

## CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency/Case No.

☐ FEPA  
☒ EEOC

556-2012-00422

## California Department Of Fair Employment &amp; Housing

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Ms. Tiffany K. Anderson

Home Phone (Incl. Area Code)

(209) 747-9095

Date of Birth

08-22-1970

Street Address

City, State and ZIP Code

2 N. Avena Avenue, Lodi, CA 95240

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

SAN JOAQUIN COUNTY

No. Employees, Members

Over 500

Phone No. (Include Area Code)

(209) 982-4675

Street Address

City, State and ZIP Code

Mosquito &amp; Vector Control District, 7759 S. Airport, Stockton, CA 95207

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

☐ RACE    ☐ COLOR    ☒ SEX    ☐ RELIGION    ☐ NATIONAL ORIGIN  
☒ RETALIATION    ☐ AGE    ☒ DISABILITY    ☐ GENETIC INFORMATION  
☐ OTHER (Specify)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

05-16-2012

☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was hired with Respondent on or about April 19, 2004. My current position is Pesticide Applicator, Tech I. In 2007, I filed a sexual harassment complaint against Bob Durham, my then-supervisor, and Eddie Luechesi. I was then involuntarily reassigned to a different zone which resulted in a change of my job duties. Other employees were instructed not to talk to me, which resulted in my not knowing specific information about where I was working. I was also denied tools and chemicals essential to performing my job. I had three surgeries between 2008 and 2010. I was injured on the job on or about July 1, 2011. In about August 2011, I returned to work with limitations. I requested accommodations but Respondent failed to provide them. For example, I requested a smaller truck, but was not given one. Respondent threatened to terminate me if I did not turn over my medical records. The job description Respondent gave to my doctor did not accurately reflect my job duties. On or about February 14, 2012, I was released to return to work with limitations. In about April 2012, Respondent again requested my medical records. Respondent has failed to accommodate me, thus I have not been returned to work.

I believe I have been discriminated against because of my sex (female) and in retaliation for engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended. I further believe I have been discriminated against because of my disability and retaliated against for engaging in protected activity, in violation of the Americans with Disabilities Act of 1990, as amended.

*my association rep. instructed me to file with EEOC.*

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  
 SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE: 1/6/18-12  
 (month, day, year)

Date

Charging Party Signature

