

CITY OF NEW YORK
COMMISSION ON HUMAN RIGHTS

In the Matter of the Complaint of:

THE NEW YORK CITY COMMISSION ON
HUMAN RIGHTS,

Complainant,

VERIFIED COMPLAINT

Complaint No. M-E-Q-26-164101

— against —

AEROPOSTALE, INC.,

Respondent.

NATURE OF THE ACTION

The New York City Commission on Human Rights (“Commission”) brings this action against Respondent Aeropostale, Inc. for violating § 8-107(32) of the Administrative Code of the City of New York, the New York City Human Rights Law (“NYCHRL”). As of November 1, 2022, the NYCHRL requires employers in New York City to include a good faith salary range for every job, promotion, and transfer opportunity advertised. The Commission alleges as follows:

JURISDICTION AND VENUE

The Commission initiates this Complaint pursuant to NYCHRL § 8-109(c). The effects of the alleged unlawful policies and practices described in this complaint occurred in the City of New York.

PARTIES

1. The Commission’s address is 22 Reade Street, New York, NY 10007.
2. Respondent Aeropostale, Inc. is an employer as defined by NYCHRL § 8-102 and, upon information and belief, employs four (4) or more employees. Respondent’s address for service of process is Aeropostale, Inc., c/o Corporation Service Company, 80 State Street,

Albany, NY 12207 – 2543. Its business address is 112 West 34th St., 22nd Fl, New York, NY 10120.

FACTS

3. Respondent maintains a careers page on its website, <https://www.aeropostale.com/> (“Jobs Site”).

4. As of September 23, 2025, at least three listings on the Jobs Site for positions in New York City or containing work to be performed in New York City did not display salary ranges. These include: Asst. Mgr., PT Stock Associate, PT Store Supervisor, and Asst. Store Mgr. *See* Exhibit A (Jobs Site screenshots).

CHARGE I

5. Complainant incorporates and realleges paragraphs 1 through 4 of this Complaint as though fully set forth herein.

6. The Commission charges that Respondent has unlawfully discriminated against job applicants by failing to include a salary range in job listings for positions in New York City currently on its Jobs Site, in violation of § 8-107(32) of the NYCHRL.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully requests judgment against Respondent as follows:

a) Declaring that Respondent’s acts, practices, and omissions complained of herein violate the NYCHRL;

b) Directing Respondent to make all necessary modifications to its policies, practices, and procedures to comply with NYCHRL;

- c) Directing Respondent to train all management, agents, and employees on NYCHRL;
- d) Directing Respondent to engage in affirmative relief, including anti-discrimination training, policy revisions, posting and notice to employees, and monitoring.
- e) Awarding such other and further relief as the Commission deems just and proper.

Katherine Carroll, being duly sworn, deposes and says:

I am the Deputy Commissioner of the Law Enforcement Bureau of the New York City Commission on Human Rights, the Complainant herein; I have read the foregoing Complaint and know the content thereof; the same is true of my own knowledge, except as to the matters therein stated on information and belief; and, as to those matters, I believe the same to be true.

Dated: New York, NY
December 30, 2025



Katherine Carroll
Deputy Commissioner
Law Enforcement Bureau
New York City Commission on Human Rights
22 Reade Street, 3rd Floor
New York, NY 10007

Exhibit A

AÉROPOSTALE

EXPLORE CAREERS AT AERO,
now part of Catalyst Brands.



Assistant Manager

Req #4692

5100 Kings Plz, Brooklyn, NY 11234, USA • Brooklyn, NY, USA

Apply



Share

Job Description

Posted Monday, September 22, 2025 at 12:00 AM

Assistant Store Manager

Overview

As an Assistant Store Manager, you will support the Store Manager to build a team that delivers results through providing an amazing customer experience. You also share the responsibility to execute all store operations and maintain a visually appealing store. You create a positive environment that develops and engages your managers, associates, and customers every day. You love being part of a winning team and you bring your energy to work every day.

The Assistant Store Manager reports to the Store Manager.

Who You Are:

- Inspirational leader who guides their team and partners with the store manager to achieve great results.
- Engaging personality who attracts great talent.
- Demonstrates a competitive spirit and desire to win.
- Team player with an entrepreneurial spirit.
- Operates with a sense of urgency and effectively manage competing priorities.
- Able to adapt to change and takes on more responsibilities.
- Self-motivated; seeks personal growth and development.

Responsibilities

As the Assistant Store Manager you will:

- Partner with the Store Manager to create action plans to achieve results and grow the business.
- Understand and demonstrate product knowledge, selling and operational skills to maximize sales.
- Engage with customers to build relationships and brand loyalty by using company tools.
- Partner with the Store Manager to develop team members who are committed to creating a great experience for our customers.
- Oversee assigned division of responsibility and be accountable for results.
- Support the Store Manager to ensure store standards for merchandising and operations are met consistently.
- Learn about all aspects of the business and share ideas to drive the business.
- Remain composed in the face of challenges and unforeseen circumstances.
- Perform POS transactions on designated shifts and execute management functions in the absence of Store Manager.
- Model our values of respect, integrity, teamwork, compassion, accountability, and inclusivity.

Qualifications

You will also have:

- 2+ years as a Co/Assistant Manager in similar volume, apparel business (preferred).
- Proven track record of exceeding sales and statistical expectations.
- Flexible availability to meet the needs of the business (including evenings and weekends).
- May require occasional travel to other store locations (if needed).

Job Details

Job Family

STORELINE

Job Function

Storeline Management

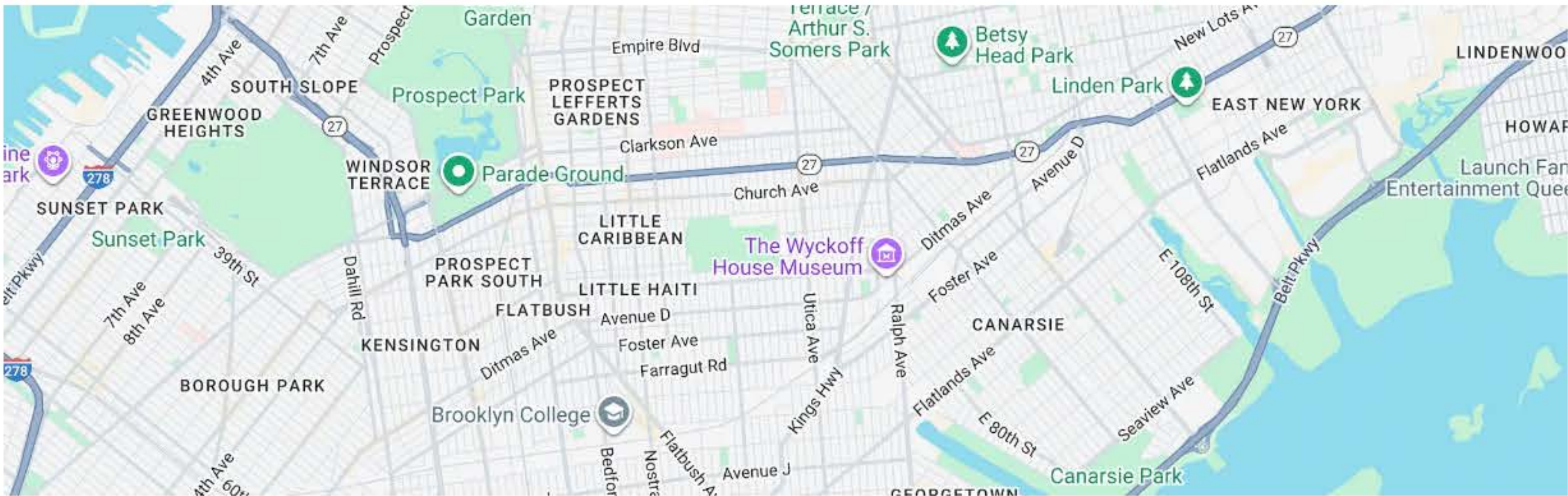
Pay Type

Hourly

Scan this QR code and apply!



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AÉROPOSTALE

EXPLORE CAREERS AT AERO,
now part of Catalyst Brands.



Assistant Store Manager

Req #4182

Bronx, NY, USA • 200 Baychester Ave, Bronx, NY 10475, USA

This job posting is no longer available

Job Description

Posted Monday, August 25, 2025 at 12:00 AM

Assistant Store Manager

Overview

As an Assistant Store Manager, you will support the Store Manager to build a team that delivers results through providing an amazing customer experience. You also share the responsibility to execute all store operations and maintain a visually appealing store. You create a positive environment that develops and engages your managers, associates, and customers every day. You love being part of a winning team and you bring your energy to work every day.

The Assistant Store Manager reports to the Store Manager.

Who You Are:

- Inspirational leader who guides their team and partners with the store manager to achieve great results.
- Engaging personality who attracts great talent.
- Demonstrates a competitive spirit and desire to win.
- Team player with an entrepreneurial spirit.
- Operates with a sense of urgency and effectively manage competing priorities.
- Able to adapt to change and takes on more responsibilities.
- Self-motivated; seeks personal growth and development.

Responsibilities

As the Assistant Store Manager you will:

- Partner with the Store Manager to create action plans to achieve results and grow the business.
- Understand and demonstrate product knowledge, selling and operational skills to maximize sales.
- Engage with customers to build relationships and brand loyalty by using company tools.
- Partner with the Store Manager to develop team members who are committed to creating a great experience for our customers.
- Oversee assigned division of responsibility and be accountable for results.
- Support the Store Manager to ensure store standards for merchandising and operations are met consistently.
- Learn about all aspects of the business and share ideas to drive the business.
- Remain composed in the face of challenges and unforeseen circumstances.
- Perform POS transactions on designated shifts and execute management functions in the absence of Store Manager.
- Model our values of respect, integrity, teamwork, compassion, accountability, and inclusivity.

Qualifications

You will also have:

- 2+ years as a Co/Assistant Manager in similar volume, apparel business (preferred).
- Proven track record of exceeding sales and statistical expectations.
- Flexible availability to meet the needs of the business (including evenings and weekends).
- May require occasional travel to other store locations (if needed).

Job Details

Job Family
STORELINE

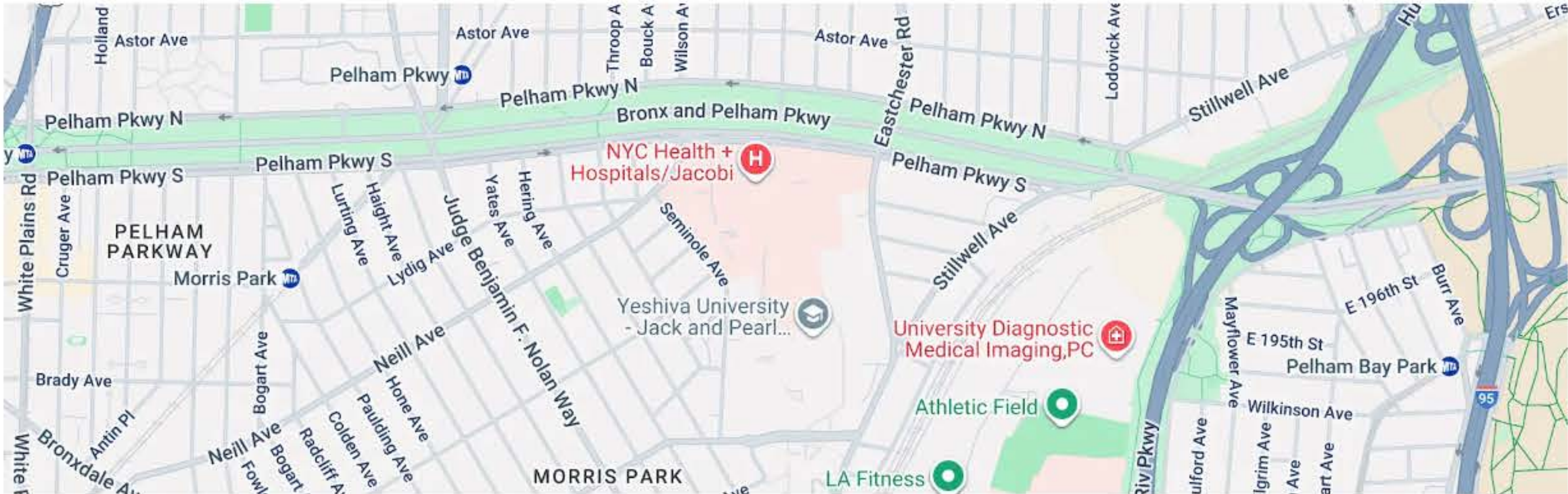
Job Function
Storeline Management

Pay Type
Hourly

Scan this QR code and apply!



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📍 Bronx, NY, USA, 200 Baychester Ave, Bronx, NY 10475, USA

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AÉROPOSTALE

EXPLORE CAREERS AT AERO,
now part of Catalyst Brands.



PT Stock Associate

Req #4186

Manhattan, New York, NY, USA

This job posting is no longer available

Job Description

Posted Monday, August 25, 2025 at 12:00 AM

Overview

Our Stock Associates will control the flow of merchandise from our stock room to the retail sales floor. They will also be responsible for receiving, unpacking, organizing, storing, packaging, and labeling merchandise. Additionally, Stock Associates will support the shopping experience by providing customer service and ringing up customers as needed.

Who You Are:

- Engaging personality who provides great service.
- Excited to meet new people.
- Organized and able to complete tasks efficiently.
- Thoughtful with a desire to make others feel good about themselves and their individual style.
- Self-motivated; seeks personal growth and development.

Responsibilities

As the Stock Associate you will:

- Assist in making sales goals by consistently executing the merchandise flow routines.
- Process merchandise deliveries in accordance with the store delivery schedule.
- Maintain an organized and clean stockroom.
- Work with management to execute floor sets.
- Ensure store standards for merchandising and operations are met consistently.
- Assist in the execution of the physical inventory process.
- Support the store management team with shortage reduction measures.
- Model our values of respect, integrity, teamwork, compassion, accountability, and inclusivity.

Qualifications

You will also have:

- Flexible availability to meet the needs of the business (including evenings and weekends).

Job Details

Job Family
STORELINE

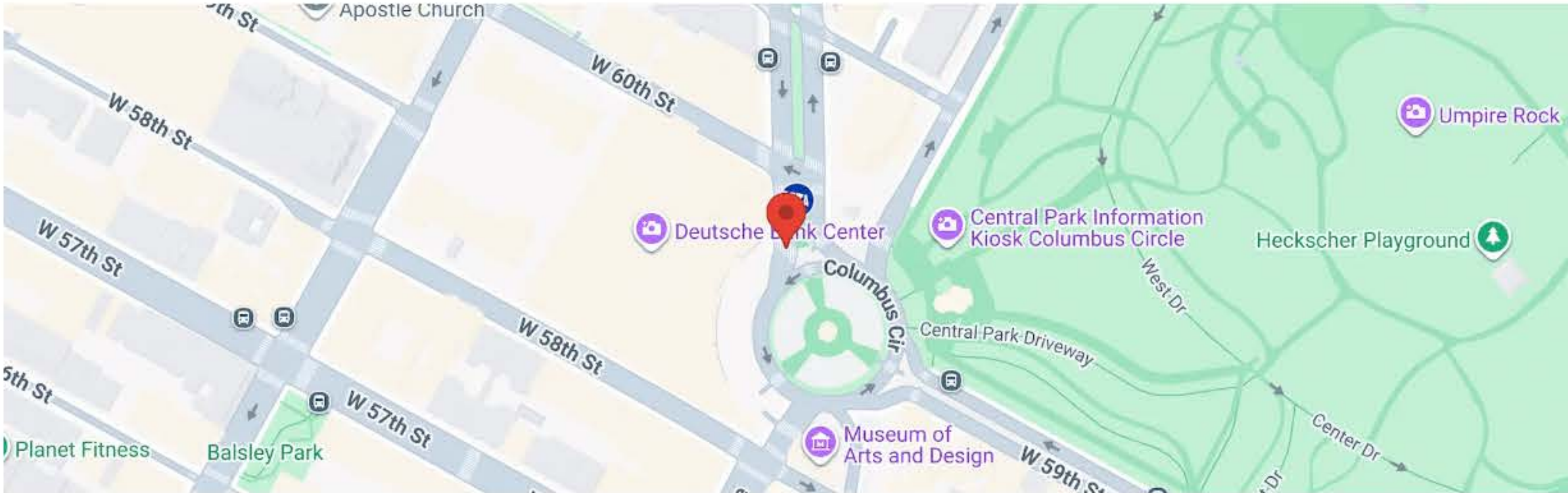
Job Function
Storeline Non-Keyholder

Pay Type
Hourly

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PT Store Supervisor

Req #4176

Virtual

Apply

Share

Job Description

Posted Monday, August 25, 2025 at 1:00 AM

Supervisor

Overview

As a Supervisor, you will support the management team to create the best experience for our customer and deliver desired results. You also share the responsibility to execute assigned store operations and maintain a visually appealing store. You create a positive environment that develops and engages your managers, associates, and customers every day. You love being part of a winning team and you bring your energy to work every day.

The Supervisor reports to the Store Manager.

- Who You Are:
- Demonstrates a competitive spirit and desire to win.
 - Team player with an entrepreneurial spirit.
 - Operates with a sense of urgency and effectively completes assigned responsibilities.
 - Able to adapt to change and takes on more responsibilities.
 - Self-motivated; seeks personal growth and development.

- Responsibilities
- As the Supervisor you will:
- Support the management team to achieve sales results and grow the business.
 - Understand and demonstrate product knowledge, selling and operational skills to maximize sales.
 - Engage with customers to build relationships and brand loyalty by using company tools.
 - Be a role model to team members for the customer experience.
 - Support the management team to ensure store standards for merchandising and operations are met consistently.
 - Be accountable for assigned tasks and results.
 - Learn about all aspects of the business and share ideas to drive the business.
 - Create a great work environment by maintaining a positive and professional attitude.
 - Perform POS transactions on designated shifts and execute supervisor functions in the absence of Store Manager.
 - Model our values of respect, integrity, teamwork, compassion, accountability and inclusivity.

- Qualifications
- You will also have:
- Prior supervisory experience in similar volume, apparel business (preferred).
 - Proven track record of exceeding sales and statistical expectations.
 - Flexible availability to meet the needs of the business (including evenings and weekends).
 - May require occasional travel to other store locations (if needed).

Pay is based on several factors including but not limited to position offered and work experience. In addition to your salary, Catalyst Brands offers a benefits package, including health care (medical, prescription, dental, vision), company paid life insurance and long term disability, 401(k) plan with company match, paid time off programs starting with minimum 15-days based on role, overtime pay (if hourly), flexible work schedule, and a generous employee discount program (all benefits are based on eligibility). Additional information regarding the benefits for this position can be found here: <https://sparcbenefits.com/Candidate-Benefits-Highlights>

Reasonable Accommodation

The Company is committed to providing reasonable accommodation to enable qualified employees with disabilities to perform the essential functions of their jobs as required by the Americans with Disabilities Act (ADA).

Catalyst Brands is an equal opportunity employer. We value a culture of inclusion and diversity within our workforce, and are committed to maintaining a workplace free from prohibited employment conduct, including discrimination or harassment on the basis of race, color, national origin, sex, age, religion, disability, genetic information, sexual orientation, gender identity or expression, marital status, domestic partner status, civil partnership, status as a covered veteran, status in the Uniformed Services of the United States, citizenship and any other characteristic protected by law ("Protected Characteristics").

Physical Requirements

- Ability to safely and successfully perform the essential job functions consistent with the ADA, FMLA and other federal, state and local standards.
- Ability to maintain regular and timely attendance consistent with the ADA, FMLA and other federal, state and local standards.
- Ability to remain in a stationary position for up to 8 hours per day
- Ability to constantly operate a computer, other office equipment and look at a monitor for up to 8 hours per day
- Ability to clearly and accurately communicate and exchange information verbally, in writing, or through other means in person, telephonically, or through virtual communication methods
- Ability to reach at or below shoulder level
- Ability to carry equipment, move boxes/samples, etc.
- **For Stores & Distribution Centers:** Bend, lift, open and move product and fixtures up to 50 lbs., as needed.

Please note that the deadline for submitting your application for this position is three weeks from the date the job posting was published.

Send [posting compliance](#) concerns to Wacompliance-sm@jcp.com. This email is only for compliance concerns. Do not send compliance questions to the Company's retail locations or to the corporate office.

Job Details

Job Family
STORELINE

Job Function
Storeline Keyholder

Pay Type
Hourly

Travel Required
No

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