

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION

JUDGE KOCORAS

U.S. EQUAL EMPLOYMENT OPPORTUNITY)
COMMISSION,)

DOCKETED
Pl.iff. **001022000**

MAGISTRATE JUDGE
GERALDINE SOAT BROWN

Civil Action No.

00C 5999

v.)

COMPLAINT

CHRIST HOSPITAL AND MEDICAL CENTER,)

JURY TRIAL DEMAND

Defendants.)

FILED-EDS
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00 SEP 29 PM 1:00
CLERK
U.S. DISTRICT COURT

NATURE OF ACTION

This is an action under Title VII of the Civil Rights Act of 1964 and Title I of the Civil Rights Act of 1991, to correct unlawful employment practices on the basis of race, and to provide appropriate relief to Leverne P. Robinson who was adversely affected by such practices. The Commission alleges that Leverne P. Robinson was subjected to disparate treatment because of her race, African-American, and subsequently constructively discharged. These charges are alleged with greater particularity in paragraphs 7a-c below.

JURISDICTION AND VENUE

1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. § §451, 1331, 1337, 1343 and 1345. This action is authorized pursuant to Sections 706(f)(1) and (3) of Title VII, 42 U.S.C. § 2000e-5(f)(1) and (3) , Section 102 of the Civil Rights Act of 1991, 42 U.S.C. §1981A.

2. The employment practices alleged to be unlawful were committed within the jurisdiction of the United States District Court for the Northern District of Illinois, Eastern Division.

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PARTIES

3. Plaintiff, the U.S. Equal Employment Opportunity Commission (the "Commission"), is the agency of the United States of America charged with the administration, interpretation and enforcement of Title VII, and is expressly authorized to bring this action by Sections 706(f)(1) and (3) of Title VII, 42 U.S.C. §2000e-5(f)(1) and (3).

4. At all relevant times, Defendant, Christ Hospital and Medical Center, a division of Advocate Health Care (the "Employer"), an Illinois corporation, has continuously been doing business in the State of Illinois and the City of Oak Lawn, and has continuously had at least 15 employees.

5. At all relevant times, Defendant Employer has continuously been an employer engaged in an industry affecting commerce within the meaning of Sections 701(b), (g) and (h) of Title VII, 42 U.S.C. §§ 2000e(b), (g) and (h).

STATEMENT OF CLAIMS

6. More than thirty days prior to the institution of this lawsuit, Laverne P. Robinson filed a charge with the Commission alleging violations of Title VII by Defendant Christ Hospital and Medical Center. All conditions precedent to the institution of this lawsuit have been fulfilled.

7. On or about December 27, 1998 Defendant Employer engaged in unlawful employment practices in violation of Section 703(a), and of Title VII, 42 U.S.C. §§2000e-2(a).

These practices include:

- (a) Discriminating against Laverne P. Robinson because of her race, black, by subjecting her to different terms and conditions of employment than her non-black coworkers;

(b) subjecting Leverne P. Robinson to discipline that non-black employees were not subjected to, and;

(c) creating a work environment that would compel a reasonable employee to resign and thus constructively discharging her because of her race.

8. The effect of the practices complained of in paragraphs 7a-c above has been to deprive Leverne P. Robinson of equal employment opportunities and otherwise adversely affect her status as an employee, because of her race.

9. The unlawful employment practices complained of in paragraphs 7a-c above were intentional .

10. The unlawful employment practices complained of in paragraphs 7a-c above were done with malice or with reckless indifference to the federally protected rights of Leverne P. Robinson.

PRAYER FOR RELIEF

Wherefore, the Commission respectfully requests that this Court:

A. Grant a permanent injunction enjoining Defendant Employer, its officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice that discriminates on the basis of race.

B. Order Defendant Employer to institute and carry out policies, practices, and programs which provide equal employment opportunities for African-Americans, and which eradicate the effects of its past and present unlawful employment practices.

C. Order Defendant Employer to make whole Leverne P. Robinson, by providing appropriate backpay with prejudgment interest, in amounts to be determined at trial, and other

affirmative relief necessary to eradicate the effects of its unlawful employment practices, including reinstate her to her former position.

D. Order Defendant Employer to make whole Laverne P. Robinson, by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices described in paragraphs 7a-c above, including but not limited to job search expenses and medical expenses not covered by the Employer's employee benefit plan, in amounts to be determined at trial.

E. Order Defendant Employer to make whole by providing Laverne P. Robinson compensation for past and future nonpecuniary losses resulting from the unlawful practices complained of in paragraphs 7a-c above, including emotional pain, suffering, inconvenience, loss of enjoyment of life, and humiliation, in amounts to be determined at trial.

F. Order Defendant Employer to pay Laverne P. Robinson punitive damages for its malicious and reckless conduct described in paragraphs 7a-c above, in amounts to be determined at trial.

F. Grant such further relief as the Court deems necessary and proper in the public interest.

G. Award the Commission its costs of this action.

JURY TRIAL DEMAND

The Commission requests a jury trial on all questions of fact raised by its complaint.

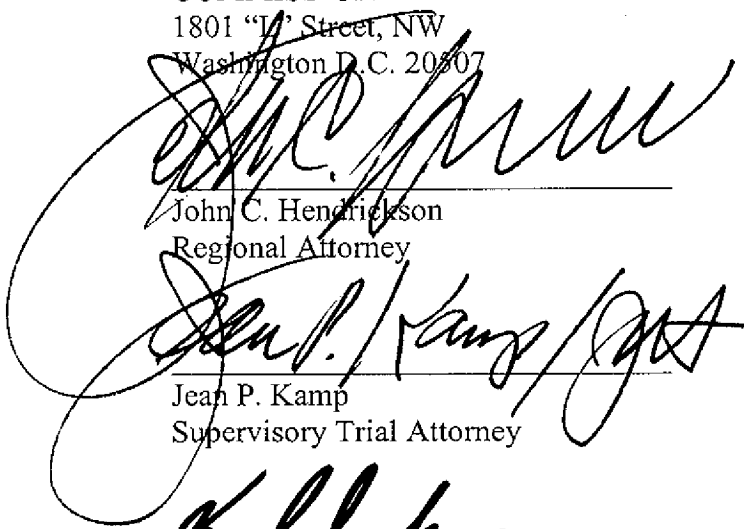
Respectfully submitted

C. Gregory Stewart
General Counsel

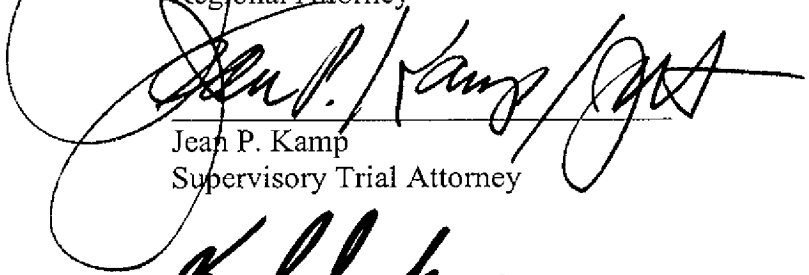
Gwendolyn Young Reams
Associate General Counsel

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION

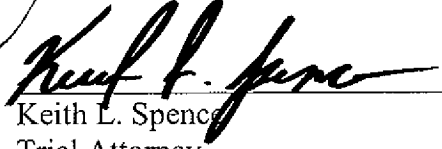
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Washington D.C. 20507



John C. Hendrickson
Regional Attorney



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**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF ILLINOIS**

JUDGE KOCORAS

Civil Cover Sheet 00C 5999

**MAGISTRATE JUDGE
GERALDINE SOAT BROWN**

This information conforms generally to the manual JS-44 approved by the Judicial Conference of the United States in September 1974. The data is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. The information contained herein neither replaces nor supplements the filing and service of pleadings or other papers as required by law. This form is authorized for use only in the Northern District of Illinois.

**Plaintiff(s): U.S. EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION**

**Defendant(s): CHRIST HOSPITAL & MEDICAL
CENTER**

County of Residence:

County of Residence:

Plaintiff's Atty: **KEITH SPENCE
U.S. EEOC - CHICAGO
DISTRICT
500 W. MADISON, SUITE
2800 CHICAGO, IL 60661
312-353-8558**

Defendant's Atty: **MARY ELLEN CHERRY
ADVOCATE HEALTH
CARE
2025 WINDSOR DR.
OAKBROOK, IL 60523
630-572-9393**

**DOCKETED
OCT 02 2000**

II. Basis of Jurisdiction: 1 U.S. Gov't Plaintiff

III. Citizenship of Principle

Parties (Diversity Cases Only)

Plaintiff:- N/A
Defendant:- N/A

IV. Origin : 1. Original Proceeding

V. Nature of Suit: 442 Employment

VI. Cause of Action: Title VII of the Civil Rights Act of 1964 & Title I of the Civil Rights Act of 1991.

VII. Requested in Complaint

Class Action:
Dollar Demand:
Jury Demand:

VIII. This case Is NOT a refiling of a previously dismissed case. (If yes case number __ by Judge __)

Signature: *[Handwritten Signature]*

Date: *9/21/00*

**FILED-ETS
00 SEP 29 PM 1:00
CLERK
U.S. DISTRICT COURT**

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**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF ILLINOIS**

In the Matter of

U.S. Equal Employment Opportunity Commission,
Plaintiff,

v.

Christ Hospital & Medical
Center
Defendants.

JUDGE KOCORAS

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Case Number:

MAGISTRATE JUDGE
GERALDINE SOAT BROWN

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CLERK
U.S. DISTRICT COURT

APPEARANCES ARE HEREBY FILED BY THE UNDERSIGNED AS ATTORNEY(S) FOR:

U.S. Equal Employment Opportunity Commission, Plaintiff

(A)				(B)			
SIGNATURE <i>Keith L. Spence</i>				SIGNATURE <i>Jean Kamp</i>			
NAME Keith L. Spence				NAME Jean Kamp			
FIRM Equal Employment Opportunity Commission				FIRM Equal Employment Opportunity Commission			
STREET ADDRESS 500 W. Madison St., Suite 2800				STREET ADDRESS 500 W. Madison St., Suite 2800			
CITY/STATE/ZIP Chicago, IL 60661				CITY/STATE/ZIP Chicago, IL 60661			
TELEPHONE NUMBER (312) 886-9124				TELEPHONE NUMBER (312) 353-7582			
IDENTIFICATION NUMBER (SEE ITEM 4 ON REVERSE) ARDC No.6257659				IDENTIFICATION NUMBER (SEE ITEM 4 ON REVERSE) ARDC No. 01390635			
MEMBER OF TRIAL BAR?		YES	NO	MEMBER OF TRIAL BAR?		YES	NO
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TRIAL ATTORNEY?		YES	NO	TRIAL ATTORNEY?		YES	NO
		<input checked="" type="checkbox"/>	<input type="checkbox"/>			<input checked="" type="checkbox"/>	<input type="checkbox"/>
DESIGNATED AS LOCAL COUNSEL?		YES	NO	DESIGNATED AS LOCAL COUNSEL?		YES	NO
		<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
(C)				(D)			
SIGNATURE <i>John C. Hendrickson</i>				SIGNATURE			
NAME John C. Hendrickson				NAME			
FIRM Equal Employment Opportunity Commission				FIRM			
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CITY/STATE/ZIP Chicago, IL 60661				CITY/STATE/ZIP			
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IDENTIFICATION NUMBER (SEE ITEM 4 ON REVERSE) ARDC No.01187589				IDENTIFICATION NUMBER (SEE ITEM 4 ON REVERSE)			
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TRIAL ATTORNEY?		YES	NO	TRIAL ATTORNEY?		YES	NO
		<input checked="" type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
DESIGNATED AS LOCAL COUNSEL?		YES	NO	DESIGNATED AS LOCAL COUNSEL?		YES	NO
		<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>

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OCT 02 2000

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