

Behind the Lobby: The Legal and Human Violations Under Marriott International

A legal and public record of workplace abuse, retaliation, and systemic failure by Marriott International.

Prepared by: Chaenelle Chedie

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All contents of this post are based on personal experience and supported by documented, factual evidence. This material is published in good faith for the purpose of transparency, advocacy, and legal accountability. Supporting documentation is available upon request.

1. Executive Summary

This dossier presents a detailed account of the events, legal violations, and systemic failures I experienced under Marriott International. It documents emotional abuse, financial exploitation, mental health discrimination, blacklisting, and retaliation—all supported by documented evidence, internal records, and direct lived experience.

2. Timeline of Events

- **June 2019:** Resigned from a franchise Marriott property and hired at Toronto Marriott Markham, a corporate Marriott property
- **January 2021:** Began series of e-transfers totaling **\$15,663.98** to Joshua Fernandes
- **March 2021:** Onset of **financial and emotional abuse** by Joshua, including inappropriate intimate involvement at work
- **August 2021:** Resigned from Toronto Marriott Markham; **blacklisted for the 1st time**
- **August 2022:** Rehired by Joshua and Management at Toronto Marriott Markham
- **September 2022:** Joshua continued inappropriate intimate conduct with me in his office during work hours
- **January 2023:** Prescribed antidepressants; disclosed mental health status to management — **no continuous accommodation offered**, and requests were denied
- **August 2023:** Terminated without progressive discipline; **blacklisted for the second time**
- **August 2024:** Filed internal complaint with Marriott— **dismissed, no proper investigation**
- **November 2024:** Letter of Demand sent and ignored by Joshua
- **December 2024:** **Joshua Fernandes promoted by Marriott and relocated**, despite prior internal complaints, ongoing legal action, and documented misconduct
- **January 2025:** Filed Small Claims Court case against Joshua Fernandes. Joshua actively refused to accept service of court documents

- **January 2025:** Requested Marriott to reopen the original internal complaint — **again dismissed without action.** I began receiving intimidation-style legal threats from Marriott International’s legal counsel
- **February 2025:** Detected unauthorized access to my iCloud account. Forensic review confirmed that deleted messages were exclusively linked to communications with Joshua Fernandes, indicating targeted tampering
- **March 2025:** Joshua Fernandes filed a false defense in Small Claims Court, falsely claiming he had repaid \$10,000. A deliberate attempt to mislead the court

3. Documented Violations

- **Targeted surveillance and intimidation:** In 2021, while working solo night shifts, I was surveilled and shown a screenshot of security footage by my manager as a warning—contributing to a hostile work environment.
- **Obstructed advancement:** In 2021, I was encouraged by management to withdraw from a sales position I was qualified for and apply for a front office supervisor role instead, only to be rejected for both. A clear obstruction of advancement and example of internal bias.
- **Unaddressed sexual harassment:** I reported sexual harassment in 2021 by another supervisor. No action was taken. He was later rehired and promoted.
- **Breach of progressive discipline policy:** Terminated without a performance improvement plan or formal documentation, in clear violation of Marriott’s HR policy on progressive discipline. No opportunity for corrective action or fair evaluation was provided. Others who engaged in similar or more serious behavior were not terminated.
- **Failure to accommodate mental health:** After disclosing my medical documentation and situation, I received no continuous support or workplace accommodations—a breach of the Ontario Human Rights Code.
- **Selective enforcement of discipline:** Disciplinary action was not applied equally, reflecting bias and discriminatory treatment.
- **Blacklisting:** I was blacklisted after both my 2021 resignation and 2023 termination, which severely damaged my professional reputation. Despite applying to multiple non-Marriott properties in the city in 2023 and 2024, I was unable to secure employment, indicating broader industry exclusion likely influenced by internal defamation or informal flagging.
- **Retaliation after protected disclosures:** My complaints were met with silence, dismissal, or adverse actions—including termination.
- **Obstruction of legal service:** In January 2025, Joshua Fernandes’ employer (**Delta Hotels Prince Edward, operated under Marriott International**) refused to accept legal service on his behalf despite confirmed employment, demonstrating continued institutional protection and avoidance of accountability.

4. Evidence Index

Note: Due to the sensitive nature of some materials, supporting documentation (e.g., financial records, communications, legal filings, and medical documentation) is available upon request for legal, media, or advocacy review.

- E-transfer records totaling \$15,663.98
- Text messages confirming financial promises, manipulative pressure, and emotionally abusive patterns — including coercion, gaslighting, and repeated false commitments to repay
- Letter of demand (sent and ignored)
- Court documents (Plaintiff's Claim, Motion to Strike, etc.)
- Doctor's note and psychiatric documentation
- Forensic iCloud records confirming targeted message deletion involving Joshua Fernandes
- Documentation of prolonged unemployment and related hardship following termination, supporting claims of blacklisting and reputational harm
- Internal records (emails, management correspondence reflecting bias, misrepresentation, and mishandling of complaints, etc.)

5. Attempts to Resolve

I attempted to resolve these matters internally and directly with Marriott International. Emails were sent to HR, senior leadership, and Marriott Corporate, yet no meaningful response or action was taken. All attempts at dialogue were met with silence, deflection, or dismissal, further exacerbating the harm caused.

6. Statement of Intent

I'm releasing this public dossier after all internal and corporate avenues failed to deliver accountability. This is not just about personal justice — it's about exposing systemic harm, protecting employees, and holding Marriott International publicly responsible. All legal options remain open.