

To: Rosalynn Martin
Director of Human Resource Management
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April 04, 2017

RE: Notice of Discriminatory Practices

Dear Ms. Martin & Dr. Hilton:

Pursuant to the House Officer Manual 2016-17, I am writing to give you notice that the Request for Adverse Action levied is grounded in a anti-Semitic agenda and a systemic tolerance to create a hostile work environment based on ethnicity. Specifically, the facts will demonstrate that on multiple occasions I was subjected to the hazing and slander by Dr. Sal J. Suau, EM Residency Program Director, revolving around my heritage and religion.

This continuous harassment by Dr. Suau's cruel and anti-Semitic beliefs has caused me treated differently than my peers and colleagues. Over the past year, I have been harassed, targeted, and singled out by Dr. Suau, to the extent his reckless conduct has been witnessed by many of friends and peers. It is unquestionable, that Dr. Suau's actions have created a hostile work environment.

There have been several encounters that I have had with Dr. Suau in which he has made insensitive and anti-Semitic remarks, including but not limited to:

1. On July 1, 2016, during a shift with Dr. Suau, I was asking him about time off for the Jewish New Year. Dr. Suau stated "You're reform, you eat bacon!" I told him that this was insulting as I was conservative, and insulting to critique my dietary practices. I have had comments from him like this in the past, but I cannot recall the dates.
2. On July 7, 2016, while walking with Dr. Suau in the UMCNO parking lot, Dr. Suau stated "Hey, I'm Jewish too". I asked him how this is so, and he stated, "I'm Jewish". Again I asked him how he was Jewish, to which he stated "because my dick is cut!" I told him that this was not funny. Again, I have heard this insensitive comment from him once prior, but I am not able to remember which date it was said on.
3. In April 2016, during our monthly clinical quality improvement panel, I stated to Dr. Suau that I could contact a cardiologist that the department wanted to do a quality improvement project with. I informed Dr. Suau that I could talk to him because we worked out at New Orleans Athletic Club weekly. Dr. Suau stated "you don't work out, he's fit and you're fat!" Dr. Harrell, a resident in attendance, told Dr. Suau to stop these comments.

4. On August 10, 2016, after complaining about Dr. Lebas to Dr. Suau, we were walking together and Dr. Suau stated "Lebas is a racist asshole; I'd fire him if I could but I can't." Then, Dr. Suau once again said the same "cut dick" joke as before. Dr. Suau stated "hey, I'm Jewish." Confused by this statement, I responded with "how are you Jewish?" Dr. Suau replied "because my dick is cut". I told him that it was not funny.
5. On January 24, 2017, while working a teaching shift, I asked Dr. Suau if there was anything else that he needed at the end of my shift. He loudly stated "Yeah, I need you to do some laps, go out and do some cardio, you look like you need to do more cardio."

This is a truncated list demonstrating the inappropriate actions by Dr Suau towards me. I look forward to supplying the independent investigation with supporting evidence to substantiate the discriminatory behavior by Dr. Suau.

Dr. Suau has also made insensitive comments to me about my weight and appearance to which I believe is harassment. I am very hurt by Dr. Suau's anti-semitic comments and comments about my weight. I feel that he has created a hostile work environment and believe that his treatment is based partly or in whole due to his sentiments against me.

I can state without equivocation that when a fair and honest examination is conducted into the motivations and agenda to "Request for Adverse Action" is completed the truth will reveal that I was singled out based on prejudice. I have documented several of the interactions and have discussed it with the LSUHSC ombudsman and CAP.

Thank you,

/s/ Eric Greenberg

Eric J. Greenberg, MD
Emergency Medicine HO-IV

CC: Charles Hilton, MD
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