

# 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(ies) Charge No(s):

FEPA  
 EEOC

430-2010-00140

and EEOC

State or local Agency, if any

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

**Ms. Sherryl L. Jacobs**

Home Phone (incl. Area Code)

Date of Birth

Street Address

**P O Box 175**

City, State and ZIP Code

**Orrum, NC 28369**

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

**ROBESON COUNTY PUBLIC LIBRARY**

No Employees, Members

**15 - 100**

Phone No. (Include Area Code)

**(910) 738-4859**

Street Address

**101 N. Chestnut St.**

City, State and ZIP Code

**Lumberton, NC 28358**

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    OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE  
Earliest                      Latest

**09-08-2009**

**09-08-2009**

CONTINUING ACTION

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

- I. I was hired by the above referenced employer on or about January 19, 1999, as a Computer Technician. In time I was promoted to Technical Services Supervisor and Fairmont Branch Manager. From on or about January 2008 through July 2009, I continually requested from my employer reasonable accommodations for my disability. No action was taken. On or about August 5, 2009, I was counseled and demoted by Tina Stepp, Director, to a clerk position. On or about September 8, 2009, I was discharged.
- II. Ms. Stepp informed me that she was discharging me for personal use of the computer. I am aware of employees, without disabilities that use the computers for personal reasons without any actions taken against them.
- III. I believe I have been subjected to discrimination based on my disability and discharged in retaliation for requesting reasonable accommodation, in violation of the Americans with Disabilities Act of 1990, as amended, and subjected to discrimination based on my *disability* in violation of Title I of the Civil Rights Act of 1991, as amended.

\*Original charge filed October 19, 2009\*

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

*Sherryl Jacobs My Commission expires 12/21/2012*

(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

*Sherryl Jacobs*

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
(month day, year)

*October 23, 2009*

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

*x 23 Oct 09*  
Date

*x Sherryl Jacobs*  
Charging Party Signature

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: Sherryl L. Jacobs
P O Box 175
Orrum, NC 28369

From: Charlotte District Office
129 W. Trade Street
Suite 400
Charlotte, NC 28202

Empty checkbox

On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

Table with 3 columns: EEOC Charge No., EEOC Representative, Telephone No.
Row 1: 430-2010-00140, Omayra P. Offe, Investigator, (704) 954-6448

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- List of reasons for closing file with checkboxes. Option 5 is checked (X).
1. The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
2. Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
3. The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
4. Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
5. The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
6. The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
7. Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

Signature of Reuben Daniels, Jr.
On behalf of the Commission
Reuben Daniels, Jr.,
District Director

OCT 26 2011

(Date Mailed)

Enclosures(s)

cc: William R. Purcell, II, Esq.
WILLIAM R. PURCELL, II, PLLC
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Laurinburg, NC 28353