

## DEMOTIONS AND INVOLUNTARY TRANSFERS

“John [LaRosa] represented me in an employment matter. He was professional, responsive and clearly discussed all the details and possible outcomes of my case. I highly recommend John.” - SB

Nature of Case	Results	Jurisdiction
Age Discrimination; Constructive Discharge (Forced resignation); Demotion	Obtained a settlement for a 67 year old Trademark Paralegal of a Fortune 500 apparel company who was demoted with a reduction in pay and forced to resign because of her age.	United States Equal Employment Opportunity Commission
Pregnancy Discrimination; Denial of Promotion; Demotion	Obtained a settlement for an Assistant Principal Intern who was denied promotion to Assistant Principal and demoted to Teacher just one month after she disclosed her pregnancy to the School District that then promoted a less qualified, non-pregnant teacher to the Assistant Principal role who the Intern previously prevailed over for the internship.	United States District Court For the District of Delaware
Pregnancy Discrimination in Employment; Demotion	Procured a settlement for a female Chief Financial Officer demoted while on pregnancy leave.	United States Equal Employment Opportunity Commission
Retaliation and Race Discrimination; Demotion	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
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

Pregnancy and Disability Discrimination; Reduction in Pay and Forced Resignation	Obtained a settlement for a Senior Registered Client Service Associate of a Fortune 100 company who was forced to resign after a reduction in her pay and a transfer from a desk to a cubicle shortly after she returned from disability and maternity leaves after a difficult pregnancy.	United States Equal Employment Opportunity Commission
Hostile Work Environment; Symbolic Harassment; Racial and Sexual Harassment; and Retaliation	Procured a settlement for an African-American female Mortgage Underwriter who after twice complaining about black dildos being placed on her desk, was demoted, transferred to another state with no compensation for the increased commute and travel expenses, and forced to resign.	United States District Court For the District of Delaware