

- iv. Connecticut Fair Employment Practices Act (CFEPA), Conn. Gen. Stat. § 46a-60 et seq.: The state's counterpart to federal anti-discrimination laws, the CFEPA's provisions have been contravened through the CT DSS's conduct, impacting Mr. Medeiros's ability to operate his business free from discriminatory practices.
- v. Violation of Equal Opportunity Laws: The CT DSS has engaged in inequitable referral processes, creating a discriminatory distribution mechanism that violates the principles of equal opportunity and fair competition, as mandated by state and federal laws.
- vi. Freedom of Information Act (FOIA) - 5 U.S.C. § 552: This law allows for the full or partial disclosure of previously unreleased information and documents controlled by the United States government. CT DSS has used systematic administrative inefficiency to deny reasonable accommodations and access to records or information to Mr. Medeiros, a violation of FOIA, which mandates transparency. The Freedom of Information Act (FOIA) at the federal level, along with various state-level counterparts, establishes the right of the public to access records from any federal agency, with certain exemptions to protect interests such as personal privacy, national security, and law enforcement. These laws are designed to promote openness and transparency within government operations, allowing citizens to understand and scrutinize the actions of public officials and entities.
- vii. The deliberate withholding of information from Mr. Medeiros, particularly in the context of the Medicaid Acquired Brain Injury (ABI) Waiver Program's Directory of Providers and critical service and intervention plans, raises significant legal and ethical concerns. This action potentially infringes on the right to access public information--a right that is

foundational to the principles of transparency and accountability in governance and is crucial for ensuring that individuals and communities can make informed decisions and hold public bodies accountable.

In the context of Medicaid and, specifically, the ABI Waiver Program, the accessibility of provider directories and service plans is not just a matter of public interest but also a critical necessity for individuals seeking healthcare services and their advocates. These documents are essential for enabling patients and their families to make informed choices about their care and to ensure that they are receiving appropriate and effective services.

The systematic withholding of such information could constitute a breach of the right to access public information under FOIA or similar state laws. This action undermines the transparency and accountability standards required by law and potentially denies individuals and their advocates the ability to fully participate in healthcare decisions--a key aspect of patient rights and autonomy.

Furthermore, restricted access to essential information, particularly for vulnerable populations, may also raise concerns under civil rights laws if it results in discriminatory effects or impedes individuals' rights to healthcare access.

The right to access public information is a cornerstone of democratic governance and accountability. In the healthcare context, especially for programs like the Medicaid ABI Waiver Program, ensuring open access to provider directories and service plans is critical for protecting the rights and welfare of participants. Legal and advocacy strategies must be

employed to challenge and overcome any barriers to this essential information, reinforcing the commitment to transparency, accountability, and equitable access to healthcare services.

- viii. In response to the adverse actions faced by Mr. Medeiros as a result of his whistleblowing activities, it is asserted that these actions by the Connecticut Department of Social Services CT DSS may constitute a violation of the Dodd-Frank Wall Street Reform and Consumer Protection Act, specifically under provisions that protect whistleblowers from retaliation. This legal framework underscores the right of individuals to report misconduct without fear of punitive measures, aiming to ensure accountability and transparency within governmental and private entities. As such, any retaliatory behavior encountered by Mr. Medeiros in the aftermath of his reporting could be deemed unlawful under 12 U.S.C. § 5301 et seq., warranting a thorough investigation and the provision of appropriate remedies to safeguard his rights and uphold the principles of justice and integrity the Act is designed to protect.
- ix. The engagement of the Connecticut Department of Social Services CT DSS in unauthorized care management services and the presence of potential conflicts of interest as encountered by Mr. Medeiros not only breach ethical standards but also contravene legal mandates governing the fair and impartial administration of public services. Such actions undermine the integrity of the services provided to the public and violate principles enshrined in both federal and state laws designed to ensure transparency, accountability, and the protection of rights for all individuals. This conduct demands immediate scrutiny and appropriate remedial action to rectify these violations and restore trust in the administration of public services.

The involvement of the Department of Social Services (CT DSS) in providing unauthorized care management services, coupled with evident conflicts of interest, constitutes a grave violation of ethical standards and legal norms governing public service provision. This practice not only demonstrates a flagrant disregard for the regulatory frameworks designed to safeguard the delivery of public health services but also significantly undermines the principles of fairness and integrity essential to the administration of such public services.

- x. **Restriction of Consumer Choice:** The imposition of restrictive rental agreements within the ABI Waiver Program curtails consumer choice, potentially violating antitrust laws and principles of consumer protection. **Restrictive Practices Affecting Consumer Choice:** The implementation of rental agreements within the ABI Waiver Program that limit consumer choice and promote monopolistic practices against Mr. Medeiros. The Connecticut Department of Social Services' (CT DSS) systemic implementation of restrictive practices particularly through the imposition of restrictive rental agreements within the Acquired Brain Injury (ABI) Waiver Program, represents a concerning effort to limit the ability of Mr. Medeiros to offer his services. This not only restricts consumer choice but also fosters an environment conducive to monopolistic practices, which are antithetical to the principles of a competitive market and raise significant concerns under antitrust laws.

These restrictive practices by CT DSS undermine the fundamental rights of consumers to choose Mr. Medeiros' business, effectively limiting their options to a select few that may have exclusive or preferential agreements with the state. This limitation on consumer choice does not just impact the quality and variety of services available to individuals with acquired brain

injuries but also contravenes the spirit of competition that is central to antitrust laws designed to prevent the concentration of market power and ensure fair competition.

For Mr. Medeiros, this systemic limitation represents a direct barrier to providing care and support services to those in need, discriminating against him as a service provider and restricting his ability to contribute to the ABI Waiver Program. The monopolistic tendencies encouraged by these restrictive rental agreements not only diminish the quality of care available to consumers but also threaten the integrity of the market for disability support services, stifling innovation and reducing the overall effectiveness of care provided to individuals with acquired brain injuries.

- xi. Mr. Medeiros has experienced and reported on inequitable referral processes within the Medicaid system, which have detrimentally impacted his business operations and the services provided to his clients. These actions, characterized by discriminatory distribution mechanisms, stand in direct violation of equal opportunity laws designed to ensure fair and impartial access to services and opportunities. Such practices not only compromise the integrity of service provision but also infringe upon the principles of equality and non-discrimination, necessitating immediate legal scrutiny and corrective action to uphold these fundamental rights and ensure equitable treatment for all service providers.
- xii. The practices employed by the Connecticut Department of Social Services CT DSS within the Acquired Brain Injury (ABI) Waiver Program, particularly the imposition of restrictive rental agreements that limit the ability of providers like Mr. Medeiros to offer services, may constitute a violation of the Sherman Antitrust Act (15 U.S.C. §§ 1–7). This Act explicitly

outlaws monopolistic practices and is designed to safeguard against anti-competitive behavior. By effectively limiting consumer choice and potentially creating a non-competitive marketplace within the ABI Waiver Program, the Connecticut Department of Social Services' CT DSS actions could be seen as promoting monopolistic tendencies, thereby undermining the very essence of competition that the Sherman Act seeks to protect.

- xiii. The actions faced by Mr. Medeiros, particularly if they involved retaliation for whistleblowing or advocating for the rights of individuals with disabilities, potentially represent a significant infringement upon his First Amendment rights. This constitutional provision not only protects the freedom of speech but also the right to petition the government for a redress of grievances. Should evidence substantiate that retaliation occurred as a direct consequence of his exercise of these rights, it would underscore a fundamental violation of constitutional protections afforded to every citizen, warranting immediate and thorough legal examination.
- xiv. The actions of the Connecticut Department of Social Services CT DSS as experienced by Mr. Medeiros, may represent a breach of the Equal Protection Clause of the Fourteenth Amendment of the U.S. Constitution. This clause mandates that no state shall deny any person within its jurisdiction the equal protection of the laws. If Mr. Medeiros, or his business, was discriminated against by a state agency, such conduct could arguably violate his constitutional right to equal protection, warranting a legal examination and potential remedial action to uphold these fundamental rights.
- xv. The actions and policies implemented by the Connecticut Department of Social Services CT DSS particularly those affecting Mr. Medeiros and his business, raise substantial concerns under the Fifth Amendment of the United States Constitution. This Amendment guarantees

the right to due process, which mandates fair procedures when the government deprives an individual or entity of life, liberty, or property. If Mr. Medeiros or his business were denied equitable treatment or a proper hearing in matters impacting his business operations or personal rights, it could signify a breach of these fundamental due process protections. This situation underscores the necessity for immediate and thorough legal examination to ensure that Mr. Medeiros' constitutional rights are upheld, and any violations appropriately addressed.

- xvi. The delays experienced by Mr. Medeiros in the judicial process, potentially impeding his right to seek and obtain legal recourse effectively, may be seen as infringing upon his Sixth Amendment rights. This Amendment guarantees the right to a speedy and public trial, a fundamental aspect of the justice system intended to prevent undue and prejudicial delays in legal proceedings. Any unjustifiable delay in addressing Mr. Medeiros' legal challenges could therefore be argued as a violation of this constitutional protection, emphasizing the need for timely justice and fair treatment under the law.
- xvii. The actions of the Connecticut Department of Social Services CT DSS as experienced by Mr. Medeiros, raise significant constitutional concerns under the Tenth Amendment. This amendment, which reserves to the states, or the people powers not delegated to the United States, implicates a fundamental balance between state actions and individual rights. If CT DSS conduct resulted in the imposition of restrictions or practices that unduly limit Mr. Medeiros's professional operations and personal liberties without clear constitutional or legal authority, it may represent an overreach of state power at the expense of individual rights guaranteed by the Tenth Amendment and other relevant provisions of the U.S. Constitution.

- xviii. The practices of the Connecticut Department of Social Services CT DSS, as experienced by Mr. Medeiros, particularly the imposition of restrictive rental agreements within the Acquired Brain Injury (ABI) Waiver Program, may constitute violations under the Connecticut Unfair Trade Practices Act (CUTPA). CUTPA prohibits unfair competition and deceptive practices in trade and commerce. The actions of CT DSS, by potentially limiting competition and restricting consumer choice, could be interpreted as unfair or deceptive practices, thus falling within the ambit of CUTPA's prohibitions and warranting legal scrutiny and appropriate remedial action.
- xix. The actions and practices of the Connecticut Department of Social Services (CT DSS) towards Mr. Medeiros, including discriminatory treatment and adverse impacts on his business operations due to his disability, may constitute a direct violation of the Connecticut Fair Employment Practices Act (CFEPA). This statute explicitly prohibits discrimination in employment and related practices based on protected characteristics, including disability. The experiences reported by Mr. Medeiros necessitate a thorough investigation to ensure compliance with CFEPA and safeguard the rights and dignity afforded to all Connecticut citizens under this law.

The apparent conflicts of interest within the CT DSS further exacerbate this issue, indicating a systemic flaw where personal or financial gains are prioritized over the ethical and impartial provision of care. Such a situation erodes public confidence in an entity that should embody the highest standards of care and impartiality.

### **Personal Impact and Systemic Implications:**

The discriminatory practices executed by the Department of Social Services (CT DSS) on Mr. Medeiros have not only infringed upon the operational integrity of Mr. Medeiros's business but have also exacted a severe toll on his personal health and well-being, as well as on the lives of his family, employees, and the families he serves. These actions have far-reaching implications, affecting not just the immediate functioning of his business but also undermining the very foundation of his advocacy for transparency, fairness, and the rights of individuals with disabilities.

Mr. Medeiros's commitment to advocating for these principles has been met with systematic resistance, manifesting in personal distress and professional reputational damage. This resistance has not only impacted his ability to effectively advocate for those in need but has also placed undue strain on his personal life and the lives of those connected to him. The stress and anxiety resulting from these discriminatory practices have affected his health, relationships, and overall quality of life, further exacerbating the challenges faced by his brain injury, his family, employees, and the people and families relying on his services.

Moreover, the obstruction of his advocacy work represents a significant setback in the fight for disability rights. By impeding his efforts, the CT DSS's actions contribute to a broader systemic issue that affects the disability community as a whole, hindering progress towards achieving equality and justice for individuals with disabilities. The personal impact on Mr. Medeiros and the systemic implications of these practices highlight a disturbing trend of discrimination and marginalization that extends beyond individual cases to affect the broader landscape of disability rights and services.

The actions against these discriminatory practices is not just about rectifying personal grievances; it is about challenging a system that allows such discrimination to persist. It is about ensuring that individuals like Mr. Medeiros, who dedicate their lives to advocating for the rights and well-being of others, can do so without fear of retribution or harm.

**Conclusion:**

I am deeply committed to addressing and rectifying the critical issues at hand in collaboration with the Commission on Human Rights and Opportunities (CHRO) and the Department of Social Services (CT DSS). While I am fully prepared to engage constructively with these bodies to find a resolution, I am equally ready to take further legal steps if necessary to protect my rights and those of others who rely on CT DSS services. I trust that the CHRO will approach this matter with the seriousness it warrants, aiming for a resolution that completely restores the rights that have been compromised.

My personal journey through the challenges of living with a brain injury has equipped me with unique insights into the critical need for accessible accommodations and fair services. This experience fuels my advocacy for those in similar situations, ensuring that our collective voice is heard and acted upon.

The foundation of our legal system is built on the premise of fair and equal treatment for all citizens, with a special focus on protecting the most vulnerable among us, including individuals with disabilities. The actions, or lack thereof, by the CT DSS not only damage public trust in our

institutions but more importantly, infringe upon the basic rights afforded to myself and my clients.

Swift action is crucial to demonstrate our collective commitment to justice, equality, and the rule of law.

I stand ready to provide additional evidence, engage in productive dialogue, and explore every legal route available to put an end to these discriminatory practices. The gravity of these allegations is profound, highlighting not only a failure to fulfill legal obligations but also posing a direct threat to the foundational principles of justice, equality, and human dignity.

The issue raised in this complaint transcends my personal story, shining a light on systemic shortcomings that require urgent and comprehensive redress to prevent similar cases of discrimination in the future. It offers the CT DSS and CHRO a vital chance to solidify their commitment to justice, inclusion, and the respect of rights for everyone, particularly those with disabilities.

In this pivotal moment, we're faced with a profound opportunity to catalyze real change, transforming systemic challenges into a springboard for collective action and progress. The current situation with the Department of Social Services isn't merely an issue to be resolved; it's a clarion call for us to redefine the essence of our community, ensuring it embodies the true spirit of equality, justice, and respect for every individual, particularly those navigating life with disabilities.

It is essential to recognize that within every challenge lies the potential for transformative growth and unprecedented breakthroughs. This scenario invites us to unite, drawing upon our shared strength,

zeal, and unwavering commitment to forge a society where the principles of justice and equality are woven into the very fabric of our existence.

Let this moment be a catalyst for us to mobilize, advocate, and fight for those who need our support, crafting a future that mirrors our highest ideals. The actions we choose will significantly impact the lives of many, serving as a powerful testament to what can be achieved when we come together in pursuit of a noble cause.

Let's embrace this opportunity with the courage and determination that define us, confident in our collective ability to enact meaningful change.

Best regards,  
*David Medeiros*  
David Medeiros  
ABI Resources, Founder, Team Member  
Medicaid ABI Waiver Program Support Provider.

**Re: 2410220 Service of CHRO Complaint**



**A.B.I. Resources LLC**

39 Kings Highway, Suite C

Gales Ferry CT, 06335

Phone: (860) 942-0365

Fax : (860) 465-9591

<https://www.CTbrainINJURY.com>

02.15.2024

**2410220 Service of CHRO Complaint**

Connecticut Commission on Human Rights and Opportunities

450 Columbus Blvd.

Hartford, CT 06103

Subject: Formal Presentation of Discrimination Complaint Against CT Department of Social Services

Dear CHRO Commissioners,

I am David Medeiros, a husband and father, the founder of ABI Resources LLC, a dedicated provider within the Medicaid Acquired Brain Injury (ABI) Waiver Program, and an individual who has personally endured and lives with the repercussions of a brain injury.

This letter serves as a formal presentation of a comprehensive legal complaint against the Connecticut Department of Social Services (CT DSS) for engaging in practices that I assert constitute both systemic and direct discrimination against myself and my ability to operate my business in Connecticut for vulnerable populations. This complaint articulates a series of grievances that have not only hindered my



professional operations but have also inflicted significant personal distress, infringing upon my

rights and the well-being of the individuals I serve. The allegations detailed herein are grounded in good faith and are violations of state and federal laws, including but not limited to the Americans with Disabilities Act (ADA), the Rehabilitation Act, and the Connecticut Fair Employment Practices Act, and demand immediate remediation.

This letter outlines the key points of discrimination and requests an official response from CT DSS to address these grievances. The issues detailed within my complaint encompass discriminatory business practices, lack of transparency, and systemic failures that have not only hindered my ability to advocate effectively for myself but also for the rights and services of individuals with disabilities I serve. CT DSS has forced undue strain on my life, my family, the people and families I serve and the operational capabilities of my business.

These actions by the CT DSS are not merely procedural oversights but represent a direct form of discrimination, impinging upon my civil and constitutional rights to which we are all entitled.

Request for CT DSS Response:

In light of the serious nature of these allegations and their profound implications for my rights, those of my company, ABI Resources LLC, and more importantly, the rights and welfare of individuals with disabilities, I urgently request the Connecticut Commission on Human Rights and Opportunities (CHRO) to secure a formal and comprehensive response from the Department of Social Services.

This response should meticulously address each concern highlighted in my complaint, delineate the

investigative actions undertaken by CT DSS to explore these allegations, and detail the specific corrective measures that have been enacted.

### **Allegations of Discriminatory Conduct and Legal Violations:**

- i. Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 et seq.: The CT DSS's actions have systematically disenfranchised Mr. Medeiros and his clientele, infringing upon their rights to equal access and non-discrimination in public services and accommodations. The inequitable referral processes and restrictive practices imposed by the CT DSS notably violate the ADA's mandates for reasonable accommodations and modifications for individuals with disabilities.
- ii. Rehabilitation Act of 1973, 29 U.S.C. § 794 (Section 504): By failing to ensure accessible and equitable services to Mr. Medeiros and ABI Resources LLC, the CT DSS has breached Section 504, which prohibits discrimination on the basis of disability in programs and activities receiving Federal financial assistance.
- iii. Civil Rights Act of 1964, Title VI, 42 U.S.C. § 2000d et seq.: The practices of the CT DSS not only discriminate based on disability but also suggest a broader pattern of systemic discrimination that could intersect with violations of Title VI.

- iv. Connecticut Fair Employment Practices Act (CFEPA), Conn. Gen. Stat. § 46a-60 et seq.: The state's counterpart to federal anti-discrimination laws, the CFEPA's provisions have been contravened through the CT DSS's conduct, impacting Mr. Medeiros's ability to operate his business free from discriminatory practices.
- v. Violation of Equal Opportunity Laws: The CT DSS has engaged in inequitable referral processes, creating a discriminatory distribution mechanism that violates the principles of equal opportunity and fair competition, as mandated by state and federal laws.
- vi. Freedom of Information Act (FOIA) - 5 U.S.C. § 552: This law allows for the full or partial disclosure of previously unreleased information and documents controlled by the United States government. CT DSS has used systematic administrative inefficiency to deny reasonable accommodations and access to records or information to Mr. Medeiros, a violation of FOIA, which mandates transparency. The Freedom of Information Act (FOIA) at the federal level, along with various state-level counterparts, establishes the right of the public to access records from any federal agency, with certain exemptions to protect interests such as personal privacy, national security, and law enforcement. These laws are designed to promote openness and transparency within government operations, allowing citizens to understand and scrutinize the actions of public officials and entities.
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foundational to the principles of transparency and accountability in governance and is crucial for ensuring that individuals and communities can make informed decisions and hold public bodies accountable.

In the context of Medicaid and, specifically, the ABI Waiver Program, the accessibility of provider directories and service plans is not just a matter of public interest but also a critical necessity for individuals seeking healthcare services and their advocates. These documents are essential for enabling patients and their families to make informed choices about their care and to ensure that they are receiving appropriate and effective services.

The systematic withholding of such information could constitute a breach of the right to access public information under FOIA or similar state laws. This action undermines the transparency and accountability standards required by law and potentially denies individuals and their advocates the ability to fully participate in healthcare decisions--a key aspect of patient rights and autonomy.

Furthermore, restricted access to essential information, particularly for vulnerable populations, may also raise concerns under civil rights laws if it results in discriminatory effects or impedes individuals' rights to healthcare access.

The right to access public information is a cornerstone of democratic governance and accountability. In the healthcare context, especially for programs like the Medicaid ABI Waiver Program, ensuring open access to provider directories and service plans is critical for protecting the rights and welfare of participants. Legal and advocacy strategies must be

employed to challenge and overcome any barriers to this essential information, reinforcing the commitment to transparency, accountability, and equitable access to healthcare services.

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- x. **Restriction of Consumer Choice:** The imposition of restrictive rental agreements within the ABI Waiver Program curtails consumer choice, potentially violating antitrust laws and principles of consumer protection. **Restrictive Practices Affecting Consumer Choice:** The implementation of rental agreements within the ABI Waiver Program that limit consumer choice and promote monopolistic practices against Mr. Medeiros. The Connecticut Department of Social Services' (CT DSS) systemic implementation of restrictive practices particularly through the imposition of restrictive rental agreements within the Acquired Brain Injury (ABI) Waiver Program, represents a concerning effort to limit the ability of Mr. Medeiros to offer his services. This not only restricts consumer choice but also fosters an environment conducive to monopolistic practices, which are antithetical to the principles of a competitive market and raise significant concerns under antitrust laws.

These restrictive practices by CT DSS undermine the fundamental rights of consumers to choose Mr. Medeiros' business, effectively limiting their options to a select few that may have exclusive or preferential agreements with the state. This limitation on consumer choice does not just impact the quality and variety of services available to individuals with acquired brain

injuries but also contravenes the spirit of competition that is central to antitrust laws designed to prevent the concentration of market power and ensure fair competition.

For Mr. Medeiros, this systemic limitation represents a direct barrier to providing care and support services to those in need, discriminating against him as a service provider and restricting his ability to contribute to the ABI Waiver Program. The monopolistic tendencies encouraged by these restrictive rental agreements not only diminish the quality of care available to consumers but also threaten the integrity of the market for disability support services, stifling innovation and reducing the overall effectiveness of care provided to individuals with acquired brain injuries.

- xi. Mr. Medeiros has experienced and reported on inequitable referral processes within the Medicaid system, which have detrimentally impacted his business operations and the services provided to his clients. These actions, characterized by discriminatory distribution mechanisms, stand in direct violation of equal opportunity laws designed to ensure fair and impartial access to services and opportunities. Such practices not only compromise the integrity of service provision but also infringe upon the principles of equality and non-discrimination, necessitating immediate legal scrutiny and corrective action to uphold these fundamental rights and ensure equitable treatment for all service providers.
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### **Personal Impact and Systemic Implications:**

The discriminatory practices executed by the Department of Social Services (CT DSS) on Mr. Medeiros have not only infringed upon the operational integrity of Mr. Medeiros's business but have also exacted a severe toll on his personal health and well-being, as well as on the lives of his family, employees, and the families he serves. These actions have far-reaching implications, affecting not just the immediate functioning of his business but also undermining the very foundation of his advocacy for transparency, fairness, and the rights of individuals with disabilities.

Mr. Medeiros's commitment to advocating for these principles has been met with systematic resistance, manifesting in personal distress and professional reputational damage. This resistance has not only impacted his ability to effectively advocate for those in need but has also placed undue strain on his personal life and the lives of those connected to him. The stress and anxiety resulting from these discriminatory practices have affected his health, relationships, and overall quality of life, further exacerbating the challenges faced by his brain injury, his family, employees, and the people and families relying on his services.

Moreover, the obstruction of his advocacy work represents a significant setback in the fight for disability rights. By impeding his efforts, the CT DSS's actions contribute to a broader systemic issue that affects the disability community as a whole, hindering progress towards achieving equality and justice for individuals with disabilities. The personal impact on Mr. Medeiros and the systemic implications of these practices highlight a disturbing trend of discrimination and marginalization that extends beyond individual cases to affect the broader landscape of disability rights and services.

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**Conclusion:**

I am deeply committed to addressing and rectifying the critical issues at hand in collaboration with the Commission on Human Rights and Opportunities (CHRO) and the Department of Social Services (CT DSS). While I am fully prepared to engage constructively with these bodies to find a resolution, I am equally ready to take further legal steps if necessary to protect my rights and those of others who rely on CT DSS services. I trust that the CHRO will approach this matter with the seriousness it warrants, aiming for a resolution that completely restores the rights that have been compromised.

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In this pivotal moment, we're faced with a profound opportunity to catalyze real change, transforming systemic challenges into a springboard for collective action and progress. The current situation with the Department of Social Services isn't merely an issue to be resolved; it's a clarion call for us to redefine the essence of our community, ensuring it embodies the true spirit of equality, justice, and respect for every individual, particularly those navigating life with disabilities.

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zeal, and unwavering commitment to forge a society where the principles of justice and equality are woven into the very fabric of our existence.

Let this moment be a catalyst for us to mobilize, advocate, and fight for those who need our support, crafting a future that mirrors our highest ideals. The actions we choose will significantly impact the lives of many, serving as a powerful testament to what can be achieved when we come together in pursuit of a noble cause.

Let's embrace this opportunity with the courage and determination that define us, confident in our collective ability to enact meaningful change.

Best regards,  
*David Medeiros*  
David Medeiros  
ABI Resources, Founder, Team Member  
Medicaid ABI Waiver Program Support Provider.

**Re: 2410220 Service of CHRO Complaint**



**A.B.I. Resources LLC**

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02.15.2024

**2410220 Service of CHRO Complaint**

Connecticut Commission on Human Rights and Opportunities

450 Columbus Blvd.

Hartford, CT 06103

Subject: Formal Presentation of Discrimination Complaint Against CT Department of Social Services

Dear CHRO Commissioners,

I am David Medeiros, a husband and father, the founder of ABI Resources LLC, a dedicated provider within the Medicaid Acquired Brain Injury (ABI) Waiver Program, and an individual who has personally endured and lives with the repercussions of a brain injury.

This letter serves as a formal presentation of a comprehensive legal complaint against the Connecticut Department of Social Services (CT DSS) for engaging in practices that I assert constitute both systemic and direct discrimination against myself and my ability to operate my business in Connecticut for vulnerable populations. This complaint articulates a series of grievances that have not only hindered my



professional operations but have also inflicted significant personal distress, infringing upon my rights and the well-being of the individuals I serve. The allegations detailed herein are grounded in good faith and are violations of state and federal laws, including but not limited to the Americans with Disabilities Act (ADA), the Rehabilitation Act, and the Connecticut Fair Employment Practices Act, and demand immediate remediation.

This letter outlines the key points of discrimination and requests an official response from CT DSS to address these grievances. The issues detailed within my complaint encompass discriminatory business practices, lack of transparency, and systemic failures that have not only hindered my ability to advocate effectively for myself but also for the rights and services of individuals with disabilities I serve. CT DSS has forced undue strain on my life, my family, the people and families I serve and the operational capabilities of my business.

These actions by the CT DSS are not merely procedural oversights but represent a direct form of discrimination, impinging upon my civil and constitutional rights to which we are all entitled.

#### Request for CT DSS Response:

In light of the serious nature of these allegations and their profound implications for my rights, those of my company, ABI Resources LLC, and more importantly, the rights and welfare of individuals with disabilities, I urgently request the Connecticut Commission on Human Rights and Opportunities (CHRO) to secure a formal and comprehensive response from the Department of Social Services. This response should meticulously address each concern highlighted in my complaint, delineate the investigative actions undertaken by CT DSS to explore these allegations, and detail the specific corrective measures that have been enacted.

## **Allegations of Discriminatory Conduct and Legal Violations:**

- i. Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 et seq.: The CT DSS's actions have systematically disenfranchised Mr. Medeiros and his clientele, infringing upon their rights to equal access and non-discrimination in public services and accommodations. The inequitable referral processes and restrictive practices imposed by the CT DSS notably violate the ADA's mandates for reasonable accommodations and modifications for individuals with disabilities.
- ii. Rehabilitation Act of 1973, 29 U.S.C. § 794 (Section 504): By failing to ensure accessible and equitable services to Mr. Medeiros and ABI Resources LLC, the CT DSS has breached Section 504, which prohibits discrimination on the basis of disability in programs and activities receiving Federal financial assistance.
- iii. Civil Rights Act of 1964, Title VI, 42 U.S.C. § 2000d et seq.: The practices of the CT DSS not only discriminate based on disability but also suggest a broader pattern of systemic discrimination that could intersect with violations of Title VI.
- iv. Connecticut Fair Employment Practices Act (CFEPA), Conn. Gen. Stat. § 46a-60 et seq.: The state's counterpart to federal anti-discrimination laws, the CFEPA's provisions have been

contravened through the CT DSS's conduct, impacting Mr. Medeiros's ability to operate his business free from discriminatory practices.

- v. Violation of Equal Opportunity Laws: The CT DSS has engaged in inequitable referral processes, creating a discriminatory distribution mechanism that violates the principles of equal opportunity and fair competition, as mandated by state and federal laws.
- vi. Freedom of Information Act (FOIA) - 5 U.S.C. § 552: This law allows for the full or partial disclosure of previously unreleased information and documents controlled by the United States government. CT DSS has used systematic administrative inefficiency to deny reasonable accommodations and access to records or information to Mr. Medeiros, a violation of FOIA, which mandates transparency. The Freedom of Information Act (FOIA) at the federal level, along with various state-level counterparts, establishes the right of the public to access records from any federal agency, with certain exemptions to protect interests such as personal privacy, national security, and law enforcement. These laws are designed to promote openness and transparency within government operations, allowing citizens to understand and scrutinize the actions of public officials and entities.
- vii. The deliberate withholding of information from Mr. Medeiros, particularly in the context of the Medicaid Acquired Brain Injury (ABI) Waiver Program's Directory of Providers and critical service and intervention plans, raises significant legal and ethical concerns. This action potentially infringes on the right to access public information--a right that is foundational to the principles of transparency and accountability in governance and is crucial

for ensuring that individuals and communities can make informed decisions and hold public bodies accountable.

In the context of Medicaid and, specifically, the ABI Waiver Program, the accessibility of provider directories and service plans is not just a matter of public interest but also a critical necessity for individuals seeking healthcare services and their advocates. These documents are essential for enabling patients and their families to make informed choices about their care and to ensure that they are receiving appropriate and effective services.

The systematic withholding of such information could constitute a breach of the right to access public information under FOIA or similar state laws. This action undermines the transparency and accountability standards required by law and potentially denies individuals and their advocates the ability to fully participate in healthcare decisions--a key aspect of patient rights and autonomy.

Furthermore, restricted access to essential information, particularly for vulnerable populations, may also raise concerns under civil rights laws if it results in discriminatory effects or impedes individuals' rights to healthcare access.

The right to access public information is a cornerstone of democratic governance and accountability. In the healthcare context, especially for programs like the Medicaid ABI Waiver Program, ensuring open access to provider directories and service plans is critical for protecting the rights and welfare of participants. Legal and advocacy strategies must be employed to challenge and overcome any barriers to this essential information, reinforcing the commitment to transparency, accountability, and equitable access to healthcare services.

- viii. In response to the adverse actions faced by Mr. Medeiros as a result of his whistleblowing activities, it is asserted that these actions by the Connecticut Department of Social Services CT DSS may constitute a violation of the Dodd-Frank Wall Street Reform and Consumer Protection Act, specifically under provisions that protect whistleblowers from retaliation. This legal framework underscores the right of individuals to report misconduct without fear of punitive measures, aiming to ensure accountability and transparency within governmental and private entities. As such, any retaliatory behavior encountered by Mr. Medeiros in the aftermath of his reporting could be deemed unlawful under 12 U.S.C. § 5301 et seq., warranting a thorough investigation and the provision of appropriate remedies to safeguard his rights and uphold the principles of justice and integrity the Act is designed to protect.
- ix. The engagement of the Connecticut Department of Social Services CT DSS in unauthorized care management services and the presence of potential conflicts of interest as encountered by Mr. Medeiros not only breach ethical standards but also contravene legal mandates governing the fair and impartial administration of public services. Such actions undermine the integrity of the services provided to the public and violate principles enshrined in both federal and state laws designed to ensure transparency, accountability, and the protection of rights for all individuals. This conduct demands immediate scrutiny and appropriate remedial action to rectify these violations and restore trust in the administration of public services.

The involvement of the Department of Social Services (CT DSS) in providing unauthorized care management services, coupled with evident conflicts of interest, constitutes a grave violation of ethical standards and legal norms governing public service provision. This

practice not only demonstrates a flagrant disregard for the regulatory frameworks designed to safeguard the delivery of public health services but also significantly undermines the principles of fairness and integrity essential to the administration of such public services.

- x. **Restriction of Consumer Choice:** The imposition of restrictive rental agreements within the ABI Waiver Program curtails consumer choice, potentially violating antitrust laws and principles of consumer protection. **Restrictive Practices Affecting Consumer Choice:** The implementation of rental agreements within the ABI Waiver Program that limit consumer choice and promote monopolistic practices against Mr. Medeiros. The Connecticut Department of Social Services' (CT DSS) systemic implementation of restrictive practices particularly through the imposition of restrictive rental agreements within the Acquired Brain Injury (ABI) Waiver Program, represents a concerning effort to limit the ability of Mr. Medeiros to offer his services. This not only restricts consumer choice but also fosters an environment conducive to monopolistic practices, which are antithetical to the principles of a competitive market and raise significant concerns under antitrust laws.

These restrictive practices by CT DSS undermine the fundamental rights of consumers to choose Mr. Medeiros' business, effectively limiting their options to a select few that may have exclusive or preferential agreements with the state. This limitation on consumer choice does not just impact the quality and variety of services available to individuals with acquired brain injuries but also contravenes the spirit of competition that is central to antitrust laws designed to prevent the concentration of market power and ensure fair competition.

For Mr. Medeiros, this systemic limitation represents a direct barrier to providing care and support services to those in need, discriminating against him as a service provider and restricting his ability to contribute to the ABI Waiver Program. The monopolistic tendencies encouraged by these restrictive rental agreements not only diminish the quality of care available to consumers but also threaten the integrity of the market for disability support services, stifling innovation and reducing the overall effectiveness of care provided to individuals with acquired brain injuries.

- xi. Mr. Medeiros has experienced and reported on inequitable referral processes within the Medicaid system, which have detrimentally impacted his business operations and the services provided to his clients. These actions, characterized by discriminatory distribution mechanisms, stand in direct violation of equal opportunity laws designed to ensure fair and impartial access to services and opportunities. Such practices not only compromise the integrity of service provision but also infringe upon the principles of equality and non-discrimination, necessitating immediate legal scrutiny and corrective action to uphold these fundamental rights and ensure equitable treatment for all service providers.
- xii. The practices employed by the Connecticut Department of Social Services CT DSS within the Acquired Brain Injury (ABI) Waiver Program, particularly the imposition of restrictive rental agreements that limit the ability of providers like Mr. Medeiros to offer services, may constitute a violation of the Sherman Antitrust Act (15 U.S.C. §§ 1–7). This Act explicitly outlaws monopolistic practices and is designed to safeguard against anti-competitive behavior. By effectively limiting consumer choice and potentially creating a non-competitive marketplace within the ABI Waiver Program, the Connecticut Department of Social Services’

CT DSS actions could be seen as promoting monopolistic tendencies, thereby undermining the very essence of competition that the Sherman Act seeks to protect.

- xiii. The actions faced by Mr. Medeiros, particularly if they involved retaliation for whistleblowing or advocating for the rights of individuals with disabilities, potentially represent a significant infringement upon his First Amendment rights. This constitutional provision not only protects the freedom of speech but also the right to petition the government for a redress of grievances. Should evidence substantiate that retaliation occurred as a direct consequence of his exercise of these rights, it would underscore a fundamental violation of constitutional protections afforded to every citizen, warranting immediate and thorough legal examination.
- xiv. The actions of the Connecticut Department of Social Services CT DSS as experienced by Mr. Medeiros, may represent a breach of the Equal Protection Clause of the Fourteenth Amendment of the U.S. Constitution. This clause mandates that no state shall deny any person within its jurisdiction the equal protection of the laws. If Mr. Medeiros, or his business, was discriminated against by a state agency, such conduct could arguably violate his constitutional right to equal protection, warranting a legal examination and potential remedial action to uphold these fundamental rights.
- xv. The actions and policies implemented by the Connecticut Department of Social Services CT DSS particularly those affecting Mr. Medeiros and his business, raise substantial concerns under the Fifth Amendment of the United States Constitution. This Amendment guarantees the right to due process, which mandates fair procedures when the government deprives an individual or entity of life, liberty, or property. If Mr. Medeiros or his business were denied equitable treatment or a proper hearing in matters impacting his business operations or

personal rights, it could signify a breach of these fundamental due process protections. This situation underscores the necessity for immediate and thorough legal examination to ensure that Mr. Medeiros' constitutional rights are upheld, and any violations appropriately addressed.

- xvi. The delays experienced by Mr. Medeiros in the judicial process, potentially impeding his right to seek and obtain legal recourse effectively, may be seen as infringing upon his Sixth Amendment rights. This Amendment guarantees the right to a speedy and public trial, a fundamental aspect of the justice system intended to prevent undue and prejudicial delays in legal proceedings. Any unjustifiable delay in addressing Mr. Medeiros' legal challenges could therefore be argued as a violation of this constitutional protection, emphasizing the need for timely justice and fair treatment under the law.
- xvii. The actions of the Connecticut Department of Social Services CT DSS as experienced by Mr. Medeiros, raise significant constitutional concerns under the Tenth Amendment. This amendment, which reserves to the states, or the people powers not delegated to the United States, implicates a fundamental balance between state actions and individual rights. If CT DSS conduct resulted in the imposition of restrictions or practices that unduly limit Mr. Medeiros's professional operations and personal liberties without clear constitutional or legal authority, it may represent an overreach of state power at the expense of individual rights guaranteed by the Tenth Amendment and other relevant provisions of the U.S. Constitution.
- xviii. The practices of the Connecticut Department of Social Services CT DSS, as experienced by Mr. Medeiros, particularly the imposition of restrictive rental agreements within the Acquired Brain Injury (ABI) Waiver Program, may constitute violations under the Connecticut Unfair

Trade Practices Act (CUTPA). CUTPA prohibits unfair competition and deceptive practices in

trade and commerce. The actions of CT DSS, by potentially limiting competition and restricting consumer choice, could be interpreted as unfair or deceptive practices, thus falling within the ambit of CUTPA's prohibitions and warranting legal scrutiny and appropriate remedial action.

- xix. The actions and practices of the Connecticut Department of Social Services (CT DSS) towards Mr. Medeiros, including discriminatory treatment and adverse impacts on his business operations due to his disability, may constitute a direct violation of the Connecticut Fair Employment Practices Act (CFEPA). This statute explicitly prohibits discrimination in employment and related practices based on protected characteristics, including disability. The experiences reported by Mr. Medeiros necessitate a thorough investigation to ensure compliance with CFEPA and safeguard the rights and dignity afforded to all Connecticut citizens under this law.

The apparent conflicts of interest within the CT DSS further exacerbate this issue, indicating a systemic flaw where personal or financial gains are prioritized over the ethical and impartial provision of care. Such a situation erodes public confidence in an entity that should embody the highest standards of care and impartiality.

### **Personal Impact and Systemic Implications:**

The discriminatory practices executed by the Department of Social Services (CT DSS) on Mr. Medeiros have not only infringed upon the operational integrity of Mr. Medeiros's business but have

also exacted a severe toll on his personal health and well-being, as well as on the lives of his family, employees, and the families he serves. These actions have far-reaching implications, affecting not just the immediate functioning of his business but also undermining the very foundation of his advocacy for transparency, fairness, and the rights of individuals with disabilities.

Mr. Medeiros's commitment to advocating for these principles has been met with systematic resistance, manifesting in personal distress and professional reputational damage. This resistance has not only impacted his ability to effectively advocate for those in need but has also placed undue strain on his personal life and the lives of those connected to him. The stress and anxiety resulting from these discriminatory practices have affected his health, relationships, and overall quality of life, further exacerbating the challenges faced by his brain injury, his family, employees, and the people and families relying on his services.

Moreover, the obstruction of his advocacy work represents a significant setback in the fight for disability rights. By impeding his efforts, the CT DSS's actions contribute to a broader systemic issue that affects the disability community as a whole, hindering progress towards achieving equality and justice for individuals with disabilities. The personal impact on Mr. Medeiros and the systemic implications of these practices highlight a disturbing trend of discrimination and marginalization that extends beyond individual cases to affect the broader landscape of disability rights and services.

The actions against these discriminatory practices is not just about rectifying personal grievances; it is about challenging a system that allows such discrimination to persist. It is about ensuring that

individuals like Mr. Medeiros, who dedicate their lives to advocating for the rights and well-being of others, can do so without fear of retribution or harm.

**Conclusion:**

I am deeply committed to addressing and rectifying the critical issues at hand in collaboration with the Commission on Human Rights and Opportunities (CHRO) and the Department of Social Services (CT DSS). While I am fully prepared to engage constructively with these bodies to find a resolution, I am equally ready to take further legal steps if necessary to protect my rights and those of others who rely on CT DSS services. I trust that the CHRO will approach this matter with the seriousness it warrants, aiming for a resolution that completely restores the rights that have been compromised.

My personal journey through the challenges of living with a brain injury has equipped me with unique insights into the critical need for accessible accommodations and fair services. This experience fuels my advocacy for those in similar situations, ensuring that our collective voice is heard and acted upon.

The foundation of our legal system is built on the premise of fair and equal treatment for all citizens, with a special focus on protecting the most vulnerable among us, including individuals with disabilities. The actions, or lack thereof, by the CT DSS not only damage public trust in our institutions but more importantly, infringe upon the basic rights afforded to myself and my clients. Swift action is crucial to demonstrate our collective commitment to justice, equality, and the rule of law.

I stand ready to provide additional evidence, engage in productive dialogue, and explore every legal route available to put an end to these discriminatory practices. The gravity of these allegations is profound, highlighting not only a failure to fulfill legal obligations but also posing a direct threat to the foundational principles of justice, equality, and human dignity.

The issue raised in this complaint transcends my personal story, shining a light on systemic shortcomings that require urgent and comprehensive redress to prevent similar cases of discrimination in the future. It offers the CT DSS and CHRO a vital chance to solidify their commitment to justice, inclusion, and the respect of rights for everyone, particularly those with disabilities.

In this pivotal moment, we're faced with a profound opportunity to catalyze real change, transforming systemic challenges into a springboard for collective action and progress. The current situation with the Department of Social Services isn't merely an issue to be resolved; it's a clarion call for us to redefine the essence of our community, ensuring it embodies the true spirit of equality, justice, and respect for every individual, particularly those navigating life with disabilities.

It is essential to recognize that within every challenge lies the potential for transformative growth and unprecedented breakthroughs. This scenario invites us to unite, drawing upon our shared strength, zeal, and unwavering commitment to forge a society where the principles of justice and equality are woven into the very fabric of our existence.

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Let's embrace this opportunity with the courage and determination that define us, confident in our collective ability to enact meaningful change.

Best regards,  
*David Medeiros*  
David Medeiros  
ABI Resources, Founder, Team Member  
Medicaid ABI Waiver Program Support Provider.



**Re: 2410220 Service of CHRO Complaint**

**Whistleblower Report exhibit submitted for reference.**

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*Please note that CT.gov email contact for Cherron Payne government public services are not currently listed on the CT.gov website.*

Commissioner on the Commission on Human Rights and Opportunities (CHRO)

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CT DSS Whistleblower

Andrea Reeves Connecticut

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Senator Chris Murphy

Senator Richard Blumenthal

Dr. Cherron Payne CT News

Kasandra Navarro Legislative Assistant

Tanya Hughes

## Concerns

**Dumont, Amy E <Amy.Dumont@ct.gov>**

Thu 9/28/2023 4:48 PM

To:David Medeiros <AABIWR@LIVE.COM>

David-

We have received the numerous communications you have sent to the Department in recent weeks. The frequency and volume of your communications exceeds the ability of the Department to respond to them individually. While the Department has been looking into your concerns we would request that, going forward, you consolidate your communications to a weekly or biweekly frequency.

In addition we could be available for a discussion once per month to discuss any concerns that you may continue to have.

I encourage you to raise any concerns with the relevant parties and/or direct sources of information first, absent an emergency situation, before reaching out to the Department. This would include the applicable care manager, the client and/or responsibility party and any other persons who may have information.

Thus far, the Department's investigations of your previous concerns have consistently revealed that the facts you have conveyed are either inaccurate or based on misunderstandings of the circumstances.

In addition, family members of individuals have expressed concern that you are making complaints on their behalf without their knowledge or consent and often based on inaccurate information.

Please advise as to whether you wish to schedule a monthly call regarding your concerns.

Thank you,

Amy

**Amy Dumont, LCSW**  
**Interim Director**  
**CT Department of Social Services**  
**Community Options Unit**  
**55 Farmington Avenue**  
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We have received the numerous communications you have sent to the Department in recent weeks. The frequency and volume of your communications exceeds the ability of the Department to respond to them individually. While the Department has been looking into your concerns we would request that, going forward, you consolidate your communications to a weekly or biweekly frequency.

In addition we could be available for a discussion once per month to discuss any concerns that you may continue to have.

I encourage you to raise any concerns with the relevant parties and/or direct sources of information first, absent an emergency situation, before reaching out to the Department. This would include the applicable care manager, the client and/or responsibility party and any other persons who may have information.

Thus far, the Department's investigations of your previous concerns have consistently revealed that the facts you have conveyed are either inaccurate or based on misunderstandings of the circumstances.

In addition, family members of individuals have expressed concern that you are making complaints on their behalf without their knowledge or consent and often based on inaccurate information.

Please advise as to whether you wish to schedule a monthly call regarding your concerns.

Thank you,

Amy

---

Hello Amy,

I've reviewed the content of the recent email and found it to be inaccurate and concerning. Please re-evaluate the information, and let's discuss further.

All the best,

David Medeiros  
ABI Resources

The email contains several problematic statements that are discriminatory and insinulative towards a brain injury survivor these statements are a violation of David's civil rights.

**"The frequency and volume of your communications exceeds the ability of the Department to respond to them individually."**

Discriminatory/Insinulative: This statement assumes that the reader, David, does not have the capability to understand and adjust communication frequency. It also imply that David's concerns are repetitive or unnecessary.

Civil Rights Violation: This restriction on David's right to communicate with the government body and exercise free speech.

**"I encourage you to raise any concerns with the relevant parties and/or direct sources of information first, absent an emergency situation, before reaching out to the Department."**

Discriminatory/Insinulative: This implies that David is incapable of following the correct chain of command or discerning when it's appropriate to contact the Department.

Civil Rights Violation: This statement indirectly restricts David's right to communicate concerns directly to the Department.

**"Thus far, the Department's investigations of your previous concerns have consistently revealed that the facts you have conveyed are either inaccurate or based on misunderstandings of the circumstances."**

Discriminatory/Insinulative: This insinuates that David frequently misinterprets situations or is unable to understand them correctly, possibly attributing this to his brain injury. It casts doubt on his credibility.

**"In addition, family members of individuals have expressed concern that you are making complaints on their behalf without their knowledge or consent and often based on inaccurate information."**

Discriminatory/Insinulative: This insinuation can further erode David's credibility and suggests he is acting without appropriate authority or understanding.

Civil Rights Violation: Accusing David of acting without consent is infringing on his right to advocate for himself or for others, especially if he believes he is acting in their best interests and has a valid reason to do so.

**Tone of the Email:**

The overall tone is condescending and treats David as if he needs special guidance to communicate effectively or understand situations. It's not accommodating or understanding of the unique challenges David might face as a brain injury survivor.

**The Offer for Monthly Communication:**

While on the surface, offering a monthly call seems like a supportive gesture, it is a way to limit David's communication, rather than addressing his concerns in real-time.

**Civil Rights Violation & Free Speech:**

The overarching theme of the email limits David's ability to communicate freely and often with the Department. By suggesting that David should communicate less frequently and through specific channels, the Department is imposing restrictions on his right to express his concerns.

In handling communications with individuals with disabilities or survivors of injuries, it's crucial for government officials to exercise empathy, respect, and a deep understanding of the individual's rights. The email, as written, falls short in several areas.

The treatment David is receiving from the Connecticut Department of Social Services, as evidenced by this communication, is a direct infringement of his rights, especially considering his status as a brain injury and stroke survivor and a business owner in the healthcare industry.

1. **Restrictive Communication Policy:** The demand to limit communication to a weekly or biweekly frequency is a direct violation of David's rights. This restriction impedes his ability to communicate effectively, a right that is protected under the Americans with Disabilities Act (ADA). It is discriminatory to impose such limitations on David, especially if they are not standard practice applied equally to all individuals or organizations interacting with the Department.
2. **Undermining Credibility and Professionalism:** The email questions the accuracy of David's concerns and implies that his communications are based on misunderstandings or inaccuracies. This is not only disrespectful but also discriminatory. It suggests a biased view of David's cognitive abilities and professional judgment due to his disability, which is a violation of ADA. It undermines his professionalism and right to be taken seriously as a business owner and an advocate for others with brain injuries.
3. **Sidelining from Proper Channels:** Advising David to resolve issues with other parties first, before contacting the Department, is a subtle way of sidelining him from the proper channels of communication and complaint. This action can be seen as an attempt to diminish his concerns and discourage him from seeking the Department's intervention, a right that should be equally accessible to all.
4. **Invalidating Actions on Behalf of Others:** The accusation that David is making complaints on behalf of others without their consent, especially when it's part of his professional role, is discriminatory. This not only questions his integrity but also unjustly challenges his role as an advocate, a role that is crucial given his professional and personal background.
5. **Disparaging Tone and Implications:** The tone of the email is condescending and implies that David's disability somehow affects his ability to understand or convey facts accurately. This is a clear violation of his civil rights, as it treats him differently and less favorably due to his disability.
6. **Offer of Monthly Calls as a Discriminatory Practice:** The offer of monthly calls, if not a standard practice offered to others in similar positions, is discriminatory. It segregates David's concerns into a less frequent and potentially less effective communication channel, based solely on his disability and advocacy role.

In summary, the email from Amy Dumont to David represents a clear case of discrimination and violation of civil rights. The manner in which David is being treated by the Department, as evidenced by the email, is unacceptable and violates fundamental principles of equality, respect, and the right to fair treatment, especially under laws designed to protect individuals with disabilities like the ADA.

The email from Amy Dumont to David is unequivocally discriminatory and constitutes a violation of David's civil rights. This analysis leaves no room for doubt regarding the nature of the discrimination David faces.

1. **Unjustified Restriction of Communication:** The directive to limit communication to a weekly or biweekly frequency is a clear violation of David's rights under the Americans with Disabilities Act (ADA). This limitation hinders his ability to effectively communicate and advocate, a right that is crucial for individuals with disabilities. Such a restriction is discriminatory, particularly if it is not uniformly applied to all individuals and entities interacting with the Department.
2. **Discrediting Professional Expertise and Experience:** The email undermines David's credibility, suggesting his concerns are based on misunderstandings or inaccuracies. This is not only a disrespectful stance but an outright discriminatory one. It indicates a prejudiced perception of David's cognitive abilities and professional competence due to his disability. This stance egregiously violates the ADA by questioning his professional integrity and his right to be taken seriously as a business owner and advocate.
3. **Diverting from Standard Communication Channels:** Directing David to address issues with other parties first, before reaching out to the Department, is a subtle yet blatant method of discrimination. This suggests an intention to marginalize his concerns and discourage him from seeking the Department's assistance, a right that should be equally accessible to everyone, irrespective of their disability.
4. **Questioning Advocacy on Behalf of Others:** The claim that David is making complaints on behalf of others without their consent, particularly in his professional role, is discriminatory. It unjustly challenges his role as an advocate and impugns his integrity, which is essential in his professional capacity as someone working with individuals recovering from brain injuries.
5. **Disparaging and Condescending Tone:** The tone of the email is patronizing and suggests that David's disability negatively impacts his ability to understand or communicate facts accurately. This is a blatant violation of his civil rights, as it treats him differently and in a derogatory manner due to his disability.
6. **Discriminatory Offer of Monthly Calls:** The proposition of monthly calls, if not a standard offer made to others in similar situations, is a form of discrimination. It segregates David's concerns into an infrequent and potentially less effective communication channel, solely on the basis of his disability and role as an advocate.

In conclusion, the email from Amy Dumont to David is an indisputable case of discrimination and a violation of David's civil rights. The manner in which he is treated, as evidenced by this communication, is a clear infringement of the principles of equality, respect, and the right to fair and equal treatment, as mandated by laws like the ADA that protect individuals with disabilities.

The email from Amy Dumont to David not only reflects discriminatory treatment towards David as an individual but also indicates systemic discrimination against his company by the Department of Social Services. The nature of the communication suggests a broader pattern of unequal and unfair treatment, violating David's rights and those of his company, which provides recovery services to individuals with brain injuries.

1. **Differential Communication Standards:** The imposition of a restricted communication frequency uniquely on David and potentially his company is a clear sign of discrimination. This suggests that the Department of Social Services applies different standards of communication and response to David and his company, as opposed to other individuals or entities. Such differential treatment can impede the company's operations and its ability to advocate effectively for its clients, which likely includes a significant number of individuals with disabilities.
2. **Undermining Professional Competence:** The email's tone and content, which question the accuracy and validity of David's concerns, reflect a broader attitude of the Department towards his professional competence and the legitimacy of his company's advocacy. This can be seen as an attempt to delegitimize his company's role and expertise in the field of recovery services for individuals with brain injuries, thus hindering its operational effectiveness and reputation.
3. **Impeding Advocacy Efforts:** The suggestion that David should first resolve issues with other parties before contacting the Department could be a tactic to marginalize his company's advocacy efforts. This indicates a systemic reluctance or refusal by the Department to engage directly and meaningfully with his company, potentially due to biases against David's disability or the nature of his company's work.
4. **Questioning Integrity and Advocacy Role:** The accusation that David is making unauthorized complaints on behalf of others not only affects him personally but also casts doubt on the integrity and role of his company. This could be a tactic to discourage the company from fulfilling its role as an advocate for individuals with brain injuries, reflecting a broader pattern of discrimination against the company's client base and mission.
5. **Unequal Treatment and Access:** The overall approach of the Department, as exemplified by the email, indicates unequal treatment and access for David and his company. This unequal treatment violates the principles of non-discrimination and equal opportunity, which are cornerstone principles in civil rights legislation, including the ADA.
6. **Potential Impact on Clients and Services:** The discriminatory treatment of David and his company may also have a broader impact on the clients they serve. By undermining and restricting the company's ability to communicate and advocate, the Department of Social Services may be indirectly affecting the rights and services provided to individuals recovering from brain injuries.

In conclusion, the email from Amy Dumont is not only an instance of discrimination against David personally but also reflects a pattern of systemic discrimination against his company by the Department of Social Services. This pattern of behavior indicates a violation of civil rights and ADA principles, impacting not just David and his company, but also potentially the quality of services and advocacy available to individuals with brain injuries.

In conclusion, the email from Amy Dumont to David is an indisputable case of discrimination and a violation of David's civil rights. The manner in which he is treated, as evidenced by this communication, is a clear infringement of the principles of equality, respect, and the right to fair and equal treatment, as mandated by laws like the ADA that protect individuals with disabilities.

**1. Compensatory Damages:**

- **Lost Income and Business Revenue:** Compensation for the actual financial losses his company has incurred due to discriminatory practices. This includes any lost contracts, diminished business opportunities, and decreased revenue directly linked to the Department's actions.
- **Emotional Distress:** Compensation for the mental anguish and emotional distress caused by the discrimination. This can include the stress, anxiety, and other psychological impacts that David has suffered.
- **Damage to Reputation:** Financial compensation for the harm to David's professional reputation and that of his company. This includes any diminution in the perceived value of his business and professional standing in the community.

**2. Punitive Damages:**

- If it's proven that the Department's actions were willfully discriminatory and malicious, David might be entitled to punitive damages. These are intended to punish the offending party for their wrongful conduct and deter similar conduct in the future.

**3. Restitution and Reinstatement:**

- **Business Opportunities:** Restitution for any lost business opportunities and reinstatement of contracts or business relationships that were lost due to the Department's discriminatory actions.
- **Professional Growth:** Compensation for the loss of professional growth and advancement opportunities that David and his company suffered.

**4. Legal Fees and Costs:**

- Reimbursement for all legal fees and related costs incurred in pursuing the lawsuit against the Department.

**5. Injunctive Relief:**

- Court orders for the Department to change its policies and practices to prevent future discrimination. This may include training on non-discrimination for its staff, policy reforms, and regular monitoring for compliance.

**6. Non-Monetary Compensation:**

- Public apology or acknowledgment of wrongdoing by the Department.
- Measures to restore David's and his company's reputation, which could include public statements or corrective advertising.

**7. Interest on Damages:**

- Interest on the awarded damages, calculated from the time the discrimination began.

**10/10/2023**

Subject: Formal Complaint: Alleged Discrimination and Violation of the Rights of Mr. David Medeiros Under the Americans with Disabilities Act and Section 504 of the Rehabilitation Act by the Connecticut Department of Social Services and COU Community Options Unit

**To the Connecticut CHRO Civil Rights Division,**

I, David Medeiros, am a survivor of traumatic brain injury and stroke and the proprietor of ABI Resources LLC, earnestly submit this formal complaint to bring to your esteemed notice the ongoing discriminatory conduct and unprofessional practices purportedly enacted by the Connecticut Department of Social Services and COU Community Options Unit against me. This complaint is lodged in my individual capacity and focuses on the alleged personalized, deliberate, and systemic discrimination and non-compliance with federal laws designed to protect the rights of people with disabilities.

Detailed Account of Alleged Discriminatory Acts:

Systematic Ignorance of Communication:

My communications and inquiries have been systematically ignored or unduly delayed. Such disregard not only reflects professional negligence but also epitomizes personal disdain, causing emotional distress and creating barriers in professional pursuits.

Inhibition of Professional Advancements:

Actions seemingly deliberate have been effectuated to limit my professional and business opportunities, necessitating the diversion of significant personal resources to secure parity in opportunity allocation.

Personal Harassment and Targeting:

I have been subjected to what can be characterized as a calculated endeavor of harassment, marginalization, and disparagement, tantamount to a personal affront and a violation of my dignity and professional standing.

Unresponsiveness to Registered Grievances:

The reported discriminatory practices and violations have met with conspicuous indifference, with minimal to no remedial actions undertaken, aggravating my sense of isolation and impinging on my rights as a disabled individual.

Discriminatory Allocation of Resources:

There exists a discernible bias in the allocation of referrals and resources, reflecting an ingrained prejudice and resulting in inequitable competitive circumstances, impinging on my professional integrity and personal well-being.

Legal Provisions Allegedly Violated:

The Americans with Disabilities Act (ADA):

The aforementioned actions ostensibly violate the provisions of ADA, infringing upon my rights and privileges as an individual with disabilities.

Section 504 of the Rehabilitation Act:

The alleged discriminatory conduct appears to be in contravention of Section 504, compromising my entitlement to impartiality and equality.

Request for Immediate Redressal and Investigation:

I hereby respectfully request the immediate intervention and comprehensive investigation by the Department of Justice into the outlined allegations of discrimination and violation of my rights under federal law. This is crucial to validate the allegations, cease the ongoing discriminatory practices, and enforce cation and compliance with federal laws protecting the rights of individuals with disabilities.

Conclusion:

The conduct described herein not only constitutes professional malfeasance but also represents a blatant disregard for the rights, dignity, and well-being of an individual with disabilities, necessitating urgent and decisive legal intervention.

I am willing to provide any additional information, documentation, or clarification required to facilitate the investigation and am earnestly looking forward to a resolution that upholds the principles of justice, equality, and respect for the rights of individuals with disabilities.

Sincerely,

David Medeiros

Name: David Medeiros  
Mailing Address: 215 Mountain St. Willimantic CT. 06226  
Windham, CT 06226  
Telephone: 8604633638  
Email: aabiwr@live.com  
Preferred Method of Contact: Email  
Accommodations, if necessary: Conditional

#### Respondent Information

Respondent: Connecticut Department of Social Services and COU Community Options Unit,  
Mailing Address: Connecticut Department of Social Services 55 Farmington Avenue Hartford, CT  
06105  
All, CT 06105  
Telephone: 1-855-626-6632

Email: NA

### Complaint Information

Complaint Type: Public Accommodations

Adverse Action: ["denied equal services", "denied a reasonable accommodation", "retaliated against for a complaint of discrimination or requesting an accommodation", "segregated or separated", "harassed or bullied", "treated differently", "denied or impeded access"]

Basis: ["Intellectual disability", "Learning disability", "Physical disability", "Mental disability"]  
A survivor of traumatic brain injury and stroke as well as proprietor of ABI Resources LLC

Narrative: UNITED STATES OF AMERICA STATE OF CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES IN THE MATTER OF: David Medeiros, Complainant, v. Connecticut Department of Social Services and COU Community Options Unit, Respondents. PETITION FOR REDRESS OF DISCRIMINATION UNDER STATE AND FEDERAL ANTI-DISCRIMINATION STATUTES I. EXECUTIVE OVERVIEW Invoking the esteemed jurisdiction of the Commission on Human Rights and Opportunities ("CHRO"), Complainant David Medeiros presents this rigorously constructed petition. Drawing from the deepest wells of both federal and Connecticut state anti-discrimination laws, this complaint paints a disturbing mosaic of alleged discriminatory actions by the Respondents. II. JURISDICTIONAL AND VENUE CONSIDERATIONS The CHRO is mandated and empowered to impartially adjudicate matters under the purview of Connecticut's anti-discrimination edicts and their federal analogues. III. PRECISE IDENTIFICATION OF PARTIES Complainant: David Medeiros, an emblematic figure in disability rights advocacy, proprietor of ABI Resources LLC, and a resilient survivor of traumatic brain injury and stroke. Respondents: Connecticut Department of Social Services and COU Community Options Unit, state entities bound by federal and state anti-discrimination mandates. IV. CHRONOLOGY OF DISCRIMINATORY CONDUCT The Complainant, with unyielding resolve, chronicles the following systemic violations: Systemic Communication Marginalization: Evident neglect of Complainant's professional communications. Deliberate Professional Barriers: Calculated obstructions to Complainant's professional growth. Sustained Harassment Campaign: Acts indicative of a systematic diminishment of Complainant's dignity and professional stature. Disregard for Grievance Mechanisms: A palpable abrogation of due process rights. Resource Allocation Biases: Disparities underscoring inherent bias against the Complainant. V. LEGISLATIVE AND REGULATORY INFRACTIONS In precise legal articulation, the Complainant identifies infractions of: Americans with Disabilities Act, 42 U.S.C. § 12101 et seq. (ADA): A federal mandate safeguarding against disability-based discrimination. Section 504 of the Rehabilitation Act of 1973: A pivotal federal law prohibiting discrimination on the basis of disability within federally funded programs or activities. Conn. Gen. Stat. §§ 46a-60(a)(1), 46a-

60(a)(2), 46a-70(a), 46a-71, 46a-72: Connecticut's legal bulwarks against diverse forms of discrimination. 28 CFR Part 36: Regulatory provisions that emphasize non-discrimination based on disability in public accommodations. VI. PRAYERS FOR JUST AND EQUITABLE RELIEF In deference to the Commission's esteemed jurisprudential function, Complainant entreats: Categorical Affirmation of the transgressions committed by Respondents. Immediate Judicial Interventions to forestall continued discriminatory acts by Respondents. Restitution and Remedial Actions to re-establish and fortify Complainant's sacrosanct rights. VII. ELOQUENT CONCLUSION With the gravitas and authority demanded by the import of this document and rooted in the august legal traditions of the United States, this complaint stands as an unwavering plea for justice, equity, and civil rights. Complainant ardently anticipates a judicious resolution, commensurate with the principles that underpin our nation's jurisprudence. Dated: 10/04/2023 With Utmost Respect, David Medeiros

Date of  
Discrimination:

10/04/2023

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

**AFFIDAVIT OF ILLEGAL DISCRIMINATORY PRACTICE**

**FOR CHRO USE ONLY**

Case No. 2410220

Date: 11/14/2023

EEOC No. N/A

My name is: David Medeiros

My mailing address is: 215 Mountain Street, Willimantic, CT 06226

My telephone number is: 860-463-3638

My email address is: aabiwr@live.com

The respondent is: State of Connecticut Department of Social Services

Whose business address is: 55 Farmington Ave, Hartford CT 06106

**I was ...**

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

- |                                                                        |                     |                                                     |  |
|------------------------------------------------------------------------|---------------------|-----------------------------------------------------|--|
| <input type="checkbox"/> discriminated against in terms and conditions |                     | <input type="checkbox"/> not hired/promoted         |  |
| <input type="checkbox"/> discharged                                    |                     | <input type="checkbox"/> given unequal duties       |  |
| <input type="checkbox"/> suspended                                     |                     | <input type="checkbox"/> harassed                   |  |
| <input type="checkbox"/> placed on probation                           |                     | <input type="checkbox"/> sexually harassed          |  |
| <input type="checkbox"/> demoted                                       |                     | <input type="checkbox"/> earning different pay      |  |
| <input type="checkbox"/> warned                                        |                     | <input type="checkbox"/> constructively discharged  |  |
| <input type="checkbox"/> given a poor evaluation                       |                     | <input type="checkbox"/> retaliated against         |  |
| <input type="checkbox"/> denied a raise                                |                     | <input type="checkbox"/> transferred                |  |
| <input type="checkbox"/> less trained                                  |                     | <input type="checkbox"/> given difficult assignment |  |
| <input type="checkbox"/> denied an office                              |                     | <input type="checkbox"/> not recalled               |  |
| <input checked="" type="checkbox"/> denied equal service(s)            | Ongoing-<br>10/2023 |                                                     |  |
| <input type="checkbox"/> other:                                        |                     |                                                     |  |

**I believe that my...**

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

- |                                                                                             |  |                                                    |  |
|---------------------------------------------------------------------------------------------|--|----------------------------------------------------|--|
| <input type="checkbox"/> Race                                                               |  | <input type="checkbox"/> Mental disability         |  |
| <input type="checkbox"/> Color                                                              |  | <input type="checkbox"/> Intellectual disability   |  |
| <input type="checkbox"/> Religious creed                                                    |  | <input type="checkbox"/> Learning disability       |  |
| <input type="checkbox"/> Age                                                                |  | <input type="checkbox"/> Physical disability       |  |
| <input type="checkbox"/> Gender identity/expression                                         |  | <input type="checkbox"/> Veteran status            |  |
| <input type="checkbox"/> Marital status                                                     |  | <input type="checkbox"/> Prior criminal conviction |  |
| <input type="checkbox"/> National origin                                                    |  | <input type="checkbox"/> Sexual orientation        |  |
| <input type="checkbox"/> Sex: <input type="checkbox"/> Male <input type="checkbox"/> Female |  | <input type="checkbox"/> Pregnancy                 |  |
| <input type="checkbox"/> Ancestry                                                           |  | <input type="checkbox"/> Lawful source of income   |  |
| <input type="checkbox"/> Other:                                                             |  | <input type="checkbox"/> Genetic information       |  |
| <input type="checkbox"/> Previous opposition to discriminatory conduct                      |  |                                                    |  |

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

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

**THIS SECTION TO BE FILLED OUT BY  
CHRO STAFF**

The respondent violated the following statutes and acts listed below, as amended, enforced through CONN. GEN. STAT. § 46a-58(a) if applicable:

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

I provide the following particulars:

1. In or around 2015, I personally filed a complaint with the Connecticut Department of Social Services (DSS) about the direct violation of my rights as a survivor of a stroke and brain injury as well as a company owner in the healthcare industry.
2. By requiring that I only communicate with the department once a week or twice a week, DSS has deliberately restricted my ability to communicate with them.
3. In addition, DSS has been undermining my professionalism and credibility by implying in my emails that I have complaints and concerns are based on misunderstandings. Rather than interacting with me as a regular person, they have suggested that my interactions are the result of miscommunications or inaccuracies due to my physical disability.
4. In a deliberate effort to divert me from the appropriate channels of complaint and communication, DSS has also recommended me to settle my own disputes with other parties before contacting the department.
5. The DSS also accused me of filing complaints on behalf of people without getting their permission, particularly when this is a duty of mine and my business.
6. In addition to refusing me equitable treatment, I believe that DSS has limited my communication with the department and discredited myself and my company's reputation overall because of my physical disability.

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

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

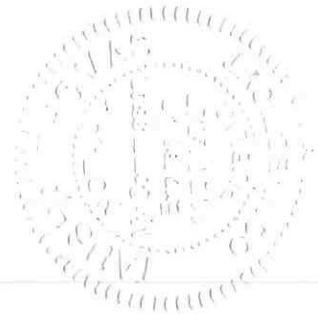
David Medeiros being duly sworn, on oath, states that s/he is the Complainant herein; that s/he has read the foregoing complaint and knows the content thereof; that the same is true of her/his own knowledge, except as to the matter herein stated on information and belief and that as to these matters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

Dated in Hartford CT, CT on this Nov 14 2023  
City/Town Date

  
Complainant's Signature

Subscribed and sworn before me on Nov 14 2023.  
Date

  
Notary Public/Commissioner of the Superior Court  
My commission expires: Nov. 30, 2027





**State of Connecticut**  
**COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

Capitol Region Office ~ 450 Columbus Boulevard, Suite 2, Hartford, CT 06103

*Promoting Equality and Justice for all People*

December 15, 2023

Via email: [aabiwr@live.com](mailto:aabiwr@live.com)

David Medeiros  
215 Mountain Street  
Willimantic, CT 06226

**RE: David Medeiros v. State of CT, Department of Social Services**  
**CHRO No. 2410220**  
**EEOC No. N/A**

Dear Mr. Medeiros:

This letter confirms that your complaint, referenced above, has been filed with the Commission on March 28, 2023, but due to an administrative error the service was delayed, the Commission apologizes for any inconvenience this may have caused you.

The enclosed General Notice advises you of your rights, duties, and responsibilities. **Please read carefully the information contained in the notice.**

You have a duty to respond timely to any information or assistance requested and to cooperate with the Commission at all times. It is your sole duty and responsibility to notify the Commission of your whereabouts at all times throughout the pendency of this complaint. In the event that your address, telephone number, or email address changes, it is your duty to notify the Commission immediately in writing. **Parties are encouraged to submit all filings by email only without an additional hardcopy if possible. Emailed filings with Capitol Region Office should be emailed to [CHRO.Capitol@ct.gov](mailto:CHRO.Capitol@ct.gov).**

Also, you have a duty to certify to the Commission that you have provided the Respondent with copies of all documents you file with the Commission. For your convenience and use, the enclosed Certification Form is made available.

If I can be of further assistance, please do not hesitate to contact me.

Commission on Human Rights and Opportunities  
Capitol Region Office  
450 Columbus Boulevard, Suite 2  
Hartford, CT 06103  
860-541-3456

Enclosure

# CONNECTICUT COMMISSION ON HUMAN RIGHTS & OPPORTUNITIES

## NOTICE TO COMPLAINANT OF DUTY TO COOPERATE

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

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

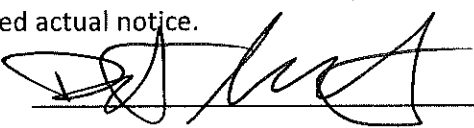
Name Laura Clark Address \_\_\_\_\_  
City Plainfield State CT ZIP Code \_\_\_\_\_  
Telephone 1860 287-0442 Email LauraC@ctbraininjury.com

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

- ☒ Yes ☐ No (a) copies of any and all decisions and or determination(s) made by the Connecticut Department of Labor, Division of Unemployment Compensation, respecting my eligibility to receive Unemployment Insurance Compensation; .  
☒ Yes ☐ No (b) copies of any writings that my employer gives to the Connecticut Department of Labor as to its consent and/or objection to my receiving benefits;  
☒ Yes ☐ No (c) copies of any transcript (s) and/or tape recordings of testimony given by myself and my employer to the Connecticut Department of Labor;  
☒ Yes ☐ No (d) copies of any union grievance filed by co-workings or myself challenging the company's behavior, the outcome of any grievance etc., and;  
☒ Yes ☐ No (e) other information, please describe:
- \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

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

By:  Dated: Nov 14 2023

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

**CONNECTICUT COMMISSION ON HUMAN RIGHTS & OPPORTUNITIES**

**COMPLAINANT WITNESS LIST**

**CHRO No.** 2410220

**David Medeiros v. State of Connecticut Department of Social Services**

☐ I IDENTIFY THE FOLLOWING WITNESSES AT THIS TIME

| <b>Witness Name, Address and Telephone</b> | <b>Relationship to Incidents Alleged</b> | <b>List Specifics to which this person can testify</b> |
|--------------------------------------------|------------------------------------------|--------------------------------------------------------|
|                                            |                                          |                                                        |
|                                            |                                          |                                                        |
|                                            |                                          |                                                        |
|                                            |                                          |                                                        |
|                                            |                                          |                                                        |
|                                            |                                          |                                                        |
|                                            |                                          |                                                        |
|                                            |                                          |                                                        |

☐ I HAVE NO WITNESSES AT THIS TIME.

  
**Complainant's Signature**

**Date:** Nov 14 2023

**CONNECTICUT COMMISSION ON HUMAN RIGHTS & OPPORTUNITIES**

CHRO No 2410220

**David Medeiros v. State of Connecticut Department of Social Services**

**Information Regarding Complaints Previously Filed With The  
Commission on Human Rights and Opportunities**

PLEASE PROVIDE THE FOLLOWING INFORMATION:

☒ I HAVE FILED \_\_\_\_\_ PREVIOUS COMPLAINT(S) WITH CHRO.

DATE(S) OF FILING: \_\_\_\_\_

CHRO CASE NO(S): \_\_\_\_\_

REGIONAL OFFICE(S): \_\_\_\_\_

INCIDENT(S) ALLEGED: \_\_\_\_\_

☐ I HAVE NOT PREVIOUSLY FILED A COMPLAINT WITH CHRO.

I UNDERSTAND THAT FAILURE TO DISCLOSE THIS INFORMATION MAY DELAY  
PROCESSING OF MY COMPLAINT AND/OR RESULT IN ADVERSE CONSEQUENCES.

  
\_\_\_\_\_  
**Complainant**

**Date:** Nov 14 2023

**CONNECTICUT COMMISSION ON HUMAN RIGHTS & OPPORTUNITIES**

CHRO No. 2410220

**David Medeiros v. State of Connecticut Department of Social Services**

**AUTHORIZATION TO RELEASE  
INFORMATION FROM THE RECORDS OF**

David Medeiros  
**(Name of Undersigned)**

I authorize disclosure by State of Connecticut Department of Social Services, 55 Farmington Ave, Hartford CT 06106

**(Address)**

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

☒ Medical Records *No*

☒ Personnel Records *No*

☐ Credit Rating, or information as listed below:

\_\_\_\_\_  
\_\_\_\_\_

*Refuse to authorize.*  
**Signature of Complainant**

**Date:** *Nov 14 2023*

**Date of Birth:** *12/30/1976*

215 Mountain Street, Willimantic, CT 06226  
**(Address)**

860-463-3638  
**(Telephone Number with Area Code)**



**State of Connecticut**  
**COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

Capitol Region Office ~ 450 Columbus Boulevard, Suite 2, Hartford, CT 06103

*Promoting Equality and Justice for all People*

December 15, 2023

Via email: [deidre.gifford@ct.gov](mailto:deidre.gifford@ct.gov)

Diedre S. Gifford, MD, MPH  
Commissioner  
Department of Social Services  
55 Farmington Avenue  
Hartford, CT 06105

**RE: David Medeiros v. State of CT, Department of Social Services**  
**CHRO No. 2410220**  
**EEOC No. N/A**

Dear Commissioner Gifford:

A complaint, referenced above, has been filed with the Commission on March 28, 2023, but due to an administrative error the service was delayed, the Commission apologizes about any inconvenience this may have caused the Respondent. A copy of the complaint is attached.

The enclosed General Notice advises you of your rights, duties, and responsibilities. Please read carefully the information contained in the notice. The enclosed Notice Regarding Out of State Attorneys advises that all attorneys practicing before the Commission must be admitted to practice law in Connecticut and that it is the responsibility of all counsel to comply with Connecticut practice rules. Also enclosed is important information with respect to the no fault conciliation process. The Commission is available to assist you if you wish to pursue settlement of this complaint. If you wish to conciliate the complaint prior to providing an answer, you must notify the Commission within **10 days** of receipt of the enclosed complaint.

**You must file an answer to the complaint under oath with the Commission within 30 days of receipt of this complaint unless pre-answer conciliation has been requested. If you fail to answer the complaint within this time, you may be defaulted by the Commission. Parties are encouraged to submit all filings by email only without an additional hardcopy if possible. You must email a scanned copy of your signed and notarized Answer to [chro.capitol@ct.gov](mailto:chro.capitol@ct.gov) and [dedra.morris@ct.gov](mailto:dedra.morris@ct.gov).**

**CHRO No. 2410220**  
**December 15, 2023**

You have a duty to certify to the Commission that you have provided the complainant with copies of all documents you file with the Commission. You also have a duty to ensure that personal identifying information is redacted from any documents provided to the Commission. Personal identifying information includes an individual's mother's maiden name; motor vehicle operator's license number; Social Security number; other government issued identification number except for juris, license, permit or other business related identification numbers that are otherwise made available to the public directly by any government agency or entity; health insurance identification number; or any financial account number, security code or personal identification number (PIN). For your convenience and use, the enclosed Certification Form is made available.

If I can be of further assistance, please do not hesitate to contact me.

Commission on Human Rights and Opportunities  
Capitol Region Office  
450 Columbus Boulevard, Suite 2  
Hartford, CT 06103  
860-541-3456

Enclosures

**SCHEDULE A – Public Accommodation  
Request for Information**

**CHRO No.** 2410220

**Case Name:** David Medeiros v. State of CT, Department of Social Services

**PUBLIC ACCOMMODATION**

1. State the full legal name of the respondent.
2. State the proper address of the respondent's facility where the complainant alleges that an act or acts of discrimination occurred.
3. If the respondent is incorporated, indicate under what state's laws it is incorporated.
4. If the respondent is incorporated, state the address of respondent's corporate headquarters.
5. State the name and address of respondent's agent for service.
6. If the respondent is currently the subject of bankruptcy proceedings or has been the subject of bankruptcy proceedings during the past three years, provide documentation of the current status of such proceedings.
7. State the name, title and address, telephone number, fax number, and e-mail address if available of the individual to be contacted for further information in this matter. This person should be an employee of Respondent.
8. Separately state the number of respondent's employees in Connecticut and at the facility where the complainant alleges that discriminatory conduct occurred.
9. Submit a response, in "admit" "deny" format, to each allegation of the complaint. For each allegation that is denied, submit a statement that sets forth the facts upon which you rely in your denial. Please submit any and all documents and written statements of witnesses or participants to support your position.

10. Submit copies of all written rules, policies and procedures relating to the issue(s) raised in the complaint. If these are not in writing, explain the rules, policies and procedures.
11. If Complainant was denied services or subjected to any other adverse decision, submit the following information:
  - (a) Date complainant was advised of the act complained of;
  - (b) Explain in detail the reason(s) for the action taken;
  - (c) Identify the person(s) recommending the action(s) at issue, including name, position held, and physical disability;
  - (d) Identify the person(s) making the final decision, including name, position held, and physical disability;
  - (e) Provide a copy of any evaluation(s) or investigative report(s), and all other relevant documents relating to the act;
12. Provide any other information and/or explanation you deem relevant to this complaint, and any other information which will assist the Commission in reaching a decision in this matter.

## A.B.I. Resources LLC

39 Kings Highway, Suite C

Gales Ferry CT, 06335

Phone: (860) 942-0365

Fax: (860) 465-9591

<https://www.CTbrainINJURY.com>

11/14/2022

To: Connecticut Commission on Human Rights and Opportunities  
450 Columbus Boulevard.  
Hartford, CT 06103-1835.

Request for Connecticut's CHRO official complaint form.

Would Connecticut's Commission on Human Rights and Opportunities please provide Connecticut's official discrimination complaint form regarding complaints against state agencies, public facilities, and services?

Best regards,  
*David Medeiros*  
David Medeiros CBIS  
Brain Injury Survivor and  
Founder of  
ABI Resources, LLC



ABI RESOURCES LLC  
39 KINGS HIGHWAY SUITE C  
GALES FERRY, CT 06335  
(860) 942-0365  
WWW.CTBRRAININJURY.COM



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Date: 12/16/2023

Connecticut Commission on Human Rights and Opportunities (CHRO) Capitol  
Region Office  
450 Columbus Boulevard, Suite 2  
Hartford, CT 06103-1835

Subject: **Complaint Against Connecticut CHRO for Disability Discrimination  
and Whistleblower Retaliations. RE: David Medeiros v. State of CT,  
Department of Social Services CHRO No. 2410220**  
EEOC No. N/A

Dear Sir/Madam,

I, David Medeiros, a brain injury survivor and whistleblower, hereby file a formal complaint against the Connecticut Commission on Human Rights and Opportunities (CHRO) for disability discrimination and whistleblower retaliation.

It has come to my attention that CHRO is engaging in practices that undermine my rights for accommodation and ability to self-advocate. CHRO has been presenting and documenting false information as fact, manipulating and misinforming facts, and hindering my pursuit of justice. These actions appear to be a deliberate attempt to use my disability against me, thereby protecting the interests of the State of Connecticut.

Moreover, CHRO has failed to provide necessary accommodations, slowing and complicating the process for justice. This lack of accommodation and the purposeful obfuscation of processes directly violate my rights under federal and state disability laws.



Additionally, there is a concerning discrepancy in CHRO's documentation, specifically regarding the Commissioner of the Connecticut Department of Social Services. Despite Andrea Barton Reeves being announced as the Commissioner by Governor Ned Lamont, in 2022. CHRO's documentation fails to recognize this change and in fact is addressed to Dr. Deidre S. Gifford, who is NOT the Connecticut Department of Social Services Commissioner. This raises serious concerns about the accuracy and credibility of CHRO's records and processes.

I request a thorough investigation into these matters by both the CHRO and the Department of Justice. It is imperative that these violations of state and federal disability laws and whistleblower protections be addressed and rectified immediately.

I request your assistance in ensuring fair treatment and accommodations, which are crucial for my effective communication and participation in these matters. Additionally, I seek guidance and support from the state government to uphold my rights to self-advocate, both as an individual with a disability, a whistleblower, and as a business owner.

It is imperative that government entities respect and facilitate the participation of individuals like me in matters affecting our lives and businesses. I am committed to advocating for transparency and accountability, and I believe the government's intervention is crucial in rectifying the current situation.

Thank you for your attention to this matter.

Best regards,  
*David Medeiros*  
David Medeiros  
ABI Resources, CEO, Director, Team Member  
Medicaid ABI Waiver Program Support Provider.



## **A.B.I. Resources LLC**

39 Kings Highway, Suite C

Gales Ferry CT, 06335

Phone: (860) 942-0365

Fax: (860) 465-9591

<https://www.CTbrainINJURY.com>

Date: 12/15/2023

Commission on Human Rights and Opportunities  
Capitol Region Office  
450 Columbus Boulevard, Suite 2  
Hartford, CT 06103-1835

### **Complaint and Request for Intervention and Support in Addressing Misconduct and Ensuring Accommodations for Self-Advocacy and Protection from Whistleblower Retaliations.**

Dear Office for Civil Rights,

I am writing to lodge a formal complaint against Matthew S. Antonetti of the Connecticut Department of Social Services regarding his correspondence dated December 13, 2023. As a brain injury survivor and the founder of A.B.I. Resources LLC, I have faced significant challenges in advocating for myself, my business and the disabled population we serve. Mr. Antonetti's letter contains misleading, inaccurate, non-accommodating and intimidating statements that undermine my efforts and rights as a person living with a brain injury and as a whistleblower.

I request your assistance in ensuring fair treatment and accommodations, which are crucial for my effective communication and participation in these matters.

Additionally, I seek guidance and support from the state government to uphold my rights to self-advocate, both as an individual with a disability, a whistleblower, and as a business owner.



It is imperative that government entities respect and facilitate the participation of individuals like me in matters affecting our lives and businesses. I am committed to advocating for transparency and accountability, and I believe the government's intervention is crucial in rectifying the current situation.

Thank you for your attention to this matter.

Best regards,  
*David Medeiros*  
David Medeiros  
ABI Resources, CEO, Director, Team Member  
Medicaid ABI Waiver Program Support Provider.



Chro case.

**FOIA Expediated** from CT and Feds.  
communications about David Medeiros and or  
ABI Resources.

- Nadera Reeves Commis
- D gifford
- All CHRO
- All FOIA

Submit a discrimination complaint about  
Commissioner.

ANY CT DSS DISCRIMINATION CHRO  
complaints.

**Media Press release with NAMES**

**Andrea**

- Complaints against CHRO
- Complaints about CT DSS

Andrea reeves

Complaints on Matt

Complaints whistleblower

Make a foia for Dec 31 companion

New client not in sandata

Twitter Media

Chro case.

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- Complaints against CHRO
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Andrea reeves

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Make a foia for Dec 31 companion

New client not in sandata

Twitter Media

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

**AFFIDAVIT OF ILLEGAL DISCRIMINATORY PRACTICE**

**FOR CHRO USE ONLY**

Case No. 2410220 Date: 11/14/2023  
EEOC No. N/A

My name is: David Medeiros  
My mailing address is: 215 Mountain Street, Willimantic, CT 06226  
My telephone number is: 860-463-3638  
My email address is: aabiwr@live.com  
The respondent is: State of Connecticut Department of Social Services  
Whose business address is: 55 Farmington Ave, Hartford CT 06106

**I was ...**

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

- |                                                                        |                                                     |
|------------------------------------------------------------------------|-----------------------------------------------------|
| <input type="checkbox"/> discriminated against in terms and conditions |                                                     |
| <input type="checkbox"/> discharged                                    | <input type="checkbox"/> not hired/promoted         |
| <input type="checkbox"/> suspended                                     | <input type="checkbox"/> given unequal duties       |
| <input type="checkbox"/> placed on probation                           | <input type="checkbox"/> harassed                   |
| <input type="checkbox"/> demoted                                       | <input type="checkbox"/> sexually harassed          |
| <input type="checkbox"/> warned                                        | <input type="checkbox"/> earning different pay      |
| <input type="checkbox"/> given a poor evaluation                       | <input type="checkbox"/> constructively discharged  |
| <input type="checkbox"/> denied a raise                                | <input type="checkbox"/> retaliated against         |
| <input type="checkbox"/> less trained                                  | <input type="checkbox"/> transferred                |
| <input type="checkbox"/> denied an office                              | <input type="checkbox"/> given difficult assignment |
| <input type="checkbox"/> denied equal service(s)                       | <input type="checkbox"/> not recalled               |
| ISI <u>Ongoing-10/2023</u>                                             | <input type="checkbox"/> D                          |
| <input type="checkbox"/> other: _____                                  |                                                     |

**I believe that my...**

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

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

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

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

**THIS SECTION TO BE FILLED OUT BY  
CHRO STAFF**

The respondent violated the following statutes and acts listed below, as amended, enforced through CONN. GEN. STAT. § 46a-58(a) if applicable:

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

I provide the following particulars:

1. In or around 2015, I personally filed a complaint with the Connecticut Department of Social Services (DSS) about the direct violation of my rights as a survivor of a stroke and brain injury as well as a company owner in the healthcare industry.
2. By requiring that I only communicate with the department once a week or twice a week, DSS has deliberately restricted my ability to communicate with them.
3. In addition, DSS has been undermining my professionalism and credibility by implying in my emails that I have complaints and concerns are based on misunderstandings. Rather than interacting with me as a regular person, they have suggested that my interactions are the result of miscommunications or inaccuracies due to my physical disability.
4. In a deliberate effort to divert me from the appropriate channels of complaint and communication, DSS has also recommended me to settle my own disputes with other parties before contacting the department.
5. The DSS also accused me of filing complaints on behalf of people without getting their permission, particularly when this is a duty of mine and my business.
6. In addition to refusing me equitable treatment, I believe that DSS has limited my communication with the department and discredited myself and my company's reputation overall because of my physical disability.

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

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

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

Dated in tk-rth,c a  
City/Town

, CT on this Nov 14 2023  
Date  
  
Complainant's Signature

Subscribed and sworn before me on Nov 14 2023  
Date

  
Notary Public/Commissioner of the Superior Court  
My commission expires: Nov. 30, 2027





**State of Connecticut**  
**COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

Capitol Region Office ~ 450 Columbus Boulevard, Suite 2, Hartford, CT 06103

*Promoting Equality and Justice for all People*

December 15, 2023

Via email: [aabiwr@live.com](mailto:aabiwr@live.com)

David Medeiros  
215 Mountain Street  
Willimantic, CT 06226

**RE: David Medeiros v. State of CT, Department of Social Services**  
**CHRO No. 2410220**  
**EEOC No. N/A**

Dear Mr. Medeiros:

This letter confirms that your complaint, referenced above, has been filed with the Commission on March 28, 2023, but due to an administrative error the service was delayed, the Commission apologizes for any inconvenience this may have caused you.

The enclosed General Notice advises you of your rights, duties, and responsibilities. **Please read carefully the information contained in the notice.**

You have a duty to respond timely to any information or assistance requested and to cooperate with the Commission at all times. It is your sole duty and responsibility to notify the Commission of your whereabouts at all times throughout the pendency of this complaint. In the event that your address, telephone number, or email address changes, it is your duty to notify the Commission immediately in writing. **Parties are encouraged to submit all filings by email only without an additional hardcopy if possible. Emailed filings with Capitol Region Office should be emailed to [CHRO.Capitol@ct.gov](mailto:CHRO.Capitol@ct.gov).**

Also, you have a duty to certify to the Commission that you have provided the Respondent with copies of all documents you file with the Commission. For your convenience and use, the enclosed Certification Form is made available.

If I can be of further assistance, please do not hesitate to contact me.

Commission on Human Rights and Opportunities  
Capitol Region Office  
450 Columbus Boulevard, Suite 2  
Hartford, CT 06103  
860-541-3456

Enclosure