

### RETALIATION AND WHISTLE BLOWER CASES

Nature of Case	Results	Jurisdiction
Breach of the Covenant of Good Faith and Fair Dealing; <b>Delaware Whistle Blowers' Protection Act</b>	Obtained a settlement for a Vice President and Bank Branch Manager who was discharged after reporting to Human Resources her Regional Manager's improper transfer of loans and falsification of related records in violation of federal and state law and the Bank's Code of Ethics.	United States District Court For the <b>District of Delaware</b>
First Amendment Freedom of Speech and Right to Petition the Government for Redress of Grievances	Obtained a judgment for a police lieutenant denied three promotions to captain despite ranking first on the test for the vacancy after he testified before a federal grand jury against the county executive and his chief administrative officer.	United States District Court For the <b>District of Delaware</b>
<b>Delaware Whistle Blowers' Protection Act;</b> Contract Non-renewal	Obtained a settlement for the Cafeteria Manager of a State School District whose contract was non-renewed after he reported to the State Department of Education and the U.S. Department of Agriculture that a building principal misappropriated school funds.	<b>Delaware Superior Court</b>
Fourteenth Amendment Right to Privacy and First Amendment Rights of Association and Speech and Right to Petition the Government for Redress of Grievances	Obtained a settlement for an attorney whose constitutional right to privacy was violated when his confidential medical information was released to the news media by local government officials in retaliation for exercising his First Amendment rights to associate with his clients and speak out against the public officials' illegal actions.	United States District Court For the <b>District of Delaware</b>
<b>Delaware Whistle Blowers' Protection Act and Breach of Contract</b>	Obtained a \$300,000 settlement for a town manager fired for reporting the treasurer's mismanagement of public funds, the police chief's misappropriation of public resources, and non-resident developers' acts against the public interest.	<b>Delaware Superior Court, Kent County</b>

Delaware Worker's Compensation Improvement Act; Perceived Disability and Age Discrimination	Procured a settlement for an EMT/Firefighter who was forced to undergo a fitness for duty test, suspended just nine months after filing a workers' compensation claim for a knee injury, and encouraged to resign by the president of the fire company who said, "Let's face it. You are 45."	United States Equal Employment Opportunity Commission
Denial of Promotion; Retaliation; Involuntary Transfer; Sex and Age Discrimination in Employment	Won an EEOC determination of cause for discrimination and eventually procured a five figure settlement for a 48 year old female executive denied a promotion and involuntarily transferred to another department after she complained of sex and age discrimination by her younger male manager.	United States Equal Employment Opportunity Commission
Racial Harassment and Retaliation; Unpaid Leave	Procured a six figure settlement package for an African-American executive placed on unpaid leave from a global pharmaceutical company after she reported racial harassment in the workplace by her Caucasian supervisors.	Delaware Department Of Labor
Retaliation; Age Discrimination; Termination of Employment	Negotiated a settlement and health benefits for one year for a 55 year old marketing director of a Fortune 500 company who was fired less than 6 weeks after he filed a charge of age discrimination against its president who is 15 years younger than him.	United States Equal Employment Opportunity Commission
Retaliation and Race Discrimination	Procured a settlement package with a contract buyout for an African-American public school administrator who was demoted just two days after she reported to Human Resources a hostile work environment because of her race.	United States Equal Employment Opportunity Commission
Pay Disparity; Age Discrimination; Delaware Whistle Blowers' Protection Act	Obtained a settlement for a Nursing Home Dietician who was paid less than her younger peers and then discharged after she responded to a survey by the State Department of Health that resulted in the employer receiving deficiencies from the state and federal governments.	United States District Court For the District of Delaware

<p><b>Delaware Delaware Whistle Blowers’ Protection Act and Sex and Age Discrimination</b></p>	<p>Procured a settlement for a 47 year old female Store Manager of a national pharmacy chain who was fired less than four months after she internally reported a younger male vice president after he unsuccessfully tried to flirt with her, made ageist comments about her age, and physically grabbed her.</p>	<p>United States District Court For the District of <b>Delaware</b></p>
<p>Retaliation; Race Discrimination; 42 U.S.C. § 1981; Title VII</p>	<p>Obtained a settlement for an African-American Senior Operations Engineer employed by a global chemical company for 17 years who was discharged by a Caucasian just 8 months after he became his manager and just 2 months after the client reported to Human Resources race discrimination by his Caucasian peer who twice called an African-American technician, “boy.”</p>	<p>United States Equal Employment Opportunity Commission</p>
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