

IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ALABAMA  
NORTHEASTERN DIVISION

LINDA JOHNSON,	)	
	)	
Plaintiff	)	
	)	
v.	)	CASE NO.
	)	
STEELCASE, INC.,	)	
	)	
Defendant.	)	

**COMPLAINT**

Plaintiff complains of defendant, stating as follows:

**Introduction**

1. This action is brought by plaintiff against defendant pursuant to Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e, *et seq.*, as amended by the Civil Rights Act of 1991, 42 U.S.C. § 1981a, and pursuant to Section 1981 of the Civil Rights Act of 1866, 42 U.S.C. § 1981, as amended by the Civil Rights Act of 1991, 42 U.S.C. § 1981a.

**Jurisdiction**

2. The Court has jurisdiction over this matter pursuant to 42 U.S.C. § 1331 because it involves a federal question.

**Parties**

3. Plaintiff Linda Johnson is an individual residing in Madison County,

Alabama.

4. Defendant Steelcase, Inc. is the employer of plaintiff as that term is contemplated by Title VII and operates a facility in Athens, Alabama

### **Facts**

5. Plaintiff is a black or African American woman.

6. Plaintiff applied for and received a promotion to backup quality specialist on 2nd/3rd shift.

7. She applied for the position in May 2005 and held the position until on or about February 16, 2006, when she was demoted to a production technician position.

8. There was no legitimate basis for defendant's decision to demote plaintiff.

9. Defendant claims plaintiff voluntarily requested a transfer to 1st shift and that her voluntary transfer caused her demotion from the backup quality specialist position.

10. This claim is false.

11. Plaintiff did not voluntarily transfer to 1st shift.

12. Defendant's misrepresentation regarding the transfer is a pretext for sex discrimination, race discrimination, or a combination of the two.

13. Plaintiff was initially replaced by a white male, who was sent from day shift to be the backup quality specialist on 2nd shift.

14. Later, plaintiff's position was given permanently to a white female.

**Count I - Sex Discrimination**

15. At all times relevant to the allegations in this complaint, defendant was plaintiff's employer within the meaning of Title VII.

16. Plaintiff has been subjected to sex discrimination by defendants in violation of Title VII.

17. On or about February 16, 2006, defendant demoted plaintiff from a backup quality specialist position to a production technician position.

18. Defendant demoted plaintiff in whole or in part because of her gender, which is female, or because she is a black or African American female.

19. Defendant acted with malice and/or reckless indifference to plaintiff's federally-protected rights.

20. The conduct of defendant proximately caused injury and damage to plaintiff, including the following:

- a. plaintiff was and will be caused to suffer severe emotional distress;
- b. plaintiff was and will be caused to lose wages and other benefits;
- c. plaintiff's reputation was damaged; and

d. plaintiff's employment record was tarnished.

### **Count II - Race Discrimination**

21. At all times relevant to the allegations in this complaint, defendant was plaintiff's employer within the meaning of Title VII.

22. Plaintiff has been subjected to race discrimination by defendant in violation of Title VII and 42 U.S.C. § 1981.

23. On or about February 16, 2006, defendant demoted plaintiff from a backup quality specialist position to a production technician position.

24. Defendant demoted plaintiff in whole or in part because of her race, which is black or African American, or because she is a black or African American female.

25. Defendant acted with malice and/or reckless indifference to plaintiff's federally-protected rights.

26. The conduct of defendant proximately caused injury and damage to plaintiff, including the following:

- a. plaintiff was and will be caused to suffer severe emotional distress;
- b. plaintiff was and will be caused to lose wages and other benefits;
- c. plaintiff's reputation was damaged; and
- d. plaintiff's employment record was tarnished.

### **Other Matters**

27. All conditions precedent to the filing of this suit have occurred.

28. Plaintiff filed her charge on or about August 7, 2006, less than 180 days after February 16, 2006. Plaintiff's charge is attached as Exhibit 1 to this complaint.

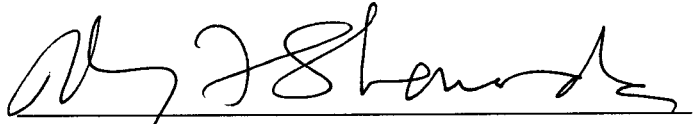
29. Plaintiff filed this lawsuit within 90 days of October 25, 2006, the date the EEOC mailed her notice of right to sue. Plaintiff's notice of right to sue is attached as Exhibit 2 to this complaint.

### **Relief Sought**

30. As relief, plaintiff seeks the following:

- a. appropriate declaratory and injunctive relief, including reinstatement (or front pay in lieu of reinstatement);
- b. back pay and benefits;
- c. compensatory damages;
- d. punitive damages under;
- e. prejudgment and postjudgment interest at the highest rates allowed by law;
- f. costs, expert witness fees, and reasonable attorney's fees;
- g. an amount to compensate plaintiff for any adverse tax consequences as a result of a favorable judgment; and
- h. such other and further relief to which plaintiff is justly entitled.

**Dated: January 8, 2007.**

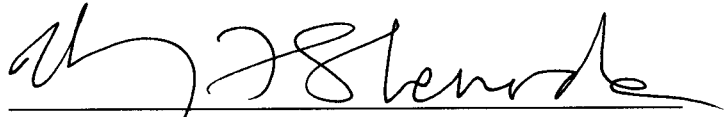


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**Jury Demand**

Plaintiff requests a trial by jury.



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