Perry, Charles

From: Morris, Kimberly
Sent: Thursday, January 2, 2025 8:59 AM
To: Payne, Cherron; Perry, Charles
Subject: Re: WBR Complaint

Good morning Cherron and Charles,

I do not have any other emails regarding the below matter.

From: Payne, Cherron <Cherron.Payne@ct.gov>
Sent: Friday, December 27, 2024 2:58 PM
To: Perry, Charles <Charles.Perry@ct.gov>
Cc: Morris, Kimberly <Kimberly.Morris@ct.gov>
Subject: FW: WBR Complaint

Charles:

This is the last email that I can find concerning my discussion with Kim Morris regarding the matter. Kim may have additional emails. She will return to the office on Thursday, 1/2/25.

Please let me know if you have any questions or concerns.

Thanks,

Cherron

From: Morris, Kimberly <Kimberly.Morris@ct.gov>
Sent: Thursday, February 8, 2024 9:46 AM
To: Payne, Cherron <Cherron.Payne@ct.gov>
Subject: FW: WBR Complaint
Importance: High

See email below, he never responded.

From: Morris, Kimberly
Sent: Tuesday, January 16, 2024 8:58 AM
To: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Subject: RE: WBR Complaint
Importance: High

Good Morning Mr. Medeiros,

Please let me know when you would like to come into the office to file your WBR Complaint. I am in the office on Tuesday, Wednesday, and Friday form 8 – 4:30 pm.

From: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Sent: Saturday, January 13, 2024 8:16 AM
To: Morris, Kimberly <Kimberly.Morris@ct.gov>
Cc: ABI RESOURCES 860 942-0365 <AABIWR@live.com>
Subject: Re: WBR Complaint
Importance: High

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12.23.2023 / 01.13.2024
Clarification on Request for Accommodations in Filing Whistleblower Complaint

Dear Ms. Morris,

First and foremost, I wish to express my heartfelt gratitude for your assistance during this process. I greatly appreciate your time and effort. I have concerns regarding the progression of the current timeline, particularly in relation to the constraints surrounding the complaint.

As someone who finds a quiet environment with very minimal stimulation most conducive to my focus, such an arrangement would significantly enhance my ability to engage with and understand the necessary procedures and documentation. I may require a little more time to process information and may ask the same question a few times, please forgive me.

In light of this, I would be immensely grateful if you could assist me in comprehending the specifics of the required documentation. Understanding precisely what the CHRO requires for each component and having guidance through the completion of these documents – all the while respecting the boundary of not providing legal advice – would be of great assistance to me.

I find myself at a crossroads in understanding the processes involved. I am currently uncertain whether CHRO is the appropriate avenue for addressing this complaint or if there are different sub-departments within CHRO better suited to or assigned to this matter. Any clarification or guidance you could provide in this regard would be incredibly helpful as I am confused.

Thank you again, Ms Morris, for your support and understanding.

Best regards,
David Medeiros
ABI Resources
Medicaid Acquired Brain Injury ABI Waiver Program Provider

A.B.I. RESOURCES

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Clarification on Request for Accommodations in Filing Whistleblower Complaint

Dear Ms. Kimberly D. Morris,

I appreciate the clarity provided regarding the role of Dr. Payne and the communication protocols with the referees. I understand and respect the need to maintain fairness and impartiality in this process.

I would like to clarify that my request for assistance is specifically related to accommodations for my disability, in line with the Americans with Disabilities Act (ADA). As a person living with a brain injury and a stroke survivor, I face unique

challenges in processing and completing complex tasks, such as understanding and filling out the whistleblower complaint form. This request is not for legal advice on the content of the complaint but rather for administrative assistance that accounts for my disability.

The suggestion to contact Legal Aid or the UConn School of Law Legal Clinic, while appreciated, does not address the core of my request. My need is for reasonable accommodations in the administrative process of filing the complaint, not for legal guidance on its substance.

To ensure my full and equitable participation in this process, I kindly request the following accommodations:

Administrative Assistance: Someone to guide me through the process, ensuring that I understand each step and that my responses are accurately recorded, given the cognitive challenges I face due to my disability.

Written Communication: Due to the difficulties I experience with phone communications, I request that our interactions continue via email or written messages, allowing me to better process and retain information.

I believe these accommodations are reasonable and necessary for me to engage effectively in this process, ensuring that my rights as an individual with a disability are respected and upheld.

I am committed to maintaining clear, respectful, and professional communication throughout this process. Your understanding and cooperation in providing these accommodations would be greatly appreciated.

Lastly, as per my previous request, could you please provide the contact information of your supervisors and our full chain of communications? This would aid in ensuring transparency and maintaining a record of our interactions.

Thank you for your attention to this important matter. I look forward to your guidance and support in providing these necessary accommodations.

Best regards,
David Medeiros
ABI Resources
Medicaid Acquired Brain Injury ABI Waiver Program Provider

Best regards,
David Medeiros
ABI Resources
Medicaid Acquired Brain Injury ABI Waiver Program Provider

A.B.I. RESOURCES

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From: Morris, Kimberly <Kimberly.Morris@ct.gov>
Sent: Friday, January 12, 2024 3:14 PM
To: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Subject: RE: WBR Complaint

Dear Mr. Medeiros,

In order to assist, in your accommodation please tell me more about your disability and what you require.

Once I receive your response, I will be able to offer you assistance with your disability related concerns in helping you with your questions about the completion of your complaint.

Please be reminded I can only answer your questions about the completion of your complaint. I cannot give legal advice, as I am not a lawyer.

Once I receive more information about how I can accommodate your disability, we will set a time for us to meet downstairs on G3 in a public intake room.

Thank you.

www.ct.gov/chro

Kimberly D. Morris (she/her/hers)
Secretary II
Office of Public Hearings
Commission on Human Rights and Opportunities
450 Columbus Blvd., Suite 2
Hartford CT 06103 | AA/EOE
P: 860-418-8770 | F: 860-418-8780 | Direct: 860-541-4711 |
Kimberly.morris@ct.gov

From: Morris, Kimberly
Sent: Thursday, December 28, 2023 1:25 PM
To: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Subject: RE: WBR Complaint

Thank you, we are in receipt of your email and will get back to you.

Thank you.

www.ct.gov/chro

Kimberly D. Morris (she/her/hers)
Secretary II
Office of Public Hearings
Commission on Human Rights and Opportunities
450 Columbus Blvd., Suite 2
Hartford CT 06103 | AA/EOE
P: 860-418-8770 | F: 860-418-8780 | Direct: 860-541-4711 |
Kimberly.morris@ct.gov

From: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Sent: Saturday, December 23, 2023 7:38 AM
To: Morris, Kimberly <Kimberly.Morris@ct.gov>
Cc: ABI RESOURCES 860 942-0365 <AABIWR@live.com>
Subject: Re: WBR Complaint
Importance: High

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12.23.2023

Clarification on Request for Accommodations in Filing Whistleblower Complaint

Dear Ms. Kimberly D. Morris,

I appreciate the clarity provided regarding the role of Dr. Payne and the communication protocols with the referees. I understand and respect the need to maintain fairness and impartiality in this process.

I would like to clarify that my request for assistance is specifically related to accommodations for my disability, in line with the Americans with Disabilities Act (ADA). As a person living with a brain injury and a stroke survivor, I face unique challenges in processing and completing complex tasks, such as understanding and filling out the whistleblower complaint form. This request is not for legal advice on the content of the complaint but rather for administrative assistance that accounts for my disability.

The suggestion to contact Legal Aid or the UConn School of Law Legal Clinic, while appreciated, does not address the core of my request. My need is for reasonable accommodations in the administrative process of filing the complaint, not for legal guidance on its substance.

To ensure my full and equitable participation in this process, I kindly request the following accommodations:

Administrative Assistance: Someone to guide me through the process, ensuring that I understand each step and that my responses are accurately recorded, given the cognitive challenges I face due to my disability.

Written Communication: Due to the difficulties I experience with phone communications, I request that our interactions continue via email or written messages, allowing me to better process and retain information.

I believe these accommodations are reasonable and necessary for me to engage effectively in this process, ensuring that my rights as an individual with a disability are respected and upheld.

I am committed to maintaining clear, respectful, and professional communication throughout this process. Your understanding and cooperation in providing these accommodations would be greatly appreciated.

Lastly, as per my previous request, could you please provide the contact information of your supervisors and our full chain of communications? This would aid in ensuring transparency and maintaining a record of our interactions.

Thank you for your attention to this important matter. I look forward to your guidance and support in providing these necessary accommodations.

Best regards,
David Medeiros
ABI Resources
Medicaid Acquired Brain Injury ABI Waiver Program Provider

A.B.I. RESOURCES

From: Morris, Kimberly <Kimberly.Morris@ct.gov>
Sent: Friday, December 22, 2023 2:57 PM
To: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Subject: RE: WBR Complaint

Mr. Medeiros,

There has been no communication between you and Dr. Payne. The communication came from myself. The referees never contact the parties directly and you are not to contact the referees directly.

The whistleblower complaint form is self-explanatory. If you need assistance, you can contact Legal Aid or possibly the UConn School of Law Legal Clinic for help.

To ensure fairness and impartiality, OPH cannot assist with drafting the language for the actual complaint beyond reiterating the instructions that are on the whistleblower complaint form as well as the instructions that I've already given you.

Thank you.

www.ct.gov/chro

Kimberly D. Morris (she/her/hers)
Secretary II
Office of Public Hearings
Commission on Human Rights and Opportunities
450 Columbus Blvd., Suite 2
Hartford CT 06103 | AA/EOE
P: 860-418-8770 | F: 860-418-8780 | Direct: 860-541-4711 |
Kimberly.morris@ct.gov

From: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Sent: Friday, December 22, 2023 8:39 AM
To: Morris, Kimberly <Kimberly.Morris@ct.gov>
Cc: ABI RESOURCES 860 942-0365 <AABIWR@live.com>
Subject: Re: WBR Complaint
Importance: High

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12.22.2023 Subject: Request for Accommodations for Completing CHRO Requirements

Dear Ms. Morris and Dr. Cherron Payne,

I appreciate your response and the role of your office. However, I must express my concern regarding the recent interactions. I am not seeking legal advice, and it is important to clarify that my inquiries are not in that vein. My aim is to navigate the procedures and functions of your office effectively, without unnecessary complications.

I am concerned that your communication may be veering into areas that are not relevant to my needs or intentions. It is crucial that we maintain a focus on the guidance I am seeking. The continual suggestion that I am asking for legal advice,

or the repeated prompting for additional questions from my end, is not only unnecessary but also adds layers of complexity to an already challenging process.

Let's streamline our communication to be as clear and direct as possible.

I am writing to request specific accommodations to assist me in completing the necessary documentation and notarizations for the CHRO requirements. As a person living with a brain injury and as a stroke survivor, I face certain challenges that require additional support in managing complex tasks.

I kindly request the opportunity to sit down with a person who can assist me in completing all the CHRO requirements, including documentation filings and notarizations. This support is crucial to ensure that my submissions are accurate and complete, given my disability.

I would like to clarify that I am not seeking legal advice through this request. My sole intention is to obtain the necessary administrative assistance to navigate the procedural aspects of the CHRO requirements effectively, considering my disability.

Your understanding and support in providing these accommodations would be greatly appreciated. This will not only aid me in fulfilling my responsibilities but also ensure that my rights and needs as an individual with a disability are respected and addressed appropriately.

As part of my ongoing commitment to effective and clear communication, I would like to express that phone call communications present significant challenges, both in terms of fully participating in the conversation and referencing the details at a later time. Due to the nature of my personal circumstances, including living with a brain injury and being a stroke survivor, I find that alternate forms of communication, such as email or written messages, are more conducive to my ability to engage fully and retain the information exchanged. These methods allow me to better process, understand, and refer back to the details of our interactions. I appreciate your understanding and accommodation in this matter, as it will greatly enhance our communication and collaboration.

Please let me know a convenient time for us to sit down and complete this matter further or to arrange the necessary assistance. Your guidance and support in this process are invaluable to me.

Lastly, would you please contact your supervisors and inform them that I am now requesting their support in navigating this challenge? Would you also please provide your supervisor's names and contact information as well as our full chain of communications?

Thank you for your attention to this important matter.

Best regards,
David Medeiros
ABI Resources
Medicaid Acquired Brain Injury ABI Waiver Program Provider

A.B.I. RESOURCES

From: Morris, Kimberly <Kimberly.Morris@ct.gov>
Sent: Friday, December 22, 2023 7:56 AM
To: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Subject: RE: WBR Complaint

Good Morning,

The office cannot give out legal advice, if you have procedural questions, I will be able to help you with your questions. If you would like to discuss further with regard to procedures and functions of this office, you may contact me at 860-656-4385.

Thank you.

Kimberly D. Morris (she/her/hers)
Secretary II
Office of Public Hearings
Commission on Human Rights and Opportunities
450 Columbus Blvd., Suite 2
Hartford CT 06103 | AA/EOE
P: 860-418-8770 | F: 860-418-8780 | Direct: 860-541-4711 |
Kimberly.morris@ct.gov

www.ct.gov/chro

From: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Sent: Thursday, December 21, 2023 8:30 AM
To: Morris, Kimberly <Kimberly.Morris@ct.gov>
Cc: ABI RESOURCES 860 942-0365 <AABIWR@live.com>
Subject: Re: WBR Complaint
Importance: High

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12.21.2023

After a comprehensive discovery process, it has been identified that Dr. Cherron Payne, from Farmington, Connecticut, has been appointed to a significant role within the Connecticut Commission on Human Rights and Opportunities (CHRO). Governor Ned Lamont announced the appointment of Dr. Payne, along with Jon FitzGerald of Bristol, to serve as administrative law judges for the CHRO. Furthermore, Dr. Payne has been designated as the chief human rights referee by Governor Lamont.

The following are new concerns and complaints.

- Judge Dr. Payne, along with Jon FitzGerald of Bristol, serve as administrative law judges for the CHRO but more importantly, Judge Dr. Cherron Payne is to ensure that my civil rights are adhered to. The communication from Judge Dr. Cherron Payne serves as several significant conflicts of interest.
- CHRO failed the Connecticut General Assembly CGA audit dated December 20, 2023. CT's state auditors provide independent and objective audits of the operations of state government and protection against waste, fraud, and abuse.
- CHRO continues to complicate communication challenges in my self-advocacy efforts.
- CHRO continues to request information that has already been submitted.
- CHRO is responsible for ensuring equity and opportunity for Connecticut small and minority business enterprises owned by women, ethnic minorities, and people with disabilities. CHRO is not ensuring equity and opportunity.

Hello Cherron and Kimberly,

May I kindly ask for your complete name, title, and contact information? Your email was sent from Kimberly Morris kimberly.morris@ct.gov and I am confused as to who will be helping me.

I am writing to formally file a complaint of whistleblower retaliation and disability discrimination against the Connecticut Commission on Human Rights and Opportunities (CHRO) and the Connecticut Department of Social Services (DSS). As

a person living with a recognized disability and a professional committed to ethical standards, I have encountered actions that I believe constitute a violation of my rights under relevant state and federal laws, including the Americans with Disabilities Act.

Specifically, this complaint addresses instances where I have been subjected to adverse actions and discriminatory treatment following my disclosure of unethical practices within both entities. These actions have not only impeded my professional duties but also have disregarded my rights and accommodations as an individual with a disability.

This complaint seeks to bring these issues to light, ensuring compliance with legal standards and promoting an environment that respects my rights and the rights and dignity of all individuals, regardless of their abilities. I am prepared to provide detailed information and evidence to support these claims and look forward to a thorough and fair investigation into these matters.

I trust that the CHRO and DSS will handle this complaint with the seriousness it deserves and will take appropriate actions to address the issues raised.

Thank you for your attention to this important matter.

Best regards,
David Medeiros
ABI Resources
Medicaid Acquired Brain Injury ABI Waiver Program Provider

A.B.I. RESOURCES

From: Morris, Kimberly <Kimberly.Morris@ct.gov>
Sent: Wednesday, December 20, 2023 3:10 PM
To: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Subject: RE: WBR Complaint

Who is the entity you will be filing the WBR Complaint against?

Thank you.

www.ct.gov/chro

Kimberly D. Morris (she/her/hers)
Secretary II
Office of Public Hearings
Commission on Human Rights and Opportunities
450 Columbus Blvd., Suite 2
Hartford CT 06103 | AA/EOE
P: 860-418-8770 | F: 860-418-8780 | Direct: 860-541-4711 |
Kimberly.morris@ct.gov

From: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Sent: Tuesday, December 19, 2023 12:45 PM
To: Morris, Kimberly <Kimberly.Morris@ct.gov>

Cc: ABI RESOURCES 860 942-0365 <AABIWR@live.com>
Subject: Re: WBR Complaint

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Would you please schedule a time for us to sit down and complete this?

Best regards,
David Medeiros
ABI Resources
Medicaid Acquired Brain Injury ABI Waiver Program Provider

A.B.I. RESOURCES

From: Morris, Kimberly <Kimberly.Morris@ct.gov>
Sent: Tuesday, December 19, 2023 12:36 PM
To: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Subject: RE: WBR Complaint

Please fill out each line item on the complaint and have the complaint notarized, you can go to a bank to have the complaint notarized.

If you have questions regarding the procedures if this office, I'm willing to answer questions you may have.

From: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Sent: Tuesday, December 19, 2023 12:24 PM
To: Morris, Kimberly <Kimberly.Morris@ct.gov>
Subject: Re: WBR Complaint
Importance: High

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Assist me in completing all these documents and notarizing them.

Best regards,
David Medeiros
ABI Resources
Medicaid Aquired Brain Injury ABI Waiver Program Provider

A.B.I. RESOURCES

From: Morris, Kimberly <Kimberly.Morris@ct.gov>
Sent: Tuesday, December 19, 2023 12:22 PM
To: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Subject: RE: WBR Complaint

What type of accommodations do you need?

From: ABI RESOURCES 860 942-0365 <AABIWR@LIVE.COM>
Sent: Tuesday, December 19, 2023 12:21 PM
To: Morris, Kimberly <Kimberly.Morris@ct.gov>
Cc: ABI RESOURCES 860 942-0365 <AABIWR@live.com>
Subject: Re: WBR Complaint
Importance: High

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Hello Ms. Morris,

Thank you for informing me about the need to complete the Whistleblower Retaliation (WBR) Complaint forms and having everything notarized. I appreciate your guidance in this process.

I am contacting you to request accommodations to assist me in completing all these documents and notarizing them.

Would you kindly provide me assistance with this process?

Your support would be greatly appreciated.

Thank you for your understanding.

Best regards,
David Medeiros
ABI Resources
Medicaid Acquired a Brain Injury ABI Waiver Program Provider

A.B.I. RESOURCES

From: Morris, Kimberly <Kimberly.Morris@ct.gov>
Sent: Tuesday, December 19, 2023 9:56 AM
To: aabiwr@live.com <aabiwr@live.com>
Subject: WBR Complaint

Good Morning,

It has come to our attention that you would like to file a WBR Complaint.
Please fill out the attached complaint form and have it notarized and sent back.

Thank you.

www.ct.gov/chro

Kimberly D. Morris (she/her/hers)
Secretary II
Office of Public Hearings
Commission on Human Rights and Opportunities
450 Columbus Blvd., Suite 2
Hartford CT 06103 | AA/EOE

P: 860-418-8770 | F: 860-418-8780 | Direct: 860-541-4711 |
Kimberly.morris@ct.gov