

**NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)**

To: Joshua Bonadona  
4915 Park Place  
Conway, AR 72034

From: New Orleans Field Office  
Hale Boggs Federal Building  
500 Poydras Street, Room 809  
New Orleans, LA 70130

On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.	EEOC Representative	Telephone No.
461-2017-01346	Ligita D. Landry, Supervisory Investigator	(504) 595-2876

(See also the additional information enclosed with this form.)

**NOTICE TO THE PERSON AGGRIEVED:**

Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), or the Genetic Information Nondiscrimination Act (GINA): This is your Notice of Right to Sue, issued under Title VII, the ADA or GINA based on the above-numbered charge. It has been issued at your request. Your lawsuit under Title VII, the ADA or GINA **must be filed in a federal or state court WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

- More than 180 days have passed since the filing of this charge.
- Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of this charge.
- The EEOC is terminating its processing of this charge.
- The EEOC will continue to process this charge.

**Age Discrimination in Employment Act (ADEA):** You may sue under the ADEA at any time from 60 days after the charge was filed until 90 days after you receive notice that we have completed action on the charge. In this regard, the paragraph marked below applies to your case:

- The EEOC is closing your case. Therefore, your lawsuit under the ADEA **must be filed in federal or state court WITHIN 90 DAYS** of your receipt of this Notice. Otherwise, your right to sue based on the above-numbered charge will be lost.
- The EEOC is continuing its handling of your ADEA case. However, if 60 days have passed since the filing of the charge, you may file suit in federal or state court under the ADEA at this time.

**Equal Pay Act (EPA):** You already have the right to sue under the EPA (filing an EEOC charge is not required.) EPA suits must be brought in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission

Keith T. Hill,  
Director

**FEB 15 2018**  
(Date Mailed)

Enclosures(s)

cc: Darren Patin  
One Galleria Blvd.  
Suite 1400  
Metairie, LA 70001

James Bullman  
ESTES DAVIS LAW  
850 North Blvd  
Baton Rouge, LA 70802



EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION		Charge Presented To: Agency(ies) Charge No(s):	
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		<input type="checkbox"/> FEPA	461-2017-01346
		<input checked="" type="checkbox"/> EEOC	
Louisiana Commission On Human Rights and EEOC <i>State or local Agency, if any</i>			
Name (indicate Mr., Ms., Mrs.) <b>Mr. Joshua Bonadona</b>		Home Phone (Incl. Area Code) <b>(225) 226-5846</b>	Date of Birth
Street Address <b>4915 Park Place, Conway, AR 72034</b>		City, State and ZIP Code	
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 <b>LOUISIANA COLLEGE</b>		No. Employees, Members <b>101 - 200</b>	Phone No. (Include Area Code) <b>(318) 487-7401</b>
Street Address <b>1140 College Drive, Pineville, LA 71359</b>		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))		DATE(S) DISCRIMINATION TOOK PLACE	
<input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> ANCESTRY <input type="checkbox"/> AGE <input type="checkbox"/> MARITAL STATUS <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> SEXUAL ORIENTATION		Earliest: <b>05-10-2017</b> Latest: <b>05-17-2017</b>  <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE: (If additional pages are needed, attach them.)			
I was not hired by Louisiana College after being interviewed by Dr. Rick Brewer, President, Louisiana College, and Justin Charles, Head Football Coach on May 10, 2017. During the interview Mr. Brewer, questioned me about me and my parent's religious affiliation. I was later told by Justin Charles, Head Football Coach; that Mr. Brewer did not hire me because of my race (Caucasian-Jewish).  Respondent failed to provide legitimate, non-discriminatory reasons for not hiring me.  I believe I have been discriminated against because of my race (Caucasian-Jewish), in violation of Title VII of the Civil Rights Act of 1964, as amended.			

I want this charge filed with both the EEOC and the State or local agency. I understand that both agencies will advise the agencies if I change my charge. I agree to cooperate fully with them in the previous and future procedures.  I declare under penalty of perjury that the above is true and correct.  _____ Date: <b>9-14-2017</b> Charge Filed By: <i>[Signature]</i>	NOTARIAL SIGNATURE (Necessary for State and Local Agency Requirements)  I, _____, hereby certify that I have read the above charge and that it is true to the best of my knowledge, information and belief. _____ SUPPLEMENTAL SIGNATURE BEFORE ME THIS DATE _____
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