

RETURN DATE: FEBRUARY 24, 2026	:	SUPERIOR COURT
	:	
TROY WILSON	:	J.D. OF NEW BRITAIN
	:	
VS.	:	AT NEW BRITAIN
	:	
POINT MANAGEMENT LLC	:	
D/B/A SHANGRI-LA	:	JANUARY 19, 2026

COMPLAINT

1. Plaintiff, Troy Wilson (“Plaintiff”), was at all times set forth herein, and remains, a resident of the Town of Bristol in the State of Connecticut.

2. The Defendant in this matter, Point Management LLC (“Defendant”), is a domestic corporation organized under the laws of the State of Connecticut with a primary business address of 430 Main Avenue, Norwalk, CT 06851.

3. Plaintiff filed a timely administrative complaint against Defendant with the Connecticut Commission on Human Rights and Opportunities, and thereafter received a release of jurisdiction letter therefrom, a copy of which is appended hereto as Exhibit 1. This Action is brought within 90 days of receipt of said release of jurisdiction letter. As such, Plaintiff has exhausted all administrative remedies, and this Action is timely.

4. Defendant owns and operates cannabis dispensaries more commonly known as “Shangri-La.” Once such dispensary is located at 359 New Britain Avenue in Plainville, Connecticut.

5. Plaintiff commenced employment with Defendant at its aforementioned Plainville dispensary location on or about October 14, 2024, in the position of Cannabis Consultant.

6. In this role, Plaintiff’s job responsibilities included, *inter alia*, assisting customers with sales.

7. Throughout his tenure, Plaintiff reported to Defendant General Manager, Fabrice Tairou (“Tairou”).

8. On or about October 26, 2024, Plaintiff was driving his then-supervisor, Mary Stanley (“Stanley”), home from work when she asked, “Do you mind hand-feeding me French fries?”

9. Stanley then began making sexual comments towards Plaintiff, including:

- a. “I have an IUD;”
- b. “I like being cream pied;”
- c. “I have an OnlyFans;”
- d. “I’m thankful this Thanksgiving because I’m not pregnant;” and
- e. “My roommate was a big titty goth chick.”

10. Plaintiff was uncomfortable with these comments and subsequently reported it to Defendant Assistant Manager, George Harris (“Harris”), in or about November of 2024.

11. Harris was surprised but did not take any further action to address the situation.

12. As a result, Plaintiff reached out to Defendant Human Resources Representative, Natalie Bittle (“Bittle”), on or about November 29, 2024, and asked to set up a meeting.

13. Bittle and Plaintiff spoke on or about December 2, 2024, wherein Plaintiff informed Bittle of the aforementioned incident with Stanley.

14. Bittle asked if Plaintiff could still work with Stanley following her sexually harassing behavior, to which Plaintiff responded that he would prefer if she was moved to a different Defendant location.

15. A few days later, on or about December 7, 2024, Stanley approached Plaintiff with a piece of drug paraphernalia and asked, “Doesn’t this look like a penis?”

16. Despite Plaintiff's concerns and request, Stanley remained employed at the same location until her termination in February of 2025 for absence-related issues.

17. Plaintiff has been diagnosed with Post-Traumatic Stress Disorder, Depression, and Anxiety. He informed Defendant of these diagnoses upon the commencement of his employment, and further informed Defendant that the associated symptoms often manifest in what some may consider to be unfriendliness, especially in the early morning hours.

18. However, Plaintiff never received negative feedback from customers. In fact, many customers took to Google to write reviews about his knowledge and helpfulness. For example, they wrote:

- a. "First time I had Troy and he was spectacular"
- b. "Troy was very helpful today, after I explained my bad experience with [Defendant's] website. I had not intended to be a 'walk in' customer. But in store experience was great."
- c. "First visit today and my budtender was Troy. He was by far the most knowledgeable I've ever encountered. Great experience and I will definitely be back! Thanks Troy!"
- d. "Troy was extremely helpful the first time I met him and other times since. Always friendly. Knowledgeable with things I was clueless about."
- e. "Troy was super helpful and answered questions with knowledge and enthusiasm! Great experience!" and
- f. "Great staff, Troy, in particular was very helpful today!"

19. Defendant responded to each of these reviews by writing,

- a. "Troy is one of our best!"

- b. "Troy is very helpful and knowledgeable on our products."
- c. "Troy is amazing. We love that guy over here."
- d. "Troy is our guy!"
- e. "Troy is always willing to help with anything!" and
- f. "Troy is excellent!"

20. On or about March 6, 2025, Tairou filed an "Incident Report" with Defendant Human Resources stating, "Troy is a fantastic Cannabis Consultant. He knows his products, and customers love him. My issue with Troy is his emotion. . . . I spoke to him a few times about his attitude and behavior . . . Troy agreed with me and informed me that he was aware of these issues, but it is mental, and he is actively speaking and working with his doctor about it. He also explains that his medical condition (mental illness) causes him to get anxious, overwhelmed, and frustrated really fast."

21. Tairou often commented on Plaintiff's "attitude," stating, in form or substance, "I'm not going to tip-toe around you like Mary," and "We don't have to walk on eggshells around you."

22. Plaintiff had been discussing this with his medical providers, and further discussed the potential for a reasonable accommodation request. More specifically, Defendant often played loud music in its Plainville location which exacerbated Plaintiff's symptoms. Plaintiff's medical provider suggested allowing Plaintiff to listen to his own music while working at the front desk.

23. As a result, on or about March 26, 2025, Plaintiff sent a message to Defendant Director of Human Resources, Tessa Orton ("Orton"), stating,

I need a reasonable accommodation for headphones with music to help ease my neurodivergence that comes from sitting up front when the music is too loud, as phone use is no longer permitted . . .

Wouldn't be all the time except for shifts up front, unless I can get an accommodation for phone use up in front, and, for situations whenever I am becoming overwhelmed with anxiety due to sensory overload.

24. In response, Orton requested specific medical documentation, which Plaintiff stated that he would supply it within the next week.

25. Plaintiff then suggested other potential accommodations and requested that a meeting be held to discuss his disciplinary notices related to his "attitude" as well as how to address the issues going forward.

26. On or about April 21, 2025, Plaintiff was terminated. In the documentation provided by Defendant, it was written that, "Termination is necessary due to the employee's inability to meet the company's standards for attitude and conduct."

27. Any and all reasons Defendant has proffered for its adverse employment action against Plaintiff are false and/or pretext to mask its unlawful discriminatory intent.

COUNT ONE: DISABILITY DISCRIMINATION – C.G.S. § 46a-60(b)(1)

28. All preceding allegations are hereby repeated and realleged in this Count as if fully set forth herein.

29. Defendant is an "employer" within the meaning of the Connecticut Fair Employment Practices Act.

30. Plaintiff is disabled within the meaning of the Connecticut Fair Employment Practices Act.

31. Defendant discriminated against Plaintiff in the terms and conditions of Plaintiff's employment on account of his/her disability.

32. Defendant failed to accommodate Plaintiff's disability, despite there being reasonable accommodations available which would not have constituted an undue hardship on Defendant, and instead, terminated his employment.

33. Defendant subjected Plaintiff to adverse employment action, motivated by Plaintiff's disability.

34. As a result of Defendant's unlawful conduct, as aforesaid, Plaintiff has sustained lost wages and benefits of employment, has been deprived of the benefits of gainful employment into the future, has sustained substantial emotional distress, and has incurred or will incur attorneys' fees and costs.

COUNT TWO: SEXUAL HARASSMENT – C.G.S. § 46a-60(b)(8)

35. All preceding allegations are hereby repeated and realleged in this Count as if fully set forth herein.

36. Defendant is an "employer" within the meaning of the Connecticut Fair Employment Practices Act.

37. Defendant subjected Plaintiff to sexual harassment in one or more of the following ways, in that:

- a. Plaintiff was subjected to unwelcome sexual advances or requests for sexual favors;
- b. Defendant subjected Plaintiff to unsolicited comments or conduct of a sexual nature;
- c. Plaintiff's submission to such conduct was made explicitly or implicitly a term or condition of Plaintiff's employment;
- d. Plaintiff's submission to or rejection of such conduct was used as the basis for Defendant's employment decisions concerning Plaintiff; and/or

- e. Such conduct had the purpose or effect of substantially interfering with Plaintiff's work performance and/or created an intimidating, hostile, or offensive working environment.

38. As a result of Defendant's unlawful conduct, as aforesaid, Plaintiff has sustained lost wages and benefits of employment, has been deprived of the benefits of gainful employment into the future, has sustained substantial emotional distress, and has incurred or will incur attorneys' fees and costs.

COUNT THREE: RETALIATION IN VIOLATION OF C.G.S. § 46a-60(b)(4)

39. All preceding allegations are hereby repeated and realleged in this Count as if fully set forth herein.

40. Defendant is an "employer" within the meaning of the Connecticut Fair Employment Practices Act.

41. Plaintiff engaged in protected activity by opposing Defendant's discriminatory employment practices.

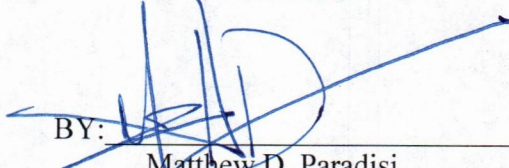
42. Defendant subjected Plaintiff to adverse employment action, motivated by Plaintiff having engaged in such protected activity.

43. As a result of Defendant's unlawful conduct, as aforesaid, Plaintiff has sustained lost wages and benefits of employment, has been deprived of the benefits of gainful employment into the future, has sustained substantial emotional distress, and has incurred or will incur attorneys' fees and costs.

WHEREFORE, Plaintiff prays for the following relief:

1. Money damages;
2. Reinstatement, or in lieu thereof, front pay;
3. Punitive Damages;
4. Liquidated damages;
5. Attorneys' fees and costs of this Action; and
6. All other awardable relief.

PLAINTIFF,
TROY WILSON

BY: 

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Hartford, CT 06114
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STATEMENT OF AMOUNT IN DEMAND

The amount in demand exceeds \$15,000.00, excluding costs and interests.

PLAINTIFF,
TROY WILSON

BY: 

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EXHIBIT 1

STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Troy Wilson
COMPLAINANT

vs.

CHRO No. 2510485
EEOC No. 16A202501234

Point Management CT LLC dba Shangri-La
RESPONDENT

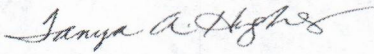
RELEASE OF JURISDICTION

The Commission on Human Rights and Opportunities hereby releases its jurisdiction over the above-identified complaint. The Complainant is authorized to commence a civil action in accordance with CONN. GEN. STAT. § 46a-100 against the Respondent in the Superior Court for the judicial district in which the discriminatory practice is alleged to have occurred, in which the Respondent transacts business or in which the Complainant resides. If this action involves a state agency or official, it may be brought in the Superior Court for the judicial district of Hartford.

A copy of any civil action brought pursuant to this release must be served on the Commission at ROJ@ct.gov or at 450 Columbus Blvd., Suite 2, Hartford, CT 06103 at the same time all other parties are served. Electronic service is preferred. **THE COMMISSION MUST BE SERVED BECAUSE IT HAS A RIGHT TO INTERVENE IN ANY ACTION BASED ON A RELEASE OF JURISDICTION PURSUANT TO CONN. GEN. STAT. § 46a-103.**

The Complainant must bring an action in Superior Court within 90 days of receipt of this release and within two years of the date of filing the complaint with the Commission unless circumstances tolling the statute of limitations are present.

DATE: December 3, 2025



Tanya A. Hughes, Executive Director

Service:

Complainant: 9troy22@gmail.com

Complainant's attorney: mparadisi@cicchielloesq.com

Respondent: Point Management CT LLC dba Shangri-La

Respondent's attorney: swestby@goodwin.com