



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**New Orleans Field Office**

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Charge Number

Charging Party

Respondent

**DETERMINATION**

Under the authority vested in me by the Commission's Procedural Regulation, I issue on behalf of the Commission the following determination as to the merits of the subject charge filed under Title VII of the Civil Rights Act of 1964, as amended.

Respondent, [REDACTED], is an employer within the meaning of Title VII, and the Americans with Disabilities act, as amended and timeliness and all other requirements for coverage have been met.

On July 17, 2024, Charging Party filed a charge of discrimination alleging Respondent [REDACTED] violated Title VII of the Civil Rights Act of 1964, as amended, and the Americans with Disabilities Act as amended, by discharging Charging Party in retaliation on or about July 10, 2024 after Charging Party filed previous EEOC Charge 461-2024-01586 on March 6, 2024. .

Respondent was aware of Charging Party's previous EEOC charge of discrimination, and Charging Party had also complained to Respondent of disability discrimination, when Respondent discharged her for alleged payroll abuse. The alleged abuse was that she worked without authorization when the museum at which she was worked was closed to the public. However, she had received approval from her supervisors to perform work when the museum was closed. Respondent also asserted that, over a six-week period, some of Charging Party's weekly timesheets reflected discrepancies of fifteen to sixty-five minutes. The evidence supports that employees outside of Charging Party's protected class had similar discrepancies but were not disciplined. The evidence further supports that Respondent's review of videotape to verify exits and entrances for timekeeping purposes was solely focused on Charging Party and undertaken for the purpose of finding a pretext to discharge her.


The evidence supports that Respondent retaliated against Charging Party for engaging in protected activity by discharging Charging Party.

Based on the evidence, the Commission concludes that there is reasonable cause to believe that a violation of Title VII has occurred. The Commission makes no finding on any other claims.

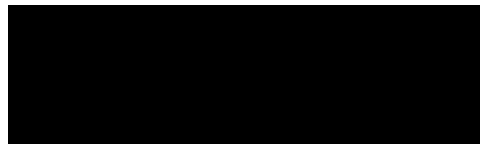
This determination does not conclude the processing of this charge. Upon finding that there is reason to believe that violations have occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of this matter. The confidentiality provisions of Sections 706 and 709 of Title VII 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 office Director is not obtained, the Director will inform the parties and advise them of the court enforcement alternatives available to aggrieved persons and the Commission. If you wish to participate in conciliation, please email Senior Investigator, Kory Fascio, at [kory.fascio@eeoc.gov](mailto:kory.fascio@eeoc.gov), within ten (10) days from the date of this Letter of Determination. A Commission representative will contact each party soon to begin conciliation.

On Behalf of the Commission:



Date



Michael Kirkland  
Field Director

cc:

Norris G. Guillot, Jr.

