendant Township of Chester Police Department is located at One Parker Road, Chester Township, NJ 07930 (Morris County).

5. Defendant Chief of Police Wayne Martini ("Chief Martini"), is named individually and in his professional capacity as Chief of Police of the Township of Chester, and was Plaintiff's direct supervisor from June 2012 through April 2015.

6. Defendant Chief of Police Thomas Williver ("Chief Williver"), is named individually and in his professional capacity as Chief of Police of the Township of Chester, and was Plaintiff's direct supervisor from April 2015 through June 2016.

FACTS COMMON TO ALL COUNTS **Background as Public Employee**

7. In or about May of 2009, Plaintiff was hired by the Borough of Chester Police Department, under the supervision of Chief Andre Kedrowitsch.

8. At that time Plaintiff already had twenty (20) years of service in the Public Employees Retirement System.

9. In April 2012, Chief Martini approached Plaintiff indicating that his Department Secretary/Records Clerk, was not a good fit for the Department, and was terminated.

10. Chief Martini asked Plaintiff if she could work part-time in order to assist his Department with paperwork and administrative duties.

11. The Borough Administrator and her then supervisor, Chief Andre Kedrowitsch, consented to allow Plaintiff to work on her lunch hour and on weekends as interim staff support for the Township of Chester.

Job Tenure under Chief Martini (2012-2015)

12. Eventually, Chief Martini urged Plaintiff to apply for the Secretary's position for full-time employment.

13. Chief Martini suggested to Plaintiff that her pay would increase 35%.

14. Most attractive to Plaintiff was the fact that Chester Township's Chapter 88 policy, described that there was no minimum length of service for employees to obtain in order to receive full medical benefits at retirement.

15. Plaintiff was eligible for PERS retirement in 2021.

16. Plaintiff consulted Chief Kedrowitsch, who had been supportive of Plaintiff's career path, and with his consent, applied for the full-time position at the Township of Chester Police Department.

17. Plaintiff was only offered a 16% pay increase, but negotiated three weeks of vacation time (consistent with her vacation benefit while at the Borough of Chester).

18. Plaintiff also confirmed again the Township of Chester's Chapter 88 policy, that there was no minimum length of service required for retirement and benefits.

19. However, Plaintiff did not receive confirmation in writing.

20. Plaintiff accepted the position and began work June 19, 2012.

21. At that time, she was asked to review and sign for a copy of the Township of Chester Personnel Manual, a fifty (50) page document containing the Township of Chester's employment rules, regulations and guidelines.

22. Though Plaintiff had heard while working at the Borough that Chief Martini could be difficult to work with, nothing prepared her for the environment she would work in after taking over her predecessor's position.

23. Chief Martini was rarely satisfied with anyone's performance.

24. What was worse, however, was his commentary of people's outward appearance and physique.

25. Plaintiff was, at the time, a single mother raising three teenagers and was sixty (60) pounds overweight.

26. Moreover, as a single mother on a limited income, Plaintiff did not have excess dollars to spend on her wardrobe.

27. Plaintiff, like her predecessor, was the only female working in the Police Department's offices.

28. Chief Martini began commenting on a frequent basis, and in a negative or "under-toned" manner about Plaintiff's wardrobe, physical appearance and fitness to the point that Plaintiff began to "hate" herself.

29. In Plaintiff's first sixteen (16) weeks of employ, Chief Martini micro-managed and constantly criticized her work.

30. While Plaintiff had never received complaints in her over twenty (20) years as a public employee, including when she worked for the Borough of Chester, she began receiving criticism from Chief Martini about her job performance.

31. Plaintiff had good relationships with law enforcement personnel from other departments, and with residents that came to conduct business.

32. Plaintiff had a good relationship with police personnel in her office, apart from Chief Martini.

33. Chief Martini and his fellow officers were aware that Plaintiff took medication for ADHD.

34. Chief Martini would intimidate Plaintiff under color of law when she requested time off. In or about 2013, Plaintiff was written up for using 30% of allotted sick time as having been "excessive" her use of her benefit.

35. Chief Martini (and later Chief Williver) also criticized Plaintiff for using her cell phone or being on social media.

36. While there was a social media policy, it was selectively enforced throughout the Township.

37. Police officers would often use their cell phones and sign on to Facebook while in their cars and in headquarters, on duty. They would view UTube and other social media, watching reality related shows, viewing Craigslist and using social media like Facebook.

38. Even Toni Theesfield (tax collector), Derek Macchia (CFO), and Susan Travis (Court Administrator/Clerk) all used cell phones while at work.

39. Plaintiff had excellent attendance, and would not use her cell phone while a visitor was in the office.

40. Chief Martini's criticisms, personal and professional, however, were taking a toll on Plaintiff, who in addition to ADHD, suffered from depression.

41. Chief Martini's comments had her in tears at work.

Job Tenure under Chief Williver (April 2015-Termination)

42. When Chief Martini was due to retire, Plaintiff was working for a brief overlap period under both Chief Martini and Chief Williver.

43. If Plaintiff forgot her medication for any reason she would become agitated and Chief Williver and his policemen would comment to the effect of, "is this a good day or a bad day" and would see her take her medication at work.

44. Despite her ADHD diagnosis, Lt. Noonan, under the direction of Chief Williver, would not let Plaintiff record conversations and would criticize her notes afterwards.

45. In or about April 2015, Plaintiff talked about contemplated surgery to address her weight and in June 2015, Plaintiff went so far as to have stomach surgery, and missed five (5) business days due to surgery.

46. Plaintiff had confided the surgery to the Chief Williver.

47. Even though Plaintiff was a Township of Chester employee, if Plaintiff referred to the terms of her employment, or Township of Chester policies and procedures in any way, including attendance issues, she would repeatedly be told by Chief Williver, "you work for the police department."

48. When Plaintiff asked Chief Williver why he would get so angry with her, he would reply "because I know what you are thinking and what you are about to say, and I don't like it."

49. In November 2013, Plaintiff attempted to stop drinking alcohol to self-medicate (in response to the hostile environment/harassment under Chief Martini) but was unable to cease drinking after that period in the absence of a therapist or medical assistance.

50. Plaintiff became more depressed and continued self-medicating outside of work with alcohol.

51. Plaintiff would never come to work under the influence of alcohol and did not miss work during this time period.

52. However, she realized her situation was worsening.

53. On or about April 27, 2016, Plaintiff checked herself into an alcohol outpatient program at EXCEL in Dover, NJ.

54. After the program, she began IOP on May 3, 2016.

55. On or about May 18, 2016, during the IOP program, she had a severe reaction to a candy she had taken from a bowl at the program, and was taken to the emergency room.

56. The substance was identified as alcohol, though Plaintiff was in the program and had not had any alcohol nor tested positive for alcohol in the program and their symptoms were nothing like drunkenness, but felt more like a drug interaction (though Plaintiff did take nor had she ever tested positive for drugs).

57. Plaintiff did not miss work, even while she was in the program, except for one day spent in the hospital on May 19, 2017.

58. Shortly thereafter, another individual, an employee and counselor from the program, had the same experience and was rushed to the hospital with the same mysterious symptoms, including hallucination.

59. Upon information and belief, Plaintiff believes the candy was laced with an LSD like substance, and sought to have the candy tested.

60. On or about June 8, 2017, she told the Chief Williver about the alcohol outpatient program, though he dismissed the idea that she was an alcoholic. She spoke to the Chief Williver about her experience with the candy, and his advice was to have it tested at a lab.

61. On June 24, 2016, just three (3) weeks after turning fifty (50), and confiding in Chief Williver about her depression/alcoholism, Plaintiff was summarily fired.

62. After her termination, Plaintiff called to reach the administrator to discuss the situation and left a voicemail, thereafter receiving a "text" back from Deputy Clerk/Registrar Kathy Potter, "Ok, great thanks. "LOL-yah, I guess I better be careful now," regarding cell phone use.

63. This type of text/cell phone use was not uncommon. For example, a police officer's wife wrote on Facebook about his cellphone dying while at work, and he later emailed her at home to tell her he was on her way home.

64. Police officers would text Plaintiff at work.

65. Ten days before her IOP, her daughter had gall bladder surgery, on April 15, 2016, and Plaintiff texted back and forth with the Chief of Police and he texted to Plaintiff, "go ahead and have a glass of wine now."

66. The police would watch UTube at work to see a video of a policeman lifting 400 lbs.

67. Yet, Plaintiff was told when she was fired that the reason was her "cell phone use" and that the "labor attorney" told them it was legal to fire her for it.

68. When Plaintiff asked for a termination letter in writing, she was told that the police department did not have to give her a letter.

69. When Plaintiff later filed an EEOC claim (since withdrawn), the reason that Plaintiff was fired was changed, though cell phone use was cited.

Pension Issues

70. Throughout her job tenure under both Chief Martini and Williver, Plaintiff was a secretary and the only female employee at the time; there were no female officers.

71. In 2013, the Township of Chester's personnel policy changed.

72. Plaintiff took the job because she could retire with life time medical benefits in nine (9) years after her start date.

73. However, the Township Administrator announced that the "no length of service" would now be changed to a minimum of ten (10) years of service.

74. Plaintiff inquired and was advised by Carol Iseman of personnel that the policy had changed.

75. Plaintiff was the only person eligible to retire in less than ten (10) years at the time of the change.

76. Plaintiff was denied her post-employment benefits, and, upon information and belief, some pre-employment benefits (vacation days, sick time).

77. Though Plaintiff was told by Chief Williver that "you work for the police department", her insurance documents and pay checks indicate her employer was the Township of Chester and she would not be able to claim protection or benefits from the New Jersey State P.B.A.

78. Plaintiff did not receive any progressive disciplinary actions aside from a written warning in 2016 under Chief Williver.

79. Plaintiff belongs to a protected class as she is over fifty (50) years old.

80. Plaintiff has disabilities as defined by the New Jersey Law Against Discrimination and the ADA.

81. Plaintiff was summarily fired on June 2, 2016.

82. Plaintiff was replaced by a woman, Denise Reilly, who, upon information and belief, has less than ten (10) years of public service, thus instead of paying plaintiff her benefits when eligible in six (6) years, the Township of Chester would not be paying the replacements benefits for twenty (20) years.

FIRST COUNT
UNLAWFUL AGE, GENDER AND DISABILITY DISCRIMINATION
IN VIOLATION OF NEW JERSEY LAW AGAINST DISCRIMINATION, N.J.S.A. 10:5-1 ET.SEQ. ("NJLAD")

83. Plaintiff repeats and realleges the allegations contained in paragraphs 1 through 82 as if fully set forth herein.

84. Plaintiff is a member of a protected class based on sex/gender, age and disability.

85. The accumulation and continuity of events over a two-year period or more, made it unreasonable for Plaintiff to remain in her then work environment.

86. The actions described hereinabove, all of which were performed in willful, wanton and reckless disregard of Plaintiff's rights under the NJLAD were reported to Plaintiff's supervisors. Hereinafter, Chief Martini and Chief Williver are also collectively referred to as "Supervising Officers".

87. The Defendants, based upon the allegations set forth above, have aided, abetted, incited, compelled, and/or coerced the doing of acts, against Plaintiff, that are unlawful pursuant to NJLAD.

88. Upon information and belief, Chief Martino and Chief Williver, and employees known or as yet unidentified, aided and abetted by facilitating wrongful insinuations/accusations

89. Adverse employment actions were taken against Plaintiff including changing her benefits plan that adversely affected only Plaintiff, and terminating Plaintiff.

90. Upon information and belief, upper management participated in the egregious acts.

WHEREFORE, pursuant to NJLAD, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

SECOND COUNT

UNLAWFUL RETALIATION, AIDING AND ABETTING PURSUANT TO NJLAD

91. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 90 as if fully set forth herein.

92. Plaintiff is a member of a protected class based on sex/gender, age and disability.

93. Plaintiff reported unlawful harassment and discrimination to her employer, Township of Chester and to her Supervising Officers.

94. The report of such activity is protected under the law, of which Plaintiff's supervisors, were aware.

95. Plaintiff's employer, Township of Chester, was aware of the sexual harassment and age, sex/gender and disability discrimination by its employees/supervisors but took no action to remove them or seriously reprimand them.

96. Plaintiff suffered loss of her job, pain, suffering, humiliation, anxiety, emotional distress, physical distress, loss of income during a period of disability proximately caused by the stress of her work situation and the harassment by her supervisors as to her weight, appearance, and disabilities, in addition to her age, injury to her reputation, and other damages, which continue to cause her distress and anxiety.

97. Anyone aiding, abetting, inciting, compelling, or coercing any person to commit unlawful discrimination or an unlawful employment practice against Plaintiff is liable to Plaintiff for damages.

98. The Township of Chester and Plaintiffs' supervisors knew of the injuries being caused to Plaintiff and took no action to intervene.

99. Subordinate police officers joined in with the Police Chiefs in ridiculing Plaintiff.

100. Subordinate police officers, upon information and belief, carried out the directives of their Supervisors in reporting Plaintiff for pre-textual infractions in order to place her employment and benefits in jeopardy.

WHEREFORE, pursuant to NJLAD, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit,

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including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

THIRD COUNT
POLICE SUPERVISORY LIABILITY/VIOLATION OF DUE PROCESS/VIOLATION
OF N.J.S.A. 10:6-1 AND 42 U.S.C. SECTION 1983 AND NJLAD

101. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 100 as if fully set forth herein.

102. Defendants were at all times alleged herein, supervisors and/or persons with the responsibility and/or legal duty to control, supervise and train subordinates and directly participated in the conduct giving rise to violations of Plaintiffs' Constitutional and Statutory Rights.

103. The Chief of Police has the duty to administer and enforce rules and regulations and directives for the disposition and discipline of the force and its officers and personnel.

104. Both of the Chiefs of Police during Plaintiff's tenure were "Supervising Officers" aware of the conduct, both prior to, during and immediately after the incidents that give rise to the underlying Verified Complaint and have a history of violating standard procedures as well as statutory and constitutional rights.

105. The Supervising Officers had the responsibility to prescribe duties and assignments of all subordinates and personnel.

106. The Supervising Officers had a duty to implement step discipline but failed to do so in the case of Plaintiff, firing her summarily.

107. The Supervising Officers had a duty to enforce the policies and procedures in Plaintiff's personnel manual and policies and procedures specific to the police department, but failed to do so on a fair and equal basis.

108. Subordinate personnel joined in with the Chiefs of Police ridiculing Plaintiff for her weight, and cell phone use (despite the fact that there was a double standard in that all police personnel frequently used social media and cell phones for personal use while on duty.

109. Criticizing Plaintiff's weight and appearance is a form of sexual harassment designed to intimidate and demean Plaintiff, and force her to comply with her supervisor's wrongful behavior.

110. The Supervising Officers insisted that Plaintiff adhere to the rules and obligations of the Police even though she was a Township public employee, not an officer, and not protected by the P.B.A. or any Union.

111. The Supervising Officers were not only aware of the unlawful conduct of their subordinates in criticizing and reporting Plaintiff, but by reviewing the incident reports drafted by subordinates and approving the same, the Supervising Officers ratified and/or endorsed, expressly or tacitly, the conduct of their subordinates.

112. As described in greater detail above, the Supervising Officers created a custom or policy and atmosphere under which the violations, discrimination and harassment occurred, perpetuated by police officers and Supervising Officers acting under color of State law to intimidate Plaintiff and deprive her of her constitutional rights to due process, as well as her property rights with respect to her pension.

113. As a direct and proximate result of the acts of the above Defendants, Plaintiff suffered physical and emotional injury, shame, humiliation, emotional damages, lost wages, costs associated with and a deprivation of constitutional rights guaranteed by the Constitution of the United States, and the Constitution of the State of New Jersey.

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WHEREFORE, pursuant to NJLAD, and N.J.S.A. 10:6-1 et seq., and 42 U.S.C. §1983, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

FOURTH COUNT

VIOLATION OF THE NEW JERSEY CIVIL RIGHTS ACT, N.J.S.A. 10:6-1 et seq. and 42 U.S.C. §1983/ N.J.S.A. 43:15A et seq. (Pensions)/ DISPARATE IMPACT DISCRIMINATION/MUNICIPAL EMPLOYEE ILLEGAL DISMISSAL, N.J.S.A. 40A:9-172 et seq.

114. Plaintiff repeats and re-alleges the allegations contained in paragraphs 1 through 113 as if fully set forth herein.

115. The constitutional and statutory provisions set forth above in N.J.S.A. 10:6-1 et seq., N.J.S.A. 43:15a et seq. and N.J.S.A. 40A:9-172 et seq. are intended to protect Plaintiff's property rights in her pension and compensation benefits with respect to life insurance and place clear obligations on the part of the Defendants with respect to same.

116. Defendants knowingly implemented a change in their policy with regard to health insurance benefits upon retirement, in a manner that was applied retroactively to Plaintiff and *only* impacted Plaintiff out of all the active Township employees on the payroll, resulting in a disparate impact on Plaintiff.

117. The policy with regard to health insurance benefits upon retirement was part of what induced Plaintiff to take the position with the Township of Chester Police.

118. The policy with regard to health insurance benefits upon retirement was part of what induced Plaintiff to change positions from the Borough to the Township, despite the fact that upon doing so the Township did not honor the initial promise of salary to Plaintiff and she wound up taking a lower salary than was discussed with Chief Martini.

119. Plaintiff further was illegally dismissed and pursuant to N.J.S.A. 40A:9-172 (1) & (4) is entitled to back salary less earnings from other employment.

120. Defendants Township of Chester, Police Chief Martini, and Police Chief Williver acted, under color of law, in violation of N.J.S.A. 10:6-1 and 40A:9-172 et seq., to use their position of authority to intimidate Plaintiff into not enforcing or using her employee benefits such as sick time/vacation time, to make Plaintiff believe she was not entitled to the protections and rights under the Township of Chester's policies, rules and procedures, as well as to her benefits because she worked "for the police department", and coerced others to act under color of law, namely subordinate officers, to harass and discriminate against Plaintiff due to age, disability and sex/gender.

121. Plaintiff was deprived by Township officials of her civil and constitutional rights.

WHEREFORE, pursuant to NJLAD, N.J.S.A. 10:6-1 and 40A:9-172, Plaintiff demands judgment against Defendants, jointly and severally, including all aiders and abettors, to include (a) equitable damages, including but not limited to, lost wages and back pay, benefits, and interest denied her; (b) compensatory damages, including all losses resulting from Defendants' unlawful actions; pre-judgment and post-judgment interest; (c) punitive damages; (d) statutorily imposed damages; (e) costs of suit, including reasonable attorney's fees as compensable and required under

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statute; and (f) such further relief as provided pursuant to NJLAD or that the Court deems just and equitable.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff demands judgment against Defendants, jointly and severally, assessing penalties and sanctions and awarding to Plaintiff and against Defendants:

A. Compensatory and consequential damages, including all losses resulting from Defendants' unlawful actions, including, but not limited to lost wages and benefits, plus interest, and emotional distress damages;

B. Punitive damages, due to the outrageous nature of the offensive conduct;

C. Pre-judgment and post-judgment interest;

D. Costs and disbursements of suit, including reasonable attorneys' fees required to bring this civil suit;

E. Statutorily imposed damages; and

F. Any such other relief deemed by the court to be equitable and just, as provided by law.

JURY DEMAND

Please take notice that Plaintiff hereby demands a trial by jury as to all issues set forth in this Verified Complaint.

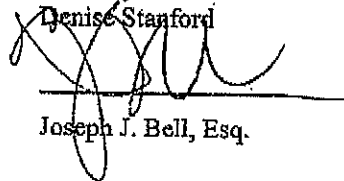
DESIGNATION OF TRIAL COUNSEL

Joseph J. Bell, Esq., of the Bell & Shivas, P.C. is hereby designated as Trial Counsel on behalf of Plaintiff Denise Stanford in the above-captioned matter.

BELL & SHIVAS, P.C.

Attorneys for Plaintiff

Denise Stanford



Joseph J. Bell, Esq.

Dated: October 31, 2017

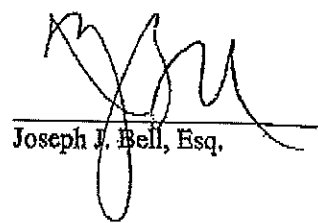
CERTIFICATION

Pursuant to Local Rule 11.2, I certify that the matter in controversy alleged in the foregoing Complaint is not currently being litigated before any Court and the matter is not the subject of any alternative dispute resolution proceedings.

BELL & SHIVAS, P.C.

Attorneys for Plaintiff

Denise Stanford



Joseph J. Bell, Esq.

Dated: October 31, 2017

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CERTIFICATION OF VERIFICATION AND NON-COLLUSION

1. I am the Plaintiff in the foregoing Complaint. The allegations contained in said Complaint are true to the best of my information, knowledge and belief. The said Complaint is made in truth, good faith, and without collusion for the causes set forth therein.

2. I hereby certify that the foregoing statements made by me are true. I understand that if any of the foregoing statements are willfully false, I am subject to punishment.


Denise Stanford

DATED: 10/31/17