

EEOC COMPLAINT

December 18, 2024

Via Overnight Mail

Equal Employment Opportunity Commission (EEOC)
Richmon Local Office
400 N. Eighth Street
Suite 350
Richmond, VA 23219

Re: Complaint of Disability Discrimination in Violation of the Americans with Disabilities Act (ADA) submitted by Clarissa McGhee against Nu-Tech Janitorial Services

Dear Richmond Local Office Investigators:

I write to file a complaint alleging discrimination on the basis of disability against me, Clarissa McGhee, by Nu-Tech Janitorial Services (“Nu-Tech”), and in support thereof state the following:

1. My name is Clarissa McGhee, my address is 2208 Waverly St. Hopewell, VA 23860 my phone number is 804-803-4615, and my email address is clarissamcgee@gmail.com.
2. From approximately 2020 until November 2024, I was employed as a janitor by Nu-Tech.
3. Nu-Tech is run by Dennis Tripi, is located at 2025 E Main St. Suite 218, Richmond, VA 23223, their phone number is 804-728-2045, and their email address is dtripinutechjanitorial@gmail.com.
4. Nu-Tech employs approximately one hundred (100) employees.
5. In my position as a janitor with Nu-Tech, I worked at the Marshall Plaza building, where Nu-Tech was contracted by the City of Richmond to provide janitorial services.
6. Since May 2023, I have needed to use a cane.

7. I am capable of otherwise performing normal functions without the cane, however, I have to use the cane intermittently, especially to travel longer distances.

8. Beginning in or about October 2024, my manager, Russell Dandridge told me that he did not want me to work at Nu-Tech with my cane, that he had a problem with people with canes.

9. I would explain to him that I did not need the cane for work; that I would use the cane to get to work, but that while working I could put my cane aside.

10. Russel Dandridge would still tell me that he did not want me to come to work with my cane.

11. At the beginning of November 2024 I had to be out of work for a week on medical leave.

12. When I tried to return to work on or about November 11, 2024, Latelia [Last Name Unknown (“LNU”)], a secretary at Nu-Tech, told me to clock out, and come back with a doctor’s note explaining why I was out and explaining why I need a cane.

13. Latelia [LNU] told me that once I brought the doctor’s note, I would be called by my manager, Russell Dandridge, and told when to come back to work.

14. The following day, I went to my doctor, who provided me with a note explaining that I needed to use a cane, but that I could otherwise do my normal work.

15. The following week, I brought the doctor’s note to Latelia [LNU].

16. When I met with her, I explained to her that I only used the cane to get to and from work, and that I don’t need it while working.

17. She stated “but you are still using the cane, people with canes are a liability,” and sent me home.

18. To the present date, I have not received a call to return to work from anyone at Nu-Tech, or any other communication indicating when I would be able to return to work.

19. Based on the comments about my cane made by Russell Dandridge and Latelia [LNU], I understand that Nu-Tech is not returning me to work because they are discriminating against me because I have a disability that requires me to use my cane.

20. This violates the Americans with Disabilities Act of 1990 (ADA).

Sincerely,

Clarissa McGhee
2208 Waverly St.
Hopewell, VA 23860
clarissamcgee@gmail.com