

**IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF MARYLAND**

RENE RAMSEY,	*	
	*	
Plaintiff,	*	
	*	
v.	*	Civil Case No.: SAG-19-3245
	*	
BROADWAY SERVICES INC.,	*	
	*	
Defendant.	*	
	*	

\* \* \* \* \*

**MEMORANDUM OPINION**

Plaintiff Rene Ramsey (“Plaintiff”), who is self-represented, filed this action against Broadway Services Inc. (“Broadway”) alleging “retaliation” and “unequal terms and conditions” of employment. ECF 1 at 6. Broadway has filed a motion to dismiss, claiming Plaintiff’s complaint is untimely. ECF 21. Plaintiff filed an opposition to the motion. ECF 24. For the reasons described below, Broadway’s motion must be granted.

The EEOC mailed Plaintiff a 90-day right to sue letter on August 7, 2019, according to the allegations in Plaintiff’s Complaint and the right to sue letter, which he attached. ECF 1 at 6; ECF 1-2. Nevertheless, Plaintiff did not file his Complaint in the instant matter until November 8, 2019, three days after the deadline.

Title VII discrimination claims must be filed within 90 days of receipt of a right to sue letter, 42 U.S.C. § 2000e–5(f)(1), and that deadline is strictly enforced. *Baldwin Cty. Welcome Ctr. v. Brown*, 466 U.S. 147, 152 (1984); see also *Moulden v. Tangherlini*, RDB-14-3506, 2015 WL 8757609, at \*2 (D. Md. Dec. 15, 2015) (“Courts strictly enforce the ninety day filing requirement, even if the plaintiff is pro se.”); *Harvey v. City of New Bern Police Dep’t*, 813 F.2d 652, 654 (4th Cir. 1987) (describing that a complaint filed ninety-one days after receipt of notice

