

### 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

EEEMRC140918-91354  
551-2014-01605

**Oregon Bureau of Labor & Industries - Civil Rights Division**

and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.) **Phyllis Harris** Home Phone (Incl. Area Code) Date of Birth **12-14-1972**

Street Address **4500 Ne 125th Pl., #37, Portland, OR 97230** City, State and ZIP Code

**Received**  
**SEP 18 2014**  
**EEOC SEATTLE**  
No. Employees, Members **500 or More** Phone No. (Include Area Code) **(313) 506-8459**

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 **DAIMLER TRUCKS NORTH AMERICA** No. Employees, Members **500 or More** Phone No. (Include Area Code) **(313) 506-8459**

Street Address **4747 N. Channel Ave, Portland, OR 97217** 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 **08-30-2011** Latest **07-24-2014**

CONTINUING ACTION

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

I was hired in November 2011 as an Engineering Analyst I, and have been subjected to racial harassment, lack of promotion to Engineering Analyst II, denied training to qualify me for promotion, because of my race, African-American, age 42, religion, Christian/Jewish. The harassment has been from co-workers, Monika Bumpers, and from team leads/supervisors. Bumpers calls me names in German that translate to "fat, slow, stupid," and "ferkel" [piglet] and "schweinchen" [piggy]. Lead Sandra McKinney and Supervisor Cathy Ault know of Bumpers' bullying me and have taken no correction action to stop it.

I reported this bullying and discrimination to Jennifer in Human Resources, but she did not take action to correct or stop it.

Younger Caucasians Isaiah Larson (28) and Ms. Erin Holden (32) have been given informal interview opportunities that led to promotion to Analyst II positions. The work environment favors Caucasians

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.

9/12/14 Date [Signature] Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

[Signature] XX

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.

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

08-12-2018

**OFFICIAL SEAL**  
**OPHELIA JACKSON**  
**NOTARY PUBLIC - OREGON**  
**COMMISSION NO. 931344**  
**MY COMMISSION EXPIRES AUGUST 12, 2018**

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and Germans over a few ethnic minorities who are subjected to hostility, ridicule and insult from peers and can be traced to the pro-German culture of the company.

In April 2014, Caucasian Meredith Eads were chosen as 2015 Coordinator for National Engineers Month by a work committee, although I am more qualified than she is.

In March 2012, a sign left at my chair read " No place for niggers here". DeShawn Hardy, an African-American Engineering Analyst II was shunned by his work group; scrutinized more by his managers; removed from projects and replaced by new hires and ultimately he was discharged.

I believe that these actions by peers and managers/supervisors is in violation of Title VII of the 1964 Civil Rights Act, as amended and are motivated by discriminatory bias against me because of my race, age, religion, and in retaliation for opposing discriminatory treatment internally.

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.

9/12/14  
Date

*[Signature]*  
Charging Party Signature

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)

08-12-2018



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OPHELIA JACKSON  
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