# UNITED STATES DISTRICT COURT

**FOR THE NORTHERN DISTRICT OF ILLINOIS**

|  |  |  |
| --- | --- | --- |
| Plaintiff(s), v.  Defendant(s). | )  )  )  )  )  )  )  )  )  )  )  ) | Case Number: |

**COMPLAINT OF EMPLOYMENT DISCRIMINATION**

1. This is an action for employment discrimination.
2. The plaintiff is of the

county of in the state of .

1. The defendant is , whose

street address is ,

(city) (county) (state) (ZIP)

(Defendant’s telephone number) ( ) –

1. The plaintiff sought employment or was employed by the defendant at (street address)

(city)

(county) (state) (ZIP code)

[If you need additional space for ANY section, please attach an additional sheet and reference that section.]

Rev. 06/27/2016

1. The plaintiff [***check one box***]
   1.  was denied employment by the defendant.
   2.  was hired and is still employed by the defendant.
   3.  was employed but is no longer employed by the defendant.
2. The defendant discriminated against the plaintiff on or about, or beginning on or about, (month) , (day) , (year) .
   1. *(****Choose paragraph 7.1 or 7.2, do not complete both***.)
      1. The defendant is not a federal governmental agency, and the plaintiff

[*check one box*] *has* *has not* filed a charge or charges against the defendant asserting the acts of discrimination indicated in this complaint with any of the following government agencies:

* + - 1.  the United States Equal Employment Opportunity Commission, on or about (month) (day) (year) .
      2.  the Illinois Department of Human Rights, on or about (month) (day) (year) .
    1. If charges *were* filed with an agency indicated above, a copy of the charge is

attached.  Yes,  No, **but plaintiff will file a copy of the charge within 14 days**.

It is the policy of both the Equal Employment Opportunity Commission and the Illinois Department of Human Rights to cross-file with the other agency all charges received. The plaintiff has no reason to believe that this policy was not followed in this case.

* 1. The defendant is a federal governmental agency, and
     1. the plaintiff previously filed a Complaint of Employment Discrimination with the

defendant asserting the acts of discrimination indicated in this court complaint.

* Yes (month) (day) \_ (year)
* No, did not file Complaint of Employment Discrimination
  + 1. The plaintiff received a Final Agency Decision on (month)

(day) (year) .

* + 1. Attached is a copy of the
       1. Complaint of Employment Discrimination,
          - Yes  No, but a copy will be filed within 14 days.
       2. Final Agency Decision
          - Yes  N0, but a copy will be filed within 14 days.

1. *(Complete paragraph 8 only if defendant is not a federal governmental agency.)*
   1.  the United States Equal Employment Opportunity Commission has not issued a *Notice of Right to Sue.*
   2.  the United States Equal Employment Opportunity Commission has issued a *Notice of Right to Sue*, which was received by the plaintiff on

(month) (day) (year) a copy of which

*Notice* is attached to this complaint.

1. The defendant discriminated against the plaintiff because of the plaintiff’s [***check only those that apply***]:
   1.  Age (Age Discrimination Employment Act).
   2.  Color (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
   3.  Disability (Americans with Disabilities Act or Rehabilitation Act)
   4.  National Origin (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
   5.  Race (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
   6.  Religion (Title VII of the Civil Rights Act of 1964)
   7.  Sex (Title VII of the Civil Rights Act of 1964)
2. If the defendant is a state, county, municipal (city, town or village) or other local governmental agency, plaintiff further alleges discrimination on the basis of race, color, or national origin (42 U.S.C. § 1983).
3. Jurisdiction over the statutory violation alleged is conferred as follows: for Title VII claims by 28 U.S.C.§1331, 28 U.S.C.§1343(a)(3), and 42 U.S.C.§2000e-5(f)(3); for 42 U.S.C.§1981 and §1983 by 42 U.S.C.§1988; for the ADA by 42 U.S.C.§12117; for the Rehabilitation Act, 29 U.S.C. § 791; and for the ADEA, 29 U.S.C. § 626(c).
4. The defendant [***check only those that apply***]
   1.  failed to hire the plaintiff.
   2.  terminated the plaintiff’s employment.
   3.  failed to promote the plaintiff.
   4.  failed to reasonably accommodate the plaintiff’s religion.
   5.  failed to reasonably accommodate the plaintiff’s disabilities.
   6.  failed to stop harassment;
   7.  retaliated against the plaintiff because the plaintiff did something to assert rights protected by the laws identified in paragraphs 9 and 10 above;
   8.  other (specify):
5. The facts supporting the plaintiff’s claim of discrimination are as follows:
6. **[*AGE DISCRIMINATION ONLY*]** Defendant knowingly, intentionally, and willfully discriminated against the plaintiff.
7. The plaintiff demands that the case be tried by a jury.  Yes  No
8. THEREFORE, the plaintiff asks that the court grant the following relief to the plaintiff [***check only those that apply***]
   1.  Direct the defendant to hire the plaintiff.
   2.  Direct the defendant to re-employ the plaintiff.
   3.  Direct the defendant to promote the plaintiff.
   4.  Direct the defendant to reasonably accommodate the plaintiff’s religion.
   5.  Direct the defendant to reasonably accommodate the plaintiff’s disabilities.
   6.  Direct the defendant to (specify):
   7.  If available, grant the plaintiff appropriate injunctive relief, lost wages, liquidated/double damages, front pay, compensatory damages, punitive damages, prejudgment interest, post-judgment interest, and costs, including reasonable attorney fees and expert witness fees.
   8.  Grant such other relief as the Court may find appropriate.

(Plaintiff’s signature)

(Plaintiff’s name)

(Plaintiff’s street address)

(City) (State) (ZIP)

(Plaintiff’s telephone number) ( ) –

Date: