


**DEFENDANT'S
EXHIBIT**

EEOC Form 5 (5/01)

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: Ag: 2 <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 420-2010-00065	
_____ and EEOC <i>State or local Agency, if any</i>			
Name (Indicate Mr., Ms., Mrs.) Ms. Barbara Wilson		Home Phone (Incl. Area Code) (205) 413-9632	Date of Birth 09-09-1967
Street Address 3330 Shallowford Circle, Birmingham, AL 35216		City, State and ZIP Code	
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 BIRMINGHAM PUBLIC LIBRARY		No. Employees, Members 201 - 500	Phone No. (Include Area Code) (205) 226-3690
Street Address 2100 Park Place, Bimingham, AL 35203		City, State and ZIP Code	
Name 		No. Employees, Members	Phone No. (Include Area Code)
Street Address 		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify below.)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 12-12-2008 08-27-2009 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<p>I am a female and I was hired by the above named employer in April 2002, as a library assistant. I have subsequently been promoted to a librarian III. Since the start of my employment and continuing, I have been subjected to a sexually hostile work environment due to clients/patrons who used the library. I have on numerous occasions protested to management that I am tired of being subjected to pornographic material/web sites in the library. I have protested to management that they created a hostile work environment in the library. Management will not address the issue of people trolling pornographic web sites, masturbating and sexually harassing employee. The most recent incident of sexual harassment occurred on or about August 27, 2009, when a male patron continued to masturbate in public. A male positioned himself so that females in the room could observe his behavior. There are times when I have to log patrons on the web sites and there is no way I can avoid seeing pornographic images while conducting job functions in the library.</p> <p>I believe that I was discriminated against because of my sex, female, in violation of Title VII of the Civil Rights Act of 1964, as amended.</p> <p style="text-align: right;">RECEIVED EEOC OCT - 7 2009</p>			
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.		NOTARY - When necessary for State and Local Agency Requirements BIRMINGHAM DISTRICT OFFICE	
I declare under penalty of perjury that the above is true and correct.		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	
Oct 07, 2009 Date	 Charging Party Signature	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	