

1 **II. Discussion**

2 Approximately half of the discussion section in Defendants’ motion to amend is copied and
3 pasted from their original motion to dismiss. (See Docket Nos. 8, 21.) Furthermore, with the
4 exception of two cases, the authority cited is simply repeated from their motion to dismiss. (Id.)
5 The court addresses the two cases below.

6 Defendants cite Velázquez-Rivera v. J. Danzing, 81 F. Supp. 2d 316, 327 (D.P.R. 2000)
7 *aff’d*, 234 F.3d 790 (1st Cir. 2000) and Martínez v. Eagle Global Logistics, CIV. No. 09–02265
8 (PG), 2011 WL 3843918, at *10 (D.P.R. Aug. 26, 2011) in support of their conclusion that the
9 **“mere fact that a plaintiff checked the box of a protected class under the applicable anti-**
10 **discrimination statutes, in the form provided by the ADU or the EEOC, ‘is not enough’ to**
11 **exhaust administrative remedies because [it] ‘does not fulfill’ the administrative purposes that**
12 **a charge is designed to serve.”** (Docket No. 21 at 4.) (emphasis in original). However, Defendants
13 fail to recognize that in both cases the parties checked multiple boxes when filing their respective
14 claims. Therefore, confusion existed as to which protected class each of the alleged discriminatory
15 acts pertained. See Velázquez-Rivera, 81 F. Supp. 2d at 327; Martínez, 2011 WL 3843918, at *10.
16 In the instant case, Jacqueline Ruiz Jusino (“Plaintiff”) only checked the age discrimination box,
17 leaving no room for confusion as to which protected class she linked the discriminatory acts against
18 her. (See Docket No. 8-1 at 1.) Given the factual differences between this case and those cited by
19 Defendants, the court does not find Defendants’ argument sufficiently persuasive to alter its
20 previous opinion.

21 Secondly, Defendants argue that Plaintiff did not exhaust her administrative remedies as to
22 the hostile work environment and retaliation charges because she did not allege them in her
23 complaint. The court disagrees. In the letter attached to the EEOC charge Plaintiff alleges that her
24 coworkers sent her emails with offensive content. She also alleges that she met with a
25 representative from human resources on January 14, 2012 and was fired eight days later on the
26 January 23, 2012. These alleged facts demonstrate that the hostile work environment and retaliation

Civil No. 13-1138 (GAG)

1 claims are like or reasonably related to the EEOC charge; therefore, Plaintiff exhausted her
2 administrative remedies.

3 Defendants also fail to recognize the authority to which this court cited in Vijay N. Borase
4 v. M/A-Com., Inc., 906 F. Supp. 65, 67-68 (D. Mass. 1995). The Vijay court stated, “[T]he first
5 question . . . is whether or not a retaliation claim might ‘reasonably be expected to have been within
6 the scope of the EEOC’s investigation.’ . . . ‘What controls is not what the EEOC did but what it was
7 given the opportunity to do.’” 906 F. Supp. at 67-68 (internal citations omitted). Given the
8 information presented in Plaintiff’s EEOC claim, the EEOC had ample opportunity to investigate
9 the alleged hostile work environment and retaliation.

10 **III. Conclusion**

11 Pursuant to the opinion and analysis above, the court **DENIES** Defendants’ motion to alter
12 or amend judgment. (Docket No.21.)

13
14 **SO ORDERED.**

15 In San Juan, Puerto Rico this 6th day of August, 2013

16 *S/Gustavo A. Gelpí*

17 GUSTAVO A. GELPÍ

18 United States District Judge