



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Charlotte District Office

1434 Fayetteville Street, Suite 700
Raleigh, NC 27601-1701
Intake Information Group: (800) 669-4000
Intake Information Group TTY: (800) 669-6820
Raleigh Direct Dial: (919) 856-4064
FAX (919) 856-4151 Website: www.eeoc.gov

EEOC Charge No. [REDACTED]

Justine Jones
[REDACTED]

Charging Party

Town of Kenly
207 West 2nd Street
Kenly, NC 27542

Respondent

DETERMINATION

I issue the following determination on the merits of this charge.

Respondent is an employer within the meaning of Title VII of the Civil Rights Act of 1964, as amended ("Title VII"), 42 U.S.C. § 2000e, *et seq.* Timeliness and all other requirements for coverage have been met.

Charging Party alleges Respondent terminated her employment in the position of Town Manager because of her sex (female), race (Black), and in retaliation after engaging in protected activity in violation of Title VII.

Respondent denies these allegations.

Examination of the evidence supports Charging Party's allegations and does not support Respondent's defenses. The evidence supports that Charging Party was discharged because of her race (Black). The evidence further shows that Charging Party engaged in protected activity when she filed an EEOC Charge and subsequent lawsuit in or about 2014 against a South Carolina municipality. The evidence further supports that upon learning of Charging Party's previous protected activity, Respondent discharged Charging Party. Based on the above, there is reasonable cause to believe that Respondent violated Title VII.

The evidence obtained during the investigation was insufficient to establish a violation of Title VII based on sex discrimination. This does not, however, certify that the Respondent is in compliance with Title VII with respect to Charging Party's harassment allegations.

Upon finding that there is reason to believe a violation has 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 the matter. The confidentiality provisions of Sections 706 and 709 of Title VII and Commission Regulations apply to

EEOC Charge Number: [REDACTED]
Determination

information obtained during conciliation. If you wish to participate in conciliation, please email Investigator Generosa "Jackie" Tabor at [REDACTED] within **five (5)** days of your receipt of this Letter of Determination.

If Respondent declines to discuss settlement, or when, for any reason, a settlement acceptable to the Office Director is not obtained, the Office Director will inform the parties and advise them of the court enforcement alternatives available to the Charging Party, aggrieved persons, and the Commission.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

On Behalf of the Commission,

2024-05-29

Date



Johnnie Barrett, Director
Raleigh Area Office

cc:

Danielle B. Wilson
The Banks Law Firm, P.A.
4309 Emperor Blvd., Ste 110, Durham
Durham, NC 27703

Kathie Hartzog
Hartzog Law Group
2626 Glenwood Ave, Ste 305
Raleigh, NC 27698