



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

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[REDACTED] Charge Number

[REDACTED] Charging Party

[REDACTED] 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 of the Civil Rights Act of 1964, as amended, and timeliness and all other requirements for coverage have been met.

On September 26, 2022, Charging Party, a teacher, filed a charge of discrimination alleging Respondent violated Title VII by subjecting her to disparate treatment in terms and conditions of her employment and a hostile work environment because of her Race-White, and subjected her to retaliation for protected activity.

Respondent contends that Charging Party was not discriminated against. Respondent conducted an internal investigation and concluded that Charging Party did not experience discriminatory treatment or hostile work environment.

The investigation revealed that Respondent formally disciplined Charging Party for failure to supervise students while in a hallway but did not discipline two Black/African American teachers with equal or greater responsibility to supervise the students. Respondent did not articulate a legitimate, nondiscriminatory reason for treating Charging Party differently than the co-responsible teachers, and the formal discipline was an action causing injury with respect to the terms and conditions of employment.

Based on the evidence, the Commission concludes that there is reasonable cause to believe that a violation of Title VII has occurred with respect to the terms and conditions of Charging Party's employment.

The Commission makes no finding regarding the allegations of retaliation or hostile work environment. This does not certify that Respondent is in compliance with Title VII. A separate notice of right to sue may later be issued on these allegations, as appropriate.

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 Section 706 and 709 of Title VII and Commission's regulations apply to information obtained during conciliation. 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) calendar days** from the date of this Letter of Determination. If Respondent fails to advise the EEOC within 10 calendar days of this Letter of Determination that it is interested in conciliation, the EEOC may infer that Respondent does not wish to participate in informal efforts to resolve this matter.

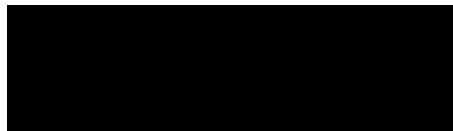
If the Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and will refer the matter to the Legal Unit for a litigation determination.

On Behalf of the Commission:

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Michael Kirkland  
Field Director

cc:



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