

# CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA  
 EEOC

**Tennessee Human Rights Commission**

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

**Mignon Turner**

Home Phone (Incl. Area Code)

[REDACTED]

Date of Birth

**05/01/1972**

Street Address

[REDACTED]

City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

**Chattanooga Neighborhood Enterprise**

No. Employees, Members

**30-40**

Phone No. (Include Area Code)

**(423)756-6217**

Street Address

**1301 Market Street, Chattanooga, TN 37402**

City, State and ZIP Code

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

RACE     COLOR     SEX     RELIGION     NATIONAL ORIGIN  
 RETALIATION     AGE     DISABILITY     GENETIC INFORMATION  
 OTHER (Specify)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

**07/28/2008**

**02/02/2012**

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

Statement of Harm: **See Attached.**

Respondent's reason for Adverse Action:

Statement of Discrimination: I believe I have been discriminated against because of (basis) in violation of (Statute): **Title VII of the Civil Rights Act of 1964, as amended; Equal Pay Act of 1963, as amended.**

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY -- When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

5/10/12      Mignon Turner  
 Date                      Charging Party Signature

I am filing this charge of discrimination based upon the sexual and racial discrimination, sexual harassment, hostile work environment, and retaliation in violation of Title VII of the Civil Rights Act of 1964, as amended; and the Equal Pay Act of 1963, based upon the discrimination to which I was subjected at Chattanooga Neighborhood Enterprise.

The discrimination and harassment I suffered at CNE was outrageous and unwelcome.

In my time at CNE, I witnessed numerous African-American employees being fired, at a much greater percentage than white employees. When David Johnson first came on as CEO, there were numerous people that were fired, and 100% were African-American.

Myself and other African-American employees were passed over for promotion and pay raises.

I watched as other white employees were given promotions, but I was turned down for promotions, such as when I asked to move to Loan Servicing.

I heard of other comments made to African-American employees by David Johnson. He even called Cynthia Cooper a "tar baby." Mr. Johnson's attitude was well-known to myself and the other African American employees.

I felt that I was treated with less respect than other employees.

The sexual harassment I suffered from David Johnson was unbearable. He would make comments to me, such as when I would wear a sweater, he would call out, "girl, you are working that sweater today," and he made these comments in front of other employees, including Christopher Beavers and Todd Maynor, who can verify it.

Once he told me I was, "filling out" a sweater, "real good," and said I should wear it more often.

He would make me kiss him on the cheek on numerous occasions.

He once said to me, "Mimi, you have a job here as long as you keep doing good," and then asked me to kiss him.

On numerous occasions, he would make me get him his coffee in front of other employees, even though that had nothing to do with my job duties. I felt degraded and humiliated.

In December of 2011, when he handed my bonus check out to me, he said, "now, let me see your cleavage."

On one occasion at a work-related social function, he had drinks. When I made it known I was about to leave, he came over to see me. When he did, he pressed himself against me while he had an erection. He said, "please don't leave," and forced a hug on me.

He would ask for hugs from me, and I would begrudgingly give him a slight hug side-to-side. He would say that he wanted a "front hug," and then would press himself against my breasts.

He told me one day he was looking at another employees breasts, and then said, "Oh, I should not have said that."

He also called another employee a "butter face," to me, and said, "everything looks good, but her face."

I felt he treated me in a degrading manner because of my sex.

I had gained some weight in the last year or two. After I gained the weight, David Johnson would make comments to me, such as, "you used to be a fox." He even encouraged me to join a gym to lose weight and took \$15.00 out of his wallet and handed it to me and told me it was for the first week of the gym. It was humiliating.

I believe that I was terminated because of my sex and race and because it was clear that I did not approve of the way I was being treated by Mr. Johnson.

They terminated me based upon a pre-text of my time in and out, when then enforcement of the policy was scattered at best. I understood I was allowed to be at work at a certain time because of my family obligations. I also was never paid for overtime even though they knew for years that I worked overtime.

5/10/12

Date

Mignon Turner

Mignon Turner

<p><b>CHARGE OF DISCRIMINATION</b></p> <p>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p>	<p>Charge Presented To: Agency(ies) Charge No(s):</p> <p><input type="checkbox"/> FEPA</p> <p><input checked="" type="checkbox"/> EEOC</p>
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**Tennessee Human Rights Commission** and EEOC

*State or local Agency, if any*

Name (indicate Mr., Ms., Mrs.)	Home Phone (Incl. Area Code)	Date of Birth
<b>Ms. Samantha Edmonson</b>	[REDACTED]	<b>12/29/1982</b>

Street Address City, State and ZIP Code

[REDACTED]

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name	No. Employees, Members	Phone No. (Include Area Code)
<b>Chattanooga Neighborhood Enterprise</b>	<b>30-40</b>	<b>(423)756-6217</b>

Street Address City, State and ZIP Code

**1301 Market Street, Chattanooga, TN 37402**

Name	No. Employees, Members	Phone No. (Include Area Code)

Street Address City, State and ZIP Code

<p>DISCRIMINATION BASED ON (Check appropriate box(es).)</p> <p><input type="checkbox"/> RACE    <input type="checkbox"/> COLOR    <input checked="" type="checkbox"/> SEX    <input type="checkbox"/> RELIGION    <input type="checkbox"/> NATIONAL ORIGIN</p> <p><input checked="" type="checkbox"/> RETALIATION    <input type="checkbox"/> AGE    <input type="checkbox"/> DISABILITY    <input type="checkbox"/> GENETIC INFORMATION</p> <p><input type="checkbox"/> OTHER (Specify)</p>	<p>DATE(S) DISCRIMINATION TOOK PLACE</p> <table style="width:100%;"> <tr> <td style="text-align: center;">Earliest</td> <td style="text-align: center;">Latest</td> </tr> <tr> <td style="text-align: center;"><b>06/14/2010</b></td> <td style="text-align: center;"><b>02/17/2012</b></td> </tr> </table> <p><input type="checkbox"/> CONTINUING ACTION</p>	Earliest	Latest	<b>06/14/2010</b>	<b>02/17/2012</b>
Earliest	Latest				
<b>06/14/2010</b>	<b>02/17/2012</b>				

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

**Statement of Harm: See Attached.**

**Respondent's reason for Adverse Action:**

**Statement of Discrimination: I believe I have been discriminated against because of (basis) in violation of (Statute): Title VII of the Civil Rights Act of 1964, as amended; Equal Pay Act of 1963, as amended.**

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p> <p>I declare under penalty of perjury that the above is true and correct.</p>	<p>NOTARY -- When necessary for State and Local Agency Requirements</p> <p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p>SIGNATURE OF COMPLAINANT</p>
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<p><u>4/17/2012</u> <u>Samantha Edmonson</u></p> <p style="text-align: center;">Date <span style="margin-left: 100px;">Charging Party Signature</span></p>	<p>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)</p>
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I am filing this charge of discrimination based upon the sexual harassment, hostile work environment, and retaliation in violation of Title VII of the Civil Rights Act of 1964, as amended, and violation of the Equal Pay Act of 1963, as amended, based upon the discrimination to which I was subjected at Chattanooga Neighborhood Enterprise.

I began working for CNE on June 14, 2010, and was hired as a Receptionist.

During my employment with CNE, I was subjected to sexual harassment in the form of the CEO, David Johnson, inappropriately touching me and demanding that I kiss him at an office party.

I was subjected to demeaning treatment as David Johnson would make comments about my weight and while I was receptionist, I was moved to the back of the office.

I had promised promotions denied and delayed and I was paid less than male employees who performed the same functions.

I reported what I thought was sexual harassment and possible bid rigging by the HR Director, Dawn Skates, in favor of contractors with whom she appeared to be having inappropriate relationships. I was passed over for a promotion in favor of one person with whom (he later admitted it) the HR Director was having an extramarital affair.

When CNE terminated the employee with whom the HR Director was having an affair, I was asked by the HR Director and the CFO, Carlos Camacho, to make a statement that this employee was not following company procedure and that was why he was terminated. I refused to give the statement they wanted and instead wrote a truthful statement that the employee followed the procedures in place at the time.

I was retaliated against with hostile behavior after I did not give them the statement they wanted, and was treated in a verbally abusive manner. I was given additional job responsibilities and promised a raise and then not given the raise. I finally got a portion of the raise promised, but not all of it. I complained that I was not compensated equally with other (male) employees, and was berated for the statement and the hostility increased.

I was then subjected to humiliating back-breaking work from my supervisor, Perry, who had me moving heavy filing cabinets without assistance and doing other physically trying and demeaning work. My manager would taunt me with doing humiliating work and then saying, "you never know who can make or break you." He also called me a, "cry baby ass mother f\*\*\*\*\*."

I asked for my official job description and CNE refused.

I witnessed this supervisor signing client names to documents. I reported it to the CFO and was told that he did not believe me.

I was fired within two days of reporting the falsification of documents.

4/17/2012

Date



Samantha Edmonson

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EEOC

\_\_\_\_\_ and EEOC

State or local Agency, if any

Name (indicate Mr. Ms. Mrs.)

Home Phone (Incl. Area Code)

Date of Birth

Lisa Renee Darger

6/13/1965

Street Address

City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

No. Employees, Members  
40+

Phone No. (Include Area Code)  
(423) 756-6201

Chattanooga Neighborhood Enterprise

Street Address

City, State and ZIP Code

1301 Market Street, Chattanooga, TN 37402

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

DATE(S) DISCRIMINATION TOOK PLACE

RACE  COLOR  SEX  RELIGION  NATIONAL ORIGIN

Earliest Latest  
1/24/2011 8/13/2011

RETALIATION  AGE  DISABILITY  OTHER (Specify below.)

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attached extra sheet(s)):

See Attached.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - When necessary for State and Local Agency Requirements

I declare under penalty of perjury that the above is true and correct.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  
SIGNATURE OF COMPLAINANT

4-5-12  
Date

*Lisa R. Darger*  
Charging Party Signature

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
(month, day, year)



I am filing this charge of discrimination based upon the sexual harassment, hostile work environment, age discrimination and retaliation to which I was subjected at Chattanooga Neighborhood Enterprise.

I began working for CNE on January 24, 2011. I was told that I was being hired in as a Senior Administrator / Grant- Writer.

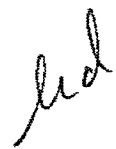
From the time I started the CEO, David Johnson, was abusive, demeaning and inappropriate.

On one occasion, he wrapped his arms around my waist. I pulled away and he said, "I should not have done that."

He told me that he wanted to fire several employees, Linda Sartain, Blaine Matthews, and Eli Cameron. He told me that he wanted to fire Dawn Skates, or at least cut her salary. He asked me to "help him find a way" to fire these people and that he wanted me to help him, "build a case," against these people.

I told David that I was uncomfortable with this proposal. He got angry when I objected and he said he needed to get rid of these employees because they were, "not on board with [his] agenda."

I was uncomfortable with the way he talked to and treated women in the office, myself included. I complained to Carlos Camacho about how David Johnson would get drunk at after-hours functions and leer at women. Carlos told me to "keep it quiet."

A handwritten signature in cursive script, appearing to read "Lad", is located in the bottom right corner of the page.

David Johnson was obsessed with female appearance. He said that Linda Sartain was "physically disgusting" to him. He said he could not stand to look at her. He said of Carolyn Burk, that her "bulk" bothered him, and made a disgusted expression on his face. He said Carolyn, "should not represent the face of CNE," and intimated that was why she no longer conducted CNE Homeownership Education Classes.

I also was uncomfortable with the way he talked about race. He called Eli Cameron, "a token black who was at CNE to appease the black community," and told me he hired Nick Wilkinson, "to get in those rich white guys pockets."

At the first board meeting I attended, which was after I objected to him asking me to build a case against employees to fire them, he introduced me as a Project Manager, which was a demotion. He said I was, "a new Project Manager, and we have lots of those." He then told me to write the board minutes, which was demeaning as I was hired as a Senior Administrator, and this was a secretarial function.

I found myself excluded from meetings.

David Johnson asked me to work on a project for a board retreat. Several weeks later he got mad at me for working on the project and gave me a write-up for working on the project. I showed him my notes from the Board meeting where he told me to work on this project, and he became even more angry.

I felt that I was being pushed back against and pushed out of CNE because I would not go along with activities that I did not think were appropriate or legal and because I made clear that David Johnson's inappropriate behavior and language were objectionable to me.

*lid*

As the environment at CNE was too hostile and I could not longer tolerate the way I was treated, I resigned from my position. My last day was June 15, 2011.

I was replaced by an employee, Abby, who was much younger, had less experience and was paid approximately \$25,000.00 more per year.

Based upon the foregoing, I wish to I am file this charge of discrimination based upon the sexual harassment, hostile work environment, age discrimination and retaliation to which I was subjected at Chattanooga Neighborhood Enterprise.

April 5, 2012

Date

Lisa R. Darger

Lisa Darger

# CHARGE OF DISCRIMINATION

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Charge Presented To: Agency(ies) Charge No(s):

FEPA  
 EEOC

## Tennessee Human Rights Commission

and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)

**Davida Knall-Flowers**

Home Phone (Incl. Area Code)

[Redacted]

Date of Birth

**08/21/1960**

Street Address

City, State and ZIP Code

[Redacted]

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

**Chattanooga Neighborhood Enterprise**

No. Employees, Members

**30-40**

Phone No. (Include Area Code)

**(423)756-6217**

Street Address

City, State and ZIP Code

**1301 Market Street, Chattanooga, TN 37402**

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

RACE    COLOR    SEX    RELIGION    NATIONAL ORIGIN  
 RETALIATION    AGE    DISABILITY    GENETIC INFORMATION  
 OTHER (Specify)

DATE(S) DISCRIMINATION TOOK PLACE  
Earliest                      Latest

**02/22/2010**

**1/25/2012**

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

Statement of Harm: **See Attached.**

Respondent's reason for Adverse Action:

Statement of Discrimination: I believe I have been discriminated against because of (basis) in violation of (Statute): **Title VII of the Civil Rights Act of 1964, as amended; Equal Pay Act of 1963, as amended, and Age Discrimination in Employment Act of 1967, as amended.**

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SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
(month, day, year)

**05-10-2012** *Davida Knall-Flowers*

Date

Charging Party Signature

I am filing this charge of discrimination based upon the sexual and racial discrimination, sexual harassment, hostile work environment, and retaliation in violation of Title VII of the Civil Rights Act of 1964, as amended; Equal Pay Act of 1963, as amended, and Age Discrimination in Employment Act of 1967, as amended, based upon the discrimination to which I was subjected at Chattanooga Neighborhood Enterprise.

In my employment with CNE, I was subjected to pervasive harassment and discrimination.

The CEO of CNE, David Johnson, would drink at work-related functions and then start hugging me. He also acted inappropriately toward his assistant and he became angry when I pointed it out to him. I made Mr. Johnson aware that his behavior was not welcome, and he treated me in a more hostile manner, afterward.

I was treated differently when I cut my hair short and no longer allowed to conduct meetings with the public because management thought I looked "too ethnic." The CEO had told me he wanted to hire good looking women for the staff because it was the image he wanted for the company.

The HR Manager was having an affair with a contractor and did not like when he would simply make conversation with me. She told him that I, "did not like white people," and told other people in the company the same thing.

I was passed over for promotions and believe I was paid less than my male counterparts.

A new employee, Leah Cantrell, was brought in and I was told to train her.

I was terminated shortly after Ms. Cantrell was trained and less than one (1) week after reporting irregularities with the bidding process where I reported my belief that my supervisor was rigging bids to help particular contractors.

I was replaced by Ms. Cantrell, who is under 40, white, attractive, and appears to have had breast augmentation.

I believe I was passed over for promotions, salary increases, and was terminated based upon discrimination based upon my race, age, sex, and in retaliation for my complaints about Mr. Johnson's conduct and complaints about the apparent bid-rigging.

05-10-2012

Date

David Knall-Flowers

David Knall-Flowers