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**From:** New, Erin (HR) <Erin.New@miamidade.gov>  
**Subject:** Re: Miami Herald article entitled "A Miami-Dade government employee wrote a slur-laden tirade against transgender people"  
**Date:** March 5, 2021 at 5:00:03 PM EST  
**To:** orlando@save.lgbt <orlando@save.lgbt>  
**Cc:** Justin Klecha <justin@save.lgbt> , Cava, Daniella Levine (Office of the Mayor) <Daniella.Cava@miamidade.gov> , Cervone, Johanna (Office of the Mayor) <Johanna.Cervone@miamidade.gov> , Higgins, Danielle Cohen (DIST8) <DCH@miamidade.gov> , Zea, Natalia (DIST8) <Natalia.Zea@miamidade.gov> , Clayton, Jeve (DIST8) <Jeve.Clayton@miamidade.gov> , Higgins, Eileen (DIST5) <Eileen.Higgins@miamidade.gov> , Fernandez, Maggie M. (DIST5) <Maggie.Fernandez@miamidade.gov> , Cohen, Rachel (DIST5) <Rachel.Cohen@miamidade.gov> , District10 <District10@miamidade.gov> , District2 (DIST2) <District2@miamidade.gov> , gerardp@miamidade.gov <gerardp@miamidade.gov> , District11 <District11@miamidade.gov> , Bustamante, Ana (DIST11) <Ana.Bustamante@miamidade.gov> , District12 <District12@miamidade.gov> , Gomez, Andrenella (DIST12) <Andrenella.Gomez@miamidade.gov> , Justin Funck <JustinFunck@miamisao.com> , District3 <District3@miamidade.gov> , District9 <District9.District9@miamidade.gov> , District1 <District1@miamidade.gov> , District7 <District7@miamidade.gov> , Fernandez, Alejandro J. (DIST6) <Alejandro.Fernandez2@miamidade.gov> , District6 <District6@miamidade.gov> , Aguirre, Betty (DIST6) <Betty.Aguirre@miamidade.gov> , District 13 <district13@miamidade.gov> , District4 <District4@miamidade.gov> , Needelman, Heather <Heather.Needelman@miamidade.gov> , Cuellar, Arleene (HR) <Arleene.Cuellar@miamidade.gov>

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Dear Mr. Gonzales,

It was a pleasure speaking with you this afternoon. Thank you for taking my call and for bringing this serious matter to our attention.

As we discussed, the County does not tolerate any form of discriminatory, harassing, or offensive conduct based on any protected category, including sexual orientation, gender identity or gender expression, in our workplaces or communities. We will be immediately launching a formal investigation into this incident and we will ensure that the necessary appropriate corrective action is taken.

Thank you once again and we look forward to continuing to work with you and SAVE to protect the rights of all our residents and build diverse, inclusive and safe workplaces for our employees.

Please feel free to contact me directly if you have any questions or concerns.

Best,  
Erin New

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**From:** Orlando Gonzales <orlando@save.lgbt>  
**Sent:** Friday, March 5, 2021 3:09:11 PM  
**To:** New, Erin (HR) <Erin.New@miamidade.gov>  
**Cc:** Justin Klecha <justin@save.lgbt>; Cava, Daniella Levine (Office of the Mayor)

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Heather <Heather.Needelman@miamidade.gov>  
**Subject:** Miami Herald article entitled “A Miami-Dade government employee wrote a  
slur-laden tirade against transgender people”

EMAIL RECEIVED FROM EXTERNAL  
SOURCE

Dear Director New,

Kindly find my letter concerning the Miami Herald article entitled “[A Miami-Dade government employee wrote a slur-laden tirade against transgender people](#)” attached.

Many thanks in advance for your time and attention to this matter.

Orlando

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**Orlando Gonzales (he, el, they)**

Executive Director at SAVE Inc / SAVE Foundation

**Address** 1951 NW 7th Avenue Suite 600, Miami, FL 33136

**Phone** 305-751-7283 **Mobile** 305-968-8522

**Email** orlando@save.lgbt **Website** <http://www.save.lgbt/>





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305.751.SAVE (7283) | SAVE@SAVE.LGBT

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Erin New, Director  
Miami-Dade County  
Human Rights and Fair Employment Practices  
111 NW 1<sup>st</sup> St  
Miami, FL 33128

March 5, 2021

Dear Director New,

The Miami Herald article entitled "[A Miami-Dade government employee wrote a slur-laden tirade against transgender people](#)" written by Bianca Padro Ocasio on March 5, 2021 reports that John Labriola has conducted himself in manner that blatantly demonstrates his bias against LGBTQ people. Miami-Dade County's Human Rights Ordinance "makes it unlawful to discriminate against any person in Miami-Dade County in employment, housing, and public accommodations; and credit and financing practices on the basis of race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, sexual orientation, gender identity or expression, and/or status as a victim of domestic violence, dating violence, or stalking, and/or source of income."

As a County employee, Mr. Labriola is a danger to the community given his record and attitude towards the LGBTQ community. Through his statements he demonstrates that he is unfit for a role in government as civil servant in service to the residents of the County, a public accommodation.

As South Florida's longest serving organization advocating for equal rights for the lesbian, gay, bisexual, transgender, and queer community we condemn Mr. Labriola's actions. We request that Miami Dade County government leaders and elected officials fully investigate this matter and discipline Mr. Labriola by dismissing him from his role. The use of public dollars for his salary is discordant with the county's human rights ordinance.

Thank you for your time and attention to this matter. We look forward to learning that immediate action is taken.

Sincerely,

  
Orlando Gonzales  
Executive Director

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 **WWW.SAVE.LGBT**

PROMOTE, PROTECT, AND DEFEND EQUALITY FOR ALL!



1951 NW 7 AVE, SUITE 600, MIAMI, FL 33136  
305.751.SAVE (7283) | SAVE@SAVE.LGBT

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CC: The Honorable Mayor Danielle Levine Cava  
The Honorable Chairman Jose "Pepe" Diaz  
The Honorable Vice Chairman Oliver Gilbert III  
The Honorable Commissioner Jean Monestime  
The Honorable Commissioner Keon Hardemon  
The Honorable Commissioner Sally Heyman  
The Honorable Commissioner Eileen Higgins  
The Honorable Commissioner Rebeca Sosa  
The Honorable Commissioner Raquel Regalado  
The Honorable Commissioner Danielle Cohen Higgins  
The Honorable Commissioner Kionne McGhee  
The Honorable Commissioner Javier Souto  
The Honorable Commissioner Joe Martinez  
The Honorable Commissioner Rene Garcia