



3. Venue and jurisdiction are appropriate in this court. The Tennessee Human Rights Act provides for jurisdiction in this court as provided in TCA § 4-21-311. The acts stated herein and the employment of the Plaintiff occurred primarily within Williamson County, Tennessee. The actions of the Defendant occurred primarily in Williamson County, Tennessee.

### FACTS

4. The Plaintiff started working for the Defendant in the sheriff's department in approximately December 2014. She works as a Student Resource Officer as a deputy and is currently still in this position with the Defendant. Ms. Haynes has been subjected to sexual harassment, sexual discrimination and sexually hostile work environment at the Defendant.

5. The primary individual who has sexually harassed, sexually discriminated against and created a sexually hostile work environment is Captain Mark Wainwright. Starting in approximately mid-2017 and through present Captain Mark Wainwright has sexually harassed, sexually discriminated against and provided a sexually hostile work environment against Ms. Haynes in a progressively worsening pattern of conduct that is reprehensible and disgusting.

6. Captain Mark Wainwright is a supervisor of the Plaintiff in the chain of supervision above her. Captain Wainwright is several levels above Ms. Haynes in the hierarchy at the Defendant. Captain Wainwright's inappropriate sexual harassment, sex discrimination and sexually hostile work environment includes, but is not limited to, the following actions and comments:

- a. Captain Wainwright has made numerous sexual comments and sexual jokes directed at the Plaintiff and women generally on numerous occasions.
- b. Captain Wainwright has asked the Plaintiff probing sexual questions about sexual acts of individuals, how lesbians have sex, how lesbians' orgasm and other questions of a graphic sexual nature.
- c. Captain Wainwright has talked about, in explicit details, how heterosexual couples engaged in sexual activity and he provides Ms. Haynes specific details of blow jobs and other sexual interactions that he has obtained.
- d. Captain Wainwright has repeatedly informed Ms. Haynes that he watches shows with lesbians because he loves the lesbian sex in them.
- e. On a trip to Gatlinburg, Tennessee, Captain Wainwright invited himself into the hotel room of the Plaintiff and expressed how he could not relax with everyone like he could with her (as well as another female deputy). Captain Wainwright then asked the Plaintiff to his room and the Plaintiff was very uncomfortable. He asked the Plaintiff to his room because he needed to "show her something". He specifically asked her to come alone. She went to the room and when she went in, he was sitting on his bed with his laptop in his lap and he had no shirt on. He was wearing shorts. He then showed the Plaintiff his computer and said, "I told you girls were getting pussy tats". On the computer screen, Captain Wainwright showed the Plaintiff numerous google images of tattoos on women's vaginas. Plaintiff was obviously very uncomfortable and wanted to leave so Captain Wainwright stood up and pulled her into his chest for a hug, pulling her breasts closely into his chest. Later on, Captain Wainwright asked the Plaintiff if she was wearing a bra when he

hugged her and he told her that he could feel her “boobs on his chest” when he hugged her.

f. During the same trip to Gatlinburg, it was very clear to other management level employees that the Plaintiff was very uncomfortable with Captain Wainwright. Multiple supervisors and other employees saw that Plaintiff was very uncomfortable around Captain Wainwright and some attempted to help her avoid him.

g. Captain Wainwright would consistently make it a point to hug the Plaintiff when he saw her. During these hugs, he would place his hand on the back of her head and pull her head into him. He would pull her breasts into his chest. After meetings he would ask prying questions about the personal life of the Plaintiff including sexual questions and comments.

h. Captain Wainwright made inappropriate jokes of a sexual nature to the Plaintiff. Captain Wainwright often tried to talk to Plaintiff about his favorite topic of discussing “lesbians” and their sexual activities.

i. Captain Wainwright pointed out to the Plaintiff that her bulletproof vests were not accommodating her breasts. He made a hand gesture as if to grab boobs while discussing the matter.

j. Captain Wainwright made comments to the Plaintiff about how one of her teachers at her school has giant “tits”.

k. On an occasion where Captain Wainwright visited the school where Plaintiff was working, he made a comment about her breasts. The Plaintiff had not yet put

her bulletproof vest on, and he said that although he liked to see Plaintiff's boobs, that she needed to put her vest on.

l. On another occasion Captain Wainwright commented on how the Plaintiff's "ass looked" in her uniform pants".

m. Captain Wainwright often talked to the Plaintiff about how he had been getting really good massages from a girl who comes to his house. He would often talk to the Plaintiff about how "hot" she was. He would show the Plaintiff pictures of her, as well as a tattoo on her side. Captain Wainwright would go into great detail about how her hands feel on him.

n. During zone meetings, Captain Wainwright would often attend the meetings involving the Plaintiff. After these meetings, he would ask the Plaintiff to come to his office after everybody was dismissed from the meeting and question her about numerous personal matters.

o. Plaintiff reported to her Sergeant on or about approximately January 11, 2019 about how Captain Wainwright made her feel very uncomfortable and that he was continuing to make comments to her of a sexual nature and her sexuality. The Sergeant informed that he would keep an eye on the situation.

p. On approximately January 25, 2019, Captain Wainwright requested the Plaintiff come to his office after a zone meeting. The Plaintiff informed her Sergeant that the Captain had asked her to come to his office alone beforehand. When Plaintiff entered his office, he closed the door and gave the Plaintiff a hug and then kissed her. Plaintiff made it very clear to Captain Wainwright that she was very

uncomfortable with his actions and that he was isolating her and causing her problems.

q. A few days after being kissed by Captain Wainwright, the Plaintiff's Sergeant asked her to mention her sexual harassment concerns to a higher-ranking officer, a Lieutenant. Plaintiff then reported these issues to the Lieutenant, including the fact Captain Wainwright had made sexual comments towards her. The Lieutenant informed the Plaintiff that he would keep an eye on the situation.

r. A few days after talking to the Lieutenant, Captain Wainwright called the Plaintiff back into his office and told her that he wanted to kiss her on the lips and leaned in to make contact with her. She turned her head away from him. He told her that he cannot help the way he feels.

s. Several days after this event, Captain Wainwright called the Plaintiff into his office after his own meeting once again. He has nothing professional to talk about. So, the Plaintiff left quickly. Before she even arrived at her school, Captain Wainwright called her to come back to his office. Plaintiff proceed to Captain Wainwright's office upon his demand. When she went into his office, he closed the door and attempted to kiss her on the mouth.

t. Several days after this event, Captain Wainwright once again talked about his personal masseuse and how good of massages he gets from her. He then told the Plaintiff that he was learning how to give massages and he could give a really good massage. He was making it clear to the Plaintiff that he wanted to give her a massage and touch her body sexually while doing a massage.

u. In the following months, Captain Wainwright continued to try to visit the Plaintiff. He talked to her about how he was not looking for a relationship and just wanted a "hookup". He once again made comments to the Plaintiff about how her pants look really good on her "ass".

v. Plaintiff once again talked to a Lieutenant to inform that Captain Wainwright was continuing to want to meet with her alone.

w. In June 2019, Captain Wainwright asked the Plaintiff if she wanted to ride with him to the National SRO Conference in Gatlinburg.

x. At the National SRO Conference, one of the Sergeants (ranking above the Plaintiff) made a comment to Plaintiff about "where's your boyfriend Wainwright?"

y. Captain Wainwright called the Plaintiff beautiful on multiple occasions in 2018 and 2019.

z. Captain Wainwright called the Plaintiff "hot" in 2019.

aa. Captain Wainwright asked the Plaintiff if she was still having sex with her partner in 2019.

7. The comments, sexual jokes, physical touching, kissing and attempts to kiss and other inappropriate comment outlined in this Complaint have occurred continuously over the last two years. Plaintiff has reported these issues to her supervisors, and nothing has been done to address these issues with Captain Wainwright. Further, Captain Wainwright is several levels above the Plaintiff and in a position of great authority at the Defendant. Additionally, management directly above the Plaintiff and other management/supervisor level employees of the Defendant have witnessed the conduct of Captain Wainwright and had actual knowledge of such conduct through reports and

observations and failed to protect the Plaintiff from the sexual harassment, sex discrimination, and sexually hostile work environment.

8. The actions of the Defendant have caused the Plaintiff to suffer severe mental injury. The sexual harassment, sex discrimination, and sexually hostile work environment have caused the Plaintiff to experience nausea, vomiting, headaches, sleeplessness, depression, anxiety, crying spells, emotional outbursts, fright, shame, humiliation, embarrassment, anger, disappointment, and worry. Further, the Plaintiff has a lack of trust in men in positions of authority over her in the work in the workplace and a fear that having normal conversations with them will cause them to have an interest in her sexually. Further, the issues outlined in this Complaint have also affected the personal relationships of the Plaintiff. The intensity and frequency of these issues addressed in this paragraph have been constant and significant since the time the sexual harassment and sexually hostile work environment began.

**COUNT I – SEXUAL HARASSMENT, SEXUALLY HOSTILE WORK ENVIRONMENT  
AND SEXUAL DISCRIMINATION UNDER THE TENNESSEE HUMAN RIGHTS ACT  
AGAINST DEFENDANT**

9. Plaintiff incorporates all paragraphs and allegations in this Complaint listed above as fully alleged herein within Count I of this Complaint.

10. The sexual harassment, sexually hostile work environment and sex discrimination of Plaintiff by Defendant constituted discriminatory practices as defined in the Tennessee Human Rights Act as defined T.C.A. § 4-21-102(4) and T.C.A. § 4-21-401.

11. The sexual harassment, sexually hostile work environment and sex discrimination due to the Plaintiff's sex violate the Tennessee Human Rights Act.



12. Williamson County is an “employer” of the Plaintiff as defined in the Tennessee Human Rights Act. Williamson County has had, at all relevant times to this situation, in excess of 14 employees. Williamson County has had in excess of 200 employees at all relevant times. Williamson County has had in excess of 500 employees at all relevant times.

13. Plaintiff suffered unwelcome sexual harassment, sex discrimination and sexually hostile work environment based on her gender.

14. There is a proximate causal connection between the sexual harassment, sexually hostile work environment and sex discrimination (discussed above in detail) from Williamson County that she suffered at her place of employment, associated with her female gender. The sexual harassment, sexually hostile work environment and sex discrimination demands on the Plaintiff were specifically because she was female. The unwelcome sexual harassment, sexually hostile work environment and sex discrimination suffered by Plaintiff at Williamson County affected the terms, conditions and privileges of her employment solely based on her sex.

15. Williamson County had full knowledge of the sexually harassing actions. Williamson County failed to protect the Plaintiff from the grotesque and reprehensible sexual harassment, sexually hostile work environment and sex discrimination.

16. Williamson County did not take steps to sufficiently control or stop the sexual harassment, sexually hostile work environment and sex discrimination at Williamson County. Plaintiff was expected to work within the environment provided by Williamson County as described in this Complaint.

17. Plaintiff is entitled to compensatory damages including back pay, front pay, interest, damages for humiliation and embarrassment proximately caused by the sexual harassment, sexually hostile work environment and sex discrimination at Williamson County. The actions of the Defendant have caused the Plaintiff to suffer severe mental injury. The sexual harassment, sex discrimination, and sexually hostile work environment have caused the Plaintiff to experience nausea, vomiting, headaches, sleeplessness, depression, anxiety, crying spells, emotional outbursts, fright, shame, humiliation, embarrassment, anger, disappointment, and worry. Further, the Plaintiff has a lack of trust in men in positions of authority over her in the work in the workplace and a fear that having normal conversations with them will cause them to have an interest in her sexually. Further, the issues outlined in this Complaint have also affected the personal relationships of the Plaintiff. The intensity and frequency of these issues addressed in this paragraph have been constant and significant since the time the sexual harassment and sexually hostile work environment began. Further, under the Tennessee Human Rights Act Plaintiff is entitled to an award of attorney's fees and costs for this litigation.

**COUNT II – NEGLIGENT INFLICTION OF EMOTIONAL DISTRESS  
AGAINST DEFENDANT**

18. Plaintiff incorporates all paragraphs and allegations in this complaint listed above as fully alleged herein within Count II of the Complaint.

19. Plaintiff asserts that Defendant Williamson County are responsible for negligent infliction of emotional distress on the Plaintiff. Defendant Williamson County are liable and legally responsible for the actions of their employee who sexually harassed and created a sexually hostile work environment under theories of Agency, Respondent Superior and Vicarious Liability as well as Tennessee Law generally. Captain Wainwright

was a high level employee in the sheriff department. The Defendant is liable for these damages caused against the Plaintiff due to the Negligent Infliction of Emotional Distress. The Defendant is also responsible for Negligent Infliction of Emotional Distress due to its own conduct as outlined in this Complaint.

20. The actions of Williamson County, their representatives, employees, owners and agents (as more fully described above) constituted negligent behavior on behalf Williamson County. The actions of the Defendant have caused the Plaintiff to suffer severe mental injury. The sexual harassment, sex discrimination, and sexually hostile work environment have caused the Plaintiff to experience nausea, vomiting, headaches, sleeplessness, depression, anxiety, crying spells, emotional outbursts, fright, shame, humiliation, embarrassment, anger, disappointment, and worry. Further, the Plaintiff has a lack of trust in men in positions of authority over her in the work in the workplace and a fear that having normal conversations with them will cause them to have an interest in her sexually. Further, the issues outlined in this Complaint have also affected the personal relationship of the Plaintiff. The intensity and frequency of these issues addressed in this paragraph have been constant and significant since the time the sexual harassment and sexually hostile work environment began.

**Wherefore, Plaintiff prays for the following relief;**

1. That proper process issue requiring the Defendant to answer this complaint in time prescribed by law;
2. Plaintiff moves this Court for an Order granting default judgement pursuant to Tennessee Rule of Civil Procedure 55 should the Defendant fail to answer the Complaint within the timeframe required by law;

3. Plaintiff demands damages for back pay, front pay, compensatory damages, interest, damages for the damages proximately caused by the sexual harassment, sexually hostile work environment, and sex discrimination.

4. Plaintiff also demands all compensatory damages available against Defendant for their actions as outlined in the Complaint constituting Negligent Infliction of Emotional Distress.

5. Plaintiff demands compensatory damages against Defendant in an amount to be determined by the trier of fact, but not in excess of \$950,000.00. Plaintiff reserves the right to amend the complaint and monetary ad damnum to increase or decrease the damages based on appropriate factors;

6. That Plaintiff be awarded attorney's fees, litigations expenses and costs for the prosecution of this claim as provided under Tennessee law specifically under the Tennessee Human Rights Act;

7. Plaintiff also requests general and equitable relief that may be available to the Plaintiff.

8. Plaintiff requests the Defendant be required to pay all court costs, discretionary expenses and associated fees for this litigation;

9. That a jury of twelve (12) people try this cause; and

10. For any and all general just, reasonable, and necessary relief to which Plaintiff is entitled.

Respectfully submitted,

  
\_\_\_\_\_  
**JASON A. LEE**

Registration No: 22890

Attorney for Plaintiff, Jamie N. Wilson-Haynes

**BURROW LEE, PLLC**

611 Commerce Street, Suite 2603

Nashville, TN 37203

(615) 540-1005

Direct: (615) 540-1004

[jlee@burrowlee.com](mailto:jlee@burrowlee.com)