

STATE OF ILLINOIS  
ILLINOIS DEPARTMENT OF HUMAN RIGHTS

**CHICAGO OFFICE**  
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**SPRINGFIELD OFFICE**  
DEPARTMENT OF HUMAN RIGHTS  
222 S. COLLEGE ST., ROOM 101  
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(866) 740-3953 TTY

**CHARGE NO.: 2013SN3503**  
**EMPLOYMENT DISCRIMINATION CHARGE**

Freedom to Work, [REDACTED] 16<sup>th</sup> Street N.W., Suite 100, Washington, D.C. 20036, (202) [REDACTED] believes that they have been personally aggrieved by a civil rights violation committed in December 2012, by:

**RESPONDENT**

Exxon Mobil Corporation  
801 Adlai Stevenson Drive  
Springfield, Illinois 62703  
(217) 544-5900  
County: Sangamon

The particulars of the alleged civil rights violation are as follows:

I. A. ISSUE/BASIS

UNEQUAL TERMS AND CONDITIONS OF EMPLOYMENT – DECEMBER 2012, DUE TO SEXUAL ORIENTATION, HOMOSEXUAL

B. PRIMA FACIE ALLEGATIONS

1. Freedom to Work (Complainant), is a national organization dedicated to banning and eliminating workplace discrimination against lesbians, gay men, bisexuals and transgender individuals.
2. In December 2012, Respondent posted a vacancy for an administrative assistant position in Patoka, Illinois.
3. In December 2012, a tester for Complainant portraying a well-qualified LGBT applicant ("Tester #1") applied for the vacant position by submitting a resume. Respondent did not respond to Tester #1's application or resume.
4. Respondent did respond to a tester portraying a less qualified non-LGBT applicant ("Tester #2") by making three attempts to contact Tester #2.

5. Respondent subjected Tester #1 to unequal terms and conditions of employment because of her sexual orientation, homosexual.
6. That as a result of Respondent's conduct, Complainant suffered a frustration of its mission and a diversion of its resources.

II. A. ISSUE/BASIS

**UNEQUAL TERMS AND CONDITIONS OF EMPLOYMENT –  
DECEMBER 2012, DUE TO PERCEIVED SEXUAL ORIENTATION,  
HOMOSEXUAL**

B. PRIMA FACIE ALLEGATIONS

1. Freedom to Work (Complainant), is a national organization dedicated to banning and eliminating workplace discrimination against lesbians, gay men, bisexuals and transgender individuals.
2. In December 2012, Respondent posted a vacancy for an administrative assistant position in Patoka, Illinois.
3. In December 2012, a tester for Complainant portraying a well-qualified LGBT applicant ("Tester #1") applied for the vacant position by submitting a resume. Respondent perceived Tester #1's sexual orientation as homosexual. Respondent did not respond to Tester #1's application or resume.
4. Respondent did respond to a tester portraying a less qualified non-LGBT applicant ("Tester #2") by making three attempts to contact Tester #2. Respondent perceived Tester #2's sexual orientation as heterosexual.
5. Respondent subjected Tester #1 to unequal terms and conditions of employment because of her perceived sexual orientation, homosexual.
6. That as a result of Respondent's conduct, Complainant suffered a frustration of its mission and a diversion of its resources.

III. A. ISSUE/BASIS

**FAILURE TO HIRE – DECEMBER 2012, DUE TO SEXUAL ORIENTATION,  
HOMOSEXUAL**

B. PRIMA FACIE ALLEGATIONS

1. Freedom to Work (Complainant), is a national organization dedicated to banning and eliminating workplace discrimination against lesbians, gay men, bisexuals and transgender individuals.

2. In December 2012, Respondent posted a vacancy for an administrative assistant position in Patoka, Illinois.
3. In December 2012, a tester for Complainant portraying a well-qualified LGBT applicant ("Tester #1"), applied for the vacant position by submitting a resume. Respondent did not respond to Tester #1's application or resume.
4. Respondent did not make an offer of employment to Tester #1.
5. Respondent did make an attempt to hire a less qualified, non-LGBT applicant ("Tester #2").
6. Respondent failed to hire Tester #1, because of her sexual orientation, homosexual.
7. That as a result of Respondent's conduct, Complainant suffered a frustration of its mission and a diversion of its resources.

**IV. A. ISSUE/BASIS**

**FAILURE TO HIRE – DECEMBER 2012, DUE TO PERCEIVED SEXUAL ORIENTATION, HOMOSEXUAL**

**B. PRIMA FACIE ALLEGATIONS**

1. Freedom to Work (Complainant), is a national organization dedicated to banning and eliminating workplace discrimination against lesbians, gay men, bisexuals and transgender individuals.
2. In December 2012, Respondent posted a vacancy for an administrative assistant position in Patoka, Illinois.
3. In December 2012, a tester for Complainant portraying a well-qualified LGBT applicant ("Tester #1"), applied for the vacant position by submitting a resume. Respondent perceived Tester #1's sexual orientation as homosexual. Respondent did not respond to Tester #1's application or resume.
4. Respondent did not make an offer of employment to Tester #1.
5. Respondent did make an attempt to hire a less qualified, non-LGBT applicant ("Tester #2"). Respondent perceived Tester #2's sexual orientation as heterosexual.
6. Respondent failed to hire Tester #1, because of her perceived sexual orientation, homosexual.

7. That as a result of Respondent's conduct, Complainant suffered a frustration of its mission and a diversion of its resources.

Freedom to Work, on oath or affirmation state that it is the Complainant herein, that it has read the foregoing charge and knows the contents thereof, and that the same is true and correct to the best of its knowledge.

BY: Tico Almeida Dated: 7-5-13  
(Complainant's Signature)

BY: Tico Almeida Title: President  
(Complainant's Name Typed/Printed)

(Notary Must Witness Signatures)

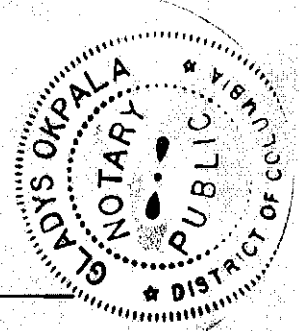
Subscribed and Sworn to

Before me this 5th day  
of July, 2013.



Notary Public Signature

Gladys Okpala  
Notary Public District of Columbia  
My Commission Expires 04/30/2015



Notary Seal