

Nicolas Valdez  
7-16-25



WITNESS

**PARKS & RECREATION**  
CITY OF EL PASO

City of El Paso  
Parks and Recreation Department

JOSE A. Esquivel

7-16-25

**NOTICE OF SUSPENSION**

Today's Date: July 15, 2025

Sport/Facility/Program: Pavo Real Senior Center

Location: 9311 Alameda Ave. 79907

This letter constitutes written notice that -- Antonio Estrada -- has  
(Name)

been suspended for ----- 6 months ----- for  
(Time Period)

violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy for the following action: Verbally abuse a game official (umpire, referee, instructor, or site supervisor), City of El employee, another player, spectator or program participant with intent to cause harm.

Appeals of this suspension must be made in writing to the Manager noted below. Appeals must be made w 3 business days of receiving the notice of suspension and should include the following documents:

1. Statement explaining the basis for the appeal.
2. Statements from witnesses.
3. Police Report number (if applicable).
4. Any personal electronic documentation of the incident that is available.

This suspension is effective at 8:00AM on this 15th. day of July, 2025. The suspension prohibits person above mentioned from being present at any City of El Paso Parks and Recreation events, facilities complexes during suspension including the appeal process.

  
Recreational Services Manager (Signature)


07/15/25 Antonio Estrada

Print Name: Enrique Valdez

Office Phone: (915) 212-1731

E-Mail: ValadezEX@elpasotexas.gov

  
7-16-25



Oviro Apehaz  
mi suspension

Antonio Estrada 7-16-25

TRANSLATION:  
"I want to appeal my suspension.  
Antonio Estrada 7-16-25"



City of El Paso  
Parks and Recreation Department  
Injury/Incident Report  
(NON-EMPLOYEE)



Complete this report immediately following any injury/incident and notify the immediate supervisor.  
Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date:	1/29/2024	Incident Time:	1pm	AM	<input checked="" type="checkbox"/>	PM	
Incident Location:	Pavo Real Senior Center						
Person(s) Involved:	Antonio Estrada						
Parent's Name (If minor):							
Street Address:	9311 Alameda						
City:	El Paso	State:	TX	Zip Code:	79907	Phone:	9152122371

<b>Type of Injury/Incident (Continue on Page 2, if more space needed)</b>			
Antonio Estrada was throwing fingers and telling F you to Yolanda Pedregon			
<b>Describe What Happened (Continue on Page 2, if more space needed)</b>			
Antonio Estrada was throwing fingers and telling F you to Yolanda Pedregon. This was done at Pavo Real Senior Center in the main room. This has happened more than once, this is the first time she is telling me about it. Apparently this has been an on going thing. I have no witnesses and I have no written letters. Antoino does have a written warning for for being disrespectful towards other Seniors at the center.			
<b>Action Taken (Continue on Page 2, if more space needed)</b>			
EMS Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Transported to: _____
Police Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	PD Case No.: _____
<b>Witnesses</b>		<b>Check One</b>	
Name	Staff	Other	Title (if applicable)
Marc Abeyta	X		Program Supervisor
Nakarowari Leal	X		Recreation Specialist
<b>Employee Completing Injury/Incident Report</b>			
Employee Name (print)	Title	Signature	Date
Marc Abeyta	Program Supervisor		1/30/2024
<b>Reviewed</b>			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	NICOLAS VALDES		
Division Manager			
Assistant Director	Pablo Caballero		
Managing Director	Ben Fyfe		

Incident Report



City of El Paso  
Parks and Recreation Department  
Injury/Incident Report  
(NON-EMPLOYEE)



Complete this report immediately following any injury/incident and notify the immediate supervisor.  
Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date:	04/09/2025	Incident Time:	10:00	X	AM		PM
Incident Location:	Pavo Real Senior Center						
Person(s) involved:	Antonio Estrada						
Parent's Name (if minor):							
Street Address:	9311 Alameda						
City:	El Paso	State:	Tx	Zip Code:	79907	Phone:	915-212-04-76

**Type of Injury/Incident (Continue on Page 2, if more space needed)**

**Describe What Happened (Continue on Page 2, if more space needed)**

We have received several complaints regarding the behavior of Mr. Antonio Estrada, particularly concerning the inappropriate language and the use of offensive words when speaking to others.

We have addressed this issue with him on previous occasions, and in fact, Mr. Estrada has already received a warning for his conduct.

However, on this occasion, a group of individuals has come together to sign a petition, stating that it has become unsustainable to continue sharing a table with him due to the constant disrespect he displays. During the talk with Antonio Estrada, two staff members were present.

**Action Taken (Continue on Page 2, if more space needed)**

Antonio Estrada was spoken to about the situation where he made uncomfortable comments to the members who shared a table in the dining room. An incident report was filed because he had already been spoken to and given a verbal warning about this same situation.

EMS Called? Yes ☐ No ☒ Transported to: \_\_\_\_\_

Police Called? Yes ☐ No ☒ PD Case No.: \_\_\_\_\_

Witnesses	Check One		Title (if applicable)
	Staff	Other	
Name			

**Employee Completing Injury/Incident Report**

Employee Name (print)	Title	Signature	Date
Jose Esquivel	Recreation Program Supervisor		4/9/2025

**Reviewed**

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicholas Valdez		4-17-25
Division Manager	Enrique Valadez		
Assistant Director	VACANT		
Director	Pablo Caballero		

04/09/2015

a Quien Corres Ponda  
Comedor Pavorreal Present

Javier Sain MEZA #7  
Lidia

C. Rodriguez  
Maria A. Rodriguez  
Vicky Vazquez

Gloria H.  
Ricardo Rodriguez  
Bedia Sujan  
Nancy

Jessie Camoli

todos estamos en contra  
de sr Antonio molesto  
mucho a todos

Queremos Justicia

TRANSLATION:

"To whom it may concern. Eating Hall Pavo Real presents:  
We are all against Mr. Antonio. He annoys everyone. We want justice."



City of El Paso  
Parks and Recreation Department  
Injury/Incident Report  
(NON-EMPLOYEE)



Complete this report immediately following any Injury/Incident and notify the immediate supervisor.  
Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date:	7/7/2025	Incident Time:	11:30	AM	<input checked="" type="checkbox"/>	PM	
Incident Location:	Pavo Real Senior Center						
Person(s) involved:	Antonio Estrada						
Parent's Name (if minor):							
Street Address:	1193 Alameda						
City:	El Paso	State:	Tx	Zip Code:	79907	Phone:	915-212-04-76

**Type of Injury/Incident (Continue on Page 2, if more space needed)**

**Describe What Happened (Continue on Page 2, if more space needed)**

Members of the senior center continue to complain about Antonio Estrada. No member has filed a formal complaint, including a written statement about the incidents they have had with Antonio Estrada.

04/05/2025 Some members submitted a letter of dissatisfaction with his behavior and reported intimidation. (A 6-month suspension is recommended for Antonio Estrada\_

**Action Taken (Continue on Page 2, if more space needed)**

Antonio Estrada has been spoken to after members have complained about his inappropriate behavior at the senior center.

EMS Called? Yes ☐ No ☒ Transported to: \_\_\_\_\_

Police Called? Yes ☐ No ☒ PD Case No.: \_\_\_\_\_

**Witnesses**

**Check One**

Name	Staff	Other	Title (if applicable)
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**Employee Completing Injury/Incident Report**

Employee Name (print)	Title	Signature	Date
Jose Esquivel	Recreation Program Supervisor		7/7/2025

**Reviewed**

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		7-7-25
Division Manager	Enrique Valadez		07/7/25
Assistant Director	VACANT		
Director	Pablo Caballero		

## Letter from center participants regarding Mr. Estrada's behavior

### **Urgent Follow-Up on Inappropriate Behavior by Mr. Antonio Estrada**

Due to the increasing frequency of complaints regarding Mr. Antonio Estrada's behavior, we believe it is urgent to take action, as several individuals have expressed concern over his conduct. The recurring complaints indicate that Mr. Estrada speaks to others in a disrespectful manner, uses inappropriate language, raises his voice frequently, and often involves himself in matters that do not concern him.

It is important to note that Mr. Estrada has already received a verbal warning, so the logical next step would be to proceed with a suspension. Unfortunately, we do not have written statements from the individuals affected, as many of them have expressed fear of Mr. Estrada's potentially violent reactions. As a result, they prefer to avoid the situation rather than submit a formal complaint. Below are two recent incidents that were personally reported in the office last week:

**1. Incident involving Ms. María de la Cruz Molina Thursday July 3, 2025**

Ms. Molina came to the office visibly upset after an altercation with Mr. Estrada during an activity. According to her statement, while she was preparing to hand over her money to participate in a game, she took a moment to get it from her purse. Mr. Estrada reacted by grabbing the money and throwing it at her, telling her she could no longer play. Ms. Molina, shocked and upset, confronted him and asked him to stop being so rude and disrespectful. Mr. Estrada then became even more aggressive.

**2. Incident involving Ms. Juana Serrano and Ms. Rosalba Piña Wednesday July 2, 2025**

Ms. Serrano, who serves meals from the county as a volunteer, came to the office to report that Mr. Estrada entered the kitchen and made unpleasant comments, raising his voice and speaking very rudely to the nutrition staff member, Ms. Rosalba Piña. I personally spoke with Ms. Piña, who confirmed the incident and mentioned that this was not the first time Mr. Estrada had approached her to complain about the food in an inappropriate and disrespectful manner.

These behaviors are unacceptable and compromise the respectful and safe environment we strive to maintain at our center. We respectfully request that appropriate action be taken as soon as possible to prevent further incidents affecting our staff and other members of the center.

## Witness Statement

09 Julio 2025

Estimado Sr. Jose Esquivel,

Esta carta sirve como queja formal contra otro miembro que atiende actividades en Pavo Real Senior Center. El incidente que ocurrió el 3 de Julio 2025 no es el primero. Varios miembros han tenido experiencias similares con la misma persona.

E 3 de Julio 2025, los miembros estábamos jugando Bingo. Cada miembro voluntariamente contribuía \$1.00 por juego. Entre las horas de 12:30 y 1:00 p.m., yo avise' que no iba a participar en el siguiente juego. Yo cambie de parecer. Decidí participar en el juego. Yo puse mi dolar en la mesa. No hubo queja o problema ninguno con los otros miembros. Mi queja es contra el Señor Antonio "Tony". El Señor Tony, muy agitado levanto mi dolar de la mesa y con des respeto lanzó el dólar hacia mí. Teno muchos testigos de que el señor empezó a l levantar su voz. Tuvimos un argumento. El señor Tony se mostró beligerante. No estoy dispuesta a tolerar ese tipo de conducta. Las personas que vamos al centro de Pavo Real vamos a pasar un tiempo ameno y a divertimos sanamente con otras personas de nuestra edad. El señor Tony es particularmente grosero e irrespetuoso con los miembros femeninos.

Quiero respetuosamente pedir que se conduzca una investigación sobre este y otros incidentes que han ocurrido durante 2024 y 2025. No es justo que miembros dejen de sentirse seguros o con miedo de ser verbalmente agredidos. Escribo esta carta para darle la oportunidad de que exitosamente se resuelva este problema. El señor Tony necesita comprender que su conducta abrupta e irrespetuosa debe y necesita tener consecuencias. Al haber no consecuencias, esto potencialmente incita a otros miembros que tengan comportamientos y actitudes similares. Al no haber investigación o resuelva, me vere obligada a contactar verbalmente o vía carta o correo electrónico a la cadena de mando de Pavo Real Senior Center. Le agradezco de antemano su atención a esta preocupación. Por favor no deje de contactarme si necesita información adicional. Me puede contactar al [REDACTED]

Respetuosamente,

Maria Cruz Molina

*Maria C. Molina*

## TRANSLATION

July 9, 2025

Dear Mr. Jose Esquivel,

This letter serves as a formal complaint against another member who attends activities at the Pavo Real Senior Center. The incident that occurred on July 3, 2025, is not the first. Several members have had similar experiences with the same person.

On July 3, 2025, the members were playing Bingo. Each member voluntarily contributed \$1.00 per game. Between 12:30 and 1:00 p.m., I announced that I would not be participating in the next game. I changed my mind. I decided to participate in the game. I put my dollar on the table. There were no complaints or problems with the other members. My complaint is against Mr. Antonio "Tony." Mr. Tony, very agitated, picked up my dollar from the table and disrespectfully threw it at me. I have many witnesses who saw that the man began to raise his voice. We had an argument. Mr. Tony was belligerent. I am not willing to tolerate that kind of behavior. The people who go to the Pavo Real center want to have a good time and enjoy ourselves in a healthy way with other people our age. Mr. Tony is particularly rude and disrespectful to the female members.

I respectfully request that an investigation be conducted into this and other incidents that have occurred during 2024 and 2025. It is not fair that members should feel unsafe or afraid of being verbally abused. I am writing this letter to give you the opportunity to successfully resolve this issue. Mr. Tony needs to understand that his abrupt and disrespectful behavior must and should have consequences. The lack of consequences potentially encourages other members to engage in similar behavior and attitudes. If there is no investigation or resolution, I will be forced to contact the chain of command at Pavo Real Senior Center verbally or via letter or email. I thank you in advance for your attention to this concern. Please do not hesitate to contact me if you need additional information. You can reach me at [REDACTED]

Respectfully,  
Maria Cruz Molina