

Exhibit "A"



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Phoenix District Office

3300 N. Central Avenue, Suite 690
Phoenix, AZ 85012-2504
Intake Information Group: (800) 669-4000
Intake Information Group TTY: (800) 669-6820
Phoenix Status Line: (602) 640-5000
TTY (602) 640-5072
FAX (602) 640-5071
Website: www.eeoc.gov

EEOC Charge No.: 540-2014-01142

Kimberly Celaya
80 N. 151st Ln.
Goodyear, Arizona 85338

Charging Party

City of Goodyear
Goodyear Police Department
175 N. 145th Ave
Goodyear, Arizona 85338

Respondent

DETERMINATION

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

Respondent is an employer within the meaning of the Title VII of the Civil Rights Act of 1964, as amended, (Title VII). Timeliness and all other requirements for coverage have been met.

Charging Party alleged Respondent discriminated against her because of her sex (Female) and race (Black, association with protected class member) in violation of Title VII. The Charging Party was hired by the Respondent in or around June 2012. She had performed all of the duties of her job satisfactorily. During the term of her employment she was involved in an off duty incident of domestic violence and voluntarily reported it to Respondent. Charging Party had knowledge of male employees who received less discipline for similar or worse offense and were treated better. Charging Party was placed on administrative leave pending the outcome of an internal investigation. During this time she was treated differently than her male counterparts The Charging Party was ultimately terminated from her employment on November 15, 2012.

I have considered all the evidence obtained during the investigation and find that there is reasonable cause to believe that Respondent violated Title VII when it subjected Charging Party to disciplinary termination because of her sex, female.

The Commission makes no finding regarding any other allegation made in the charge.

This determination is final. When the Commission finds that violations have occurred, it attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, I invite the parties to join with the Commission in reaching a just resolution of this matter. Disclosure of information obtained by the Commission during the conciliation process will be made only in accordance with the confidentiality provisions of Title VII and Commission Regulations. A Commission representative will contact each party in the near future to begin conciliation.

On Behalf of the Commission:

Rayford O. Irvin
District Director

MAR 30 2015

Date

Exhibit "B"



U.S. Department of Justice
Civil Rights Division

JMG:KDW:KLF
DJ 170-8-423

Employment Litigation Section - PHB
950 Pennsylvania Avenue, NW
Washington, DC 20530
www.usdoj.gov/crt/emp

NOTICE OF RIGHT TO SUE WITHIN 90 DAYS

CERTIFIED MAIL 7010 0290 0000 2016 5489
RETURN RECEIPT REQUESTED

NOV 16 2017

Ms. Kimberly Celaya
c/o Rose McCaffrey, Esquire
Law Offices of Kelly & McCoy
340 E. Palm Lane, Ste. 300
Phoenix, AZ 85004

Re. Kimberly Celaya v. Goodyear Police Department
EEOC Charge No. 540-2014-01142

Dear Ms. Celaya:

It has been determined that the Department of Justice will not file suit on the above-referenced charge of discrimination that was referred to us by the Equal Employment Opportunity Commission (EEOC). This should not be taken to mean that the Department of Justice has made a judgment as to whether or not your charge is meritorious.

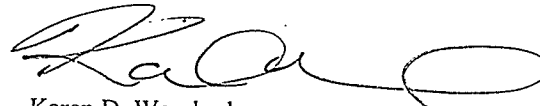
You are hereby notified that conciliation in this matter was unsuccessful by the EEOC. You are further notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000e et seq., against the above-named respondent. If you choose to commence a civil action, such suit must be filed in the appropriate court within 90 days of your receipt of this Notice.

We are returning the files in this matter to EEOC's Phoenix District Office. If you or your attorney have any questions concerning this matter or wish to inspect the investigative file, please feel free to address your inquiry to: Elizabeth Cadle, Director, EEOC, 3300 N. Central Ave., Ste. 690, Phoenix, AZ 85012

Sincerely,

John M. Gore
Acting Assistant Attorney General
Civil Rights Division

By:


Karen D. Woodard
Principal Deputy Chief
Employment Litigation Section

cc: Kimberly Celaya
Goodyear Police Department
Christine Hammerie, Esquire
EEOC, Phoenix District Office

RECEIVED
NOV 21 2017
Kelly McCoy, PLC