

CHARGE OF DISCRIMINATION

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

AGENCY

 FEPA
 EEOC

CHARGE NUMBER

and EEOC

State or local Agency if any

 NAME (Indicate Mr., Ms., Mrs.)
 Ms. Krista Errickson

 HOME TELEPHONE (Include Area Code)
 914-813-2497

 STREET ADDRESS
 101 5th Avenue

 CITY, STATE AND ZIP CODE
 Pelham NY 10803

 DATE OF BIRTH
 5/8/1964

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

 NAME
 Center for the Advancement of Women

 NUMBER OF EMPLOYEES, MEMBERS
 50 +

 TELEPHONE (Include Area Code)
 212-391-7718

 STREET ADDRESS
 25 west 43rd Street Suite 1120

 CITY, STATE AND ZIP CODE
 Manhattan NY 10001

 COUNTY
 Manhattan

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

 RACE COLOR SEX RELIGION AGE
 RETALIATION NATIONAL ORIGIN DISABILITY OTHER (Specify) Pregnancy

DATE DISCRIMINATION TOOK PLACE

EARLIEST (ADE/AEPA)

LATEST (ALL)

January 9, 2008

CONTINUING ACTION

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

I, Krista Errickson, a 43 year old female, have been discriminated against by the Center for the Advancement of Women and its Co-Founder and President, Faye Wattleton, on the bases of my sex, pregnancy, disability and perceived disability. I had been a very productive new member of the Center for the Advancement of Women, performing my duties in an outstanding manner as the Executive Assistant to Ms. Wattleton. So impressed was Ms. Wattleton with my performance that I received a \$5000 pay raise after my first week of employment.

I thereafter notified Ms. Wattleton that I was pregnant as soon as I found out I was expecting, as my pregnancy was considered "high risk" due to my middle age, as complications were possible and I did not want my pregnancy to be a surprise to Ms. Wattleton later on, so I made sure to notify her as soon as possible. On or about January 4, 2008, Ms. Wattleton was out of work recovering from minor surgery and as part of my duties I read an important email to her over the telephone. Furthermore, while on the phone I had informed Ms. Wattleton that a copy of the email had been sent to her business manager and urged her to go over it with him further if she had any questions. At the time I relayed to her the message, I was in a clear state of mind. However, later on that same day, I began cramping and spotting, after work I went to the hospital where they told me that there was no fetal heartbeat and that my baby had died in utero—there was nothing that could be done.

Prior to my becoming hospitalized on January 4, 2008, Ms. Wattleton left me a message saying she was confused about the email. However, on January 4th, when I had read her the email when she was at home, she told me that she "still felt extremely groggy" which perhaps led her to misunderstand the message.

CONTINUED ON ATTACHMENT

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 telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY (When necessary for State and Local 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.

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

SIGNATURE OF COMPLAINANT

 4-15-08
 Date

Charging Party (Signature)

 SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (Day, month, and year) April 15, 2008

 WILLIAM J. SIPSER
 Notary Public, State of New York
 No. 02-S14879418
 Qualified in New York County
 Commission Expires 11/10/2010

ATTACHMENT TO EEOC CHARGE OF KRISTA ERRICKSON

When I was hospitalized due to my miscarriage on January 4, 2008, I called Ms. Wattleton to tell her that I would be out for a few days because I had lost my child and she then asked me if I intended on trying to have children again. I told her that I would love to have a child, and intended to attempt to do so again as soon as it was medically permitted. In addition to asking me if I planned to become pregnant again, I also volunteered "*as soon as possible, but probably with the use of IVF assistance.*" IVF assistance is an in vitro fertilization procedure that Ms. Wattleton in her position (and as former President of Planned Parenthood) was well versed in. In response to this invocation, she acted as if I was planning on having a baby to personally inconvenience her and destroy her career. After I returned to work on January 9, 2008 she became condescending and critical, where she had never had a problem with my work before.

That same day, January 9th, I was terminated by Ms. Wattleton for allegedly not reading her the email on January 4th correctly and that my mistake had lead to her "*embarrassment.*" This, of course is completely untrue. I believe that this reason is a pretext masking the real reason for my termination, which was because of my sex, pregnancy, disability and perceived disability and that Ms. Wattleton believed that a 43-year old female would not or could not become pregnant. When I did in fact become pregnant and then told her that I planned on trying again after my temporary disability following my fetuses death, she fired me in close temporal proximity to my protected activities due to discriminatory animus. The above practices constituted a violation of Title VII of the Civil Rights Act of 1964, as amended and all federal, state and local anti-discrimination laws, rules and regulations.

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