



BEFORE THE SEATTLE OFFICE FOR CIVIL RIGHTS

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Elizabeth Campbell,

Charging Party,

vs.

Swedish Cultural Center Inc.,

Respondent.

CASE NO. 2023-01536-PE

EMPLOYMENT CHARGE

I.

The above-named Respondent is hereby charged with unfair employment practices with respect to failure to hire due to age, disability, and race; and retaliation for engaging in a protected activity in violation of the Seattle Fair Employment Practices Ordinance, Seattle Municipal Code (SMC) 14.04, as amended.

II.

The charge is based on the following:

I, Elizabeth Campbell, a mixed-race person over the age of 40 years old with a disability who engaged in a protected activity, worked for Respondent in the position of Cook at 1920 Dexter Ave North, in Seattle, Washington from November 2021 to March 9, 2023.

For the purpose of establishing jurisdiction under SMC 14.04, as amended, Respondent employs 1 or more employees and the charge alleging unlawful employment discrimination was filed within one year and six months after the occurrence of the alleged unfair employment practice.

III.

I believe I have been discriminated against due to age, race, disability, and engaging in a protected activity because:

1. I am a person with a disability and am over the age of 40. I am mixed-race. I am also a person who engaged in a protected activity.

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2. I worked for Respondent in the position of Cook at 1920 Dexter Ave North in Seattle, Washington from November 2021 to March 9, 2023.
3. On March 17, 2022, I applied for the Food Services Manager position with Respondent.
4. On March 21, 2022, I met with Respondent's Executive Director to discuss my application for the Food Services Manager position. The Executive Director informed me that she was not going to consider me or interview me for the position. I believe I was not selected for the position because of my age, disability, and mixed-race.
5. On March 21, 2022, the Food Services Manager position was posted on Respondent's website. The job posting stated that a candidate must have "the physical strength to work alone in a kitchen/or prepare meals for a large group of people." I believe that this physical strength requirement was added to the job posting to discriminate against me because of my disability.
6. On May 4, 2022, I notified Respondent that I filed claims of discrimination against Respondent. This is an exercise of a protected activity.
7. On July 27, 2022, I applied for the Food Services Manager position with Respondent.
8. On August 5, 2022, I was interviewed for the position.
9. On September 7, 2022, Respondent informed me I would not be hired for the Food Services Manager position. I believe I was not selected for the position because of my age, disability, and mixed-race.
10. On March 3, 2023, Respondent informed me that I was being placed on paid administrative leave due to my conduct at a March 1, 2023, Board meeting. I believe that this was retaliation for engaging in a protected activity.
11. On March 9, 2023, Respondent informed me that my employment was terminated. I believe that this was retaliation for engaging in a protected activity.

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12. I believe Respondent violated SMC 14.04, as amended, by failing to hire me due to my disability, age, and race, and retaliating against me for engaging in a protected activity.

I certify under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

Signed at Seattle, Washington, this 13 day of April, 2023.


Elizabeth A. Campbellqq (Apr 13, 2023 08:21 PDT)
Elizabeth Campbell, Charging Party

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