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SEP 29 2014

BUREAU OF LABOR AND INDUSTRIES

Civil Rights Division Complaint of Unlawful Practice



PTLD CIVIL RIGHTS DIV

COMPLAINANT:

Hussein Y. Fouad
[REDACTED]
Ridgefield, WA 98642

Case #: AGEMAG140929-11381

Attorney:

Mark Morrell
806 SW Broadway, #1200
Portland, OR 97205

Phone: 503-241-4068

RESPONDENT:

Daimler Trucks North
America LLC
4747 N. Channel Ave.
Portland, OR 97217

Contact: Human Resources

Member:

Daimler North America
Corporation
3 Mercedes Drive
Montvale, NJ 07645

Managers:

Roger Nielsen
Attn: Cynthia Scott
4747 N. Channel Ave C3B-LGL
Portland, OR 97217

Martin Daum
Attn: Cynthia Scott
4747 N. Channel Ave C3B-LGL
Portland, OR 97217

Matthias Guendler
Attn: Cynthia Scott
4747 N. Channel Ave C3B-LGL
Portland, OR 97217

County: Multnomah

of Employees: 200+

ORS 659A.030 (1)(a)(b)(f)

I, Hussein Y. Fouad, being first duly sworn, do depose and say as follows:

Allegations: I allege unlawful employment practices based on my race, national origin, age and for opposing unlawful employment practices in that Respondent retaliated against me, subjected me to harassment and different terms and conditions of employment, disciplined me and terminated me.

Continued on reverse side

PORTLAND

800 NE Oregon St., Suite 1045
Portland, Oregon 97232-2180

SALEM

3865 Wolverine Ave. NE; E-1
Salem, Oregon 97305-1268

EUGENE

1400 Executive Parkway, Suite 200
Eugene, Oregon 97401-2158

1. I was hired March 15, 2012. I was an engineer.
2. I am black and from Egypt.
3. I was born in 1939.
4. In or about December 2013 I informed Manager Scott Larson that my supervisor, Wee Ong, was discriminating against me.
5. When Mr. Larson failed to take immediate and appropriate corrective action, I reported the discrimination to Respondent's Human Resources department. After an investigation, Mr. Ong was terminated in or about March 2014.
6. Mr. Larson was extremely upset that I had gone to Human Resources with my concerns and told me so. In or about December 2013 or January 2014, I received my first negative performance review.
7. Starting in December 2013, Mr. Larson regularly made comments about my age and race/national origin, including asking me if I was going to retire because I am so old, pointing out that I was 20 years old before he was even born, and stating on several occasions that African employees are far slower than others.
8. I reported Mr. Larson's age and race/national origin discrimination to Katherine Ellis in Human Resources. Nothing changed; and Ms. Ellis said she supported Mr. Larson.
9. In or about June 2014, Mr. Larson placed me on a Performance Improvement Plan, and told me that he would never actually be satisfied with my work.

I swear (or affirm) that I know and understand this complaint and that it is true to the best of my knowledge, information and belief.

Your signature: Hussein Y. Fouad, Hussein Y. Fouad

Verification upon Oath or Affirmation
 State of OREGON ^{Washington} County of clatsop
 Signed and sworn to (or affirmed) before me this 26 Day of September 2014
 by Hussein Y. Fouad (name of person making statement).
RR
 Notary Public - State of OREGON ^{Washington}
sep 17, 2016
 Date on which commission expires





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10. In or about August 2014, Respondent announced it was eliminating Mr. Larson's level of management companywide. Mr. Larson's last day was September 5, 2014.
11. On September 9, 2014, I was terminated. In the meeting, Ms. Ellis stated that she was simply doing what Mr. Larson recommended.

I believe Respondent retaliated against me, subjected me to harassment and different terms and conditions of employment, disciplined me and terminated me based on my race, national origin, age and for opposing unlawful employment practices.

AD/14-04940/09.18.14

Continued on reverse side

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by HUSSEIN Y FOUAD (name of person making statement).

[Signature]
Notary Public - State of OREGON ^{Washington}

SEP 17, 2016
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