

**The Commonwealth of Massachusetts
Commission Against Discrimination
One Ashburton Place , Boston, MA 02108
Phone: (617) 994-6000 Fax: (617) 994-6024**

MCAD DOCKET NUMBER: 18BEM00735
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EEOC/HUD CHARGE NUMBER: 16C-2018-01153
VIOLATION DATE: 02/08/18

Name of Aggrieved Person or Organization:

Patricia Hackett

G.L. c. 4, § 7(26)(c) - Privacy

Named is the employer, labor organization, employment agency, or state/local government agency who discriminated against me:

Planned Parenthood League of Massachusetts
Attn: Human Resources
1050 Commonwealth Ave
Boston, MA 02215
Primary Phone: (617)616-1600 ext. ____
No. of Employees: 25+

Work Location:

Cause of Discrimination based on:

Race, Color, Black (Non-Hispanic).

The particulars are:

I, Patricia Hackett, the Complainant believe that I was discriminated against by Planned Parenthood League of Massachusetts, on the basis of Race, Color. This is in violation of M.G.L. c. 151B Section 4 Paragraph 1 and Title VII.

1. I identify my race as Black.
2. On or about October 29, 2017, I was hired by Respondent as a Finance Clerk. I was the only Black individual in my department. I was supervised by Ms. Orit Geva (White).
3. I had a 90-day probationary period.
4. From the start of my employment, I believe Respondent treated me differently due to my race. They only gave me one day of training on new finance systems and they did not give me any additional resources.
5. During my probationary period, I would ask questions of Ms. Geva as well as Mary LNU (White), who was also a supervisor about particular processes for handling accounts. I was told I didn't need the level of detail I was using—which had been past practice in other finance positions I've held—and was told to just copy information from Mary. On another instance, I was instructed to record bank deposits but was never told where the incoming information and checks were stored.
6. I was also excluded from departmental meetings including month-end close meetings which affected my ability to do my job duties.
7. In or about February 2018, I was given a performance warning after my probationary period had ended, stating I had problems with performing many of my tasks. I believe Respondent and Ms. Geva did not like my personality, my intelligence and the way I asked questions. They also did not raise any issues with my performance to me during my probationary period.
8. On or about February 8, 2018, my employment was terminated despite having improved on the issues raised in the performance warning I'd received.
9. Upon information and belief, I was initially hired as a diversity hire. Additionally, I am aware of another Black employee in the Purchasing department who resigned due to similar mistreatment by Respondent based on race.
10. I believe Mary had similar issues with performance but she was never disciplined or terminated.
11. I am unaware if they have filled my position.

I believe I have been discriminated against by Respondent based on my race because I was issued a performance warning and my employment was terminated for issues not previously raised to me while white employees had similar issues but were not disciplined or terminated.

I hereby verify, under the pains and penalties of perjury, that I have read this complaint and the allegations contained herein are true to the best of my knowledge.

 3/27/18
(Signature of Complainant)