



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Kansas City Area Office

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[Redacted]

Charging Party

Charge Nos.: 563-2021-[Redacted] 63- 2021-[Redacted]

[Redacted]

Respondent

DETERMINATION

On behalf of the Commission, I issue the following determination on the merits of the subject charges filed with the U.S. Equal Employment Opportunity Commission (EEOC or the Commission) under Title VII of the Civil Rights Act of 1964, as amended (Title VII), and under the Americans with Disabilities Act of 1990, as amended (ADA). All requirements for coverage have been met. Respondents are employers within the meaning of Title VII and the ADA. Timeliness, deferral, and all other requirements for coverage have been met.

Charging Party alleges she was harassed, denied training, subjected to different terms and conditions, and discharged because of her sex (female), disability, and in retaliation for opposing employment discrimination during the time period of September 23, 2020 to August 1, 2021.

Respondent denies Charging Party’s allegations. Specifically, Respondent asserts that Charging Party did not inform management that she had a disability. Respondent further denies that Charging Party was harassed because of her disability. Respondent does not recall Charging Party requesting training. Respondent also denies Charging Party was denied the same terms and conditions of her employment because of her sex or that she was subjected to harassment because of her sex. Lastly, Respondent denies retaliating against Charging Party and states she was discharged for poor performance and misconduct.

Evidence obtained during the Commission’s investigation revealed Charging Party was subjected to harassment based on her disability when Regional Service Director [Redacted] humiliated and belittled Charging Party in front of her peers with comments related to her disability. Evidence indicated that [Redacted] was aware of Charging Party’s disability.

The investigation revealed Charging Party was subjected to comments and text messages of a sexual nature by Service Director [Redacted]

Evidence obtained from the Charging Party showed she was treated differently compared to her male coworkers when she was threatened with discharge if she was found to have fraternized with

her coworkers. Evidence showed the threat came from Service Director [REDACTED], who indicated male employees were treated better than her regarding fraternization with their coworkers.

The investigation revealed Charging Party received two written warnings for poor work performance resulting in her discharge on August 1, 2021.

Based on the foregoing, I find that there is reasonable cause to believe Respondent violated Title VII and the ADA when it subjected Charging Party to harassment because of her sex and disability. Additionally, I find that there is reasonable cause to believe Respondent violated Title VII when it subjected Charging Party to different terms and conditions because of her sex.

The Commission makes no finding regarding any other allegation made in the charge, but this does not certify that Respondent is in compliance with the law.

Upon finding a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of this matter. The confidentiality provisions of the statute and Commission Regulations apply to information obtained during conciliation.

If the Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Commission is not obtained, I will inform the parties and advise them of the court enforcement alternative available to aggrieved persons and the Commission. If you wish to participate in conciliation, please contact [REDACTED] or [REDACTED] within 10 days from the date this Determination was issued.

On Behalf of the Commission:

DAVID DAVIS Digitally signed by DAVID DAVIS
Date: 2025.08.28 16:07:03 -05'00'

8/28/2025

Date

David Davis
District Director

cc: Norris G. Guillot, Charging Party's Representative
[REDACTED] Respondent's Attorney