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CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies			v(ies) Charge No(s):			
This form is affected by the Privacy Act of 1974. See enclosed Pri Statement and other information before completing this form		FEPA				
Catomore and other mornation books completing the following		X EEOC				
lowa Civil Rights Commission and EEOC						
	e or local Agency, if any					
Name (indicate Mr., Ms., Mrs.)		Home Phone (Incl.	•	Date of Birth		
Ms. Abigail Adams		(704) 555	-1212	4/16/67		
Street Address	City, State and ZIP Code					
123 Easy Street						
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)						
Name		No. Employees, Mem	bers Phone	e No. (Include Area Code)		
ABC, Inc.		500+	((630) 555-1212		
Street Address	City, State and ZIP Code	•				
700 Beatles Rd Pa	aul, IL 60440					
Name		No. Employees, Mem	bers Phone	e No. (Include Area Code)		
Street Address	City, State and ZIP Code		•			
						
DISCRIMINATION BASED ON (Check appropriate box(es).)		, ,	DISCRIMINATI arliest	ON TOOK PLACE Latest		
				<mark>12/1/18</mark>		
X RETALIATION AGE X DISABILITY GENETIC INFORMATION						
X OTHER (Specify) Gender Identity X CONTINUING ACTION				UING ACTION		
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s))	:	<u> </u>				
Particulars:						
 I was hired by ABC as a packer. I was harassed based on my sex and/or gender identity and subjected to a hostile work environment by co-workers. This was caused, in part, by the company's practice of using a computer system that showed 						
my previous male name on the large time clock at the entrance and the large computer display by my station. I asked that						
the company address the problems with displaying my male name, but they refused to do so on the grounds that they did						
not know how to set their system to use my proper name. I reported the harassment and retaliation to my managers and human resources, who stated they would address the problem. No prompt and effective action was taken, and the						
harassment and hostile work environment continue harassment. On December 1, 2018, my entire shift						
did not wish to, and did not know how to, address t						
 I was harassed, subjected to a hostile work enviror 	nment, and terminated	because of my sex. I	But for the n			
employer to retaliate against me because of my co	mplaints, I would not h	ave been terminated				
Statement of Discrimination: I believe I was discriminated	d against in violation of	Title VII of the Civil I	Rights Act o	f 1964, as		
amended and other applicable law.						
I want this charge filed with both the EEOC and the State or local Agency,	,, .	/hen necessary for State a	nd Local Agend	cy Requirements		
will advise the agencies if I change my address or phone number and I wi cooperate fully with them in the processing of my charge in accordance w						
procedures. I swear or affirm that I have read the above charge at the best of my knowledge, information and belief.						
I declare under penalty of perjury that the above is true and correct.		of COMPLAINANT	ion and belle	1.		
	SIGNATURE	OI COIVIPLAINAN I				
2/2/19 PV. Shah	SUBSCRIBE	O AND SWORN TO BEFO	RE MF THIS C)ATE		
Date Charging Party Signature				_		