

# **Problems at Planned Parenthood**

**Information for Protecting Our Health**



# United States



Planned Parenthood Has a History of Trying to Beat Back Labor Unions.  
Erin Heger, *ReWire News Group*, July 19, 2018

## Excerpt:

Out of 56 Planned Parenthood affiliates across the United States, only five are unionized, according to the Planned Parenthood Federation of America (PPFA): Planned Parenthood of New York City, Planned Parenthood Metro D.C., Planned Parenthood of Central and Western New York, Planned Parenthood of the Great Northwest and Hawaiian Islands, and Planned Parenthood Columbia Willamette.



Planned Parenthood Is Accused of Mistreating Pregnant Employees  
by Natalie Kitroeff and Jessica Silver-Greenberg, *The New York Times*, December 20, 2018



Botched Care and Tired Staff: Planned Parenthood in Crisis  
by Katie Benner, *The New York Times*, February 15, 2025

## Excerpt:

Salaries are so low that it is not unusual for staff members to qualify for Medicaid and federal food assistance.

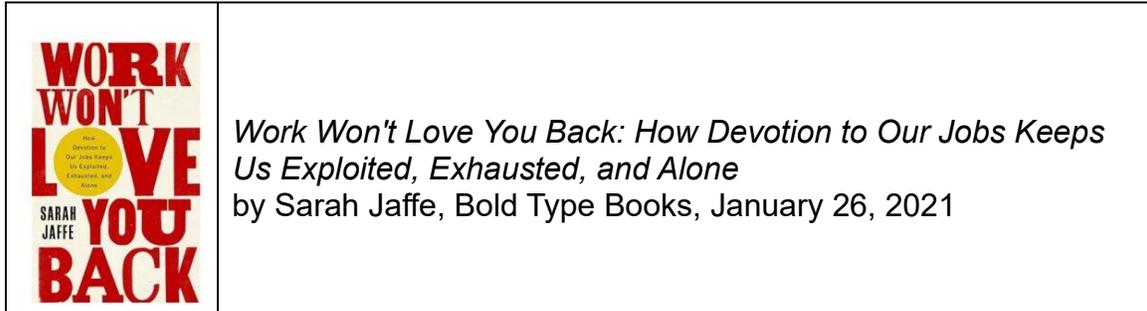
Turnover is hovering at around 50 percent a year in many parts of the country, and clinic workers complained that they were learning from inexperienced peers. More than a dozen said they did not receive adequate training for patient intake, blood draws and other tasks.

“We’re begging for supplies, and we get denied constantly because they just can’t afford it,” said Ashley Schmidt, a training and development specialist in Nebraska who resigned in December.

[*Picture caption*]: The broken air conditioning at an administrative center in Iowa kept temperatures in the 90s for several weeks, according to photos and text messages about the problem . . .

Scores of former employees have sued Planned Parenthood, raising complaints that include refusing to pay overtime or provide breaks, pushing out employees who needed time off to deal with injuries or newborn babies, and firing people who complained about discrimination or clinic practices.

Planned Parenthood said that it does not retaliate against employees. The organization has settled most of these claims.



### Book Excerpt, Page 167

Brink was in a unique position during the union drive. As a traveling employee, she was able to talk to many more of her colleagues than the average health-center staffer. But that additional work made her life even more exhausting, she said: “I can honestly say that there was a solid six to eight months that I cried every day on my way home in my car. Trying to unionize is also a job in and of itself. It was all of the emotional pieces of my job, and then another job, plus travel time.” Because, of course, during the union drive, she was still doing the rest of her job, as were all her coworkers (aside from the time they spent in those anti-union meetings, which took away from their work time). It frustrated her that hourly staff, like her, were being “nickel and dimed”: they were sent home early if the clinic was slow; if budgeting was tight, their hours might be cut back. “That was always hurtful, this idea that we were disposable . . .”

## Affiliate: Arkansas, Kansas, Missouri, Oklahoma



Planned Parenthood Great Plains Cuts Staff Amid  
Complaints Of 'Chaos and Toxicity'  
by Dan Margolies, KCUR (Kansas City Public Radio),  
July 9, 2020

## Affiliate: California – Mar Monte

**Mendoza**

*The 2018 Class Action Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-san-jose](http://www.problemsatplannedparenthood.org/california-san-jose)

2. This Complaint challenges systemic illegal employment practices resulting in violations of the California Labor Code against employees of Defendants.

3. . . . Defendants . . . have acted intentionally and with deliberate indifference and conscious disregard to the rights of all employees by failing to pay proper minimum, regular and overtime wages, failing to provide rest breaks, failing to provide accurate itemized age statements, and failing to timely pay wages to terminated employees.

**Noye**

*The 2019 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-san-jose](http://www.problemsatplannedparenthood.org/california-san-jose)

### **CA Mar Monte Noye 2019 Labor**

7. Plaintiff, . . . an African-American female, over age 45, was hired by Defendant . . . in 2008. Plaintiff was a dedicated, hardworking employee that provided over 10 years of service . .

8. In or about June 2018, Plaintiff began to raise complaints about unethical hiring practices, ageism and discrimination that was taking place . . . Once the complaints were lodged, Plaintiff's work environment became hostile.

9. The hostile work environment included but was not limited to the forgoing: Plaintiff's supervisors began to disproportionately micro-manage her work; Plaintiff was singled out for criticism by her supervisors; Plaintiff was disparately monitored by her supervisors; and Plaintiff's ability to perform her day to day work functions was substantially hindered.

10. On or about September 25, 2018, Plaintiff again reported her concerns about unethical hiring practices, ageism and discrimination, as well as her concerns that she believed that she was being retaliated against at Planned Parenthood Mar Monte, Inc. for Whistleblowing.

11. The very next day after Plaintiff raised her legitimate complaints, she was terminated.

## Affiliate: Colorado, New Mexico, Nevada



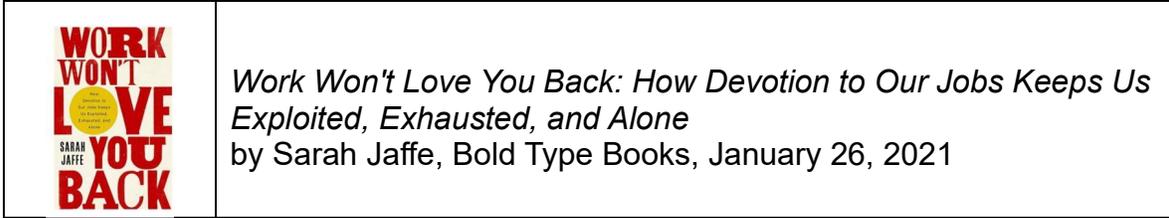
Planned Parenthood's Union Busting Could Have a Chilling Effect for Workers Everywhere,  
by Rebecca Burns, *In These Times*, June 25, 2018



'Frustrating,' 'Confusing': Planned Parenthood Workers Grapple With Organization's Union Fight: A fight in Colorado over Planned Parenthood unionization has some wondering why the reproductive health-care champion would stand in the way,  
by Erin Heger, *ReWire News Group*, June 14, 2018



Planned Parenthood is Asking Donald Trump's Labor Board for Help Busting its Colorado Union: If Planned Parenthood is to prevail, it could be a setback for similar workers across the country  
by Aida Chávez, *The Intercept*, May 23, 2018

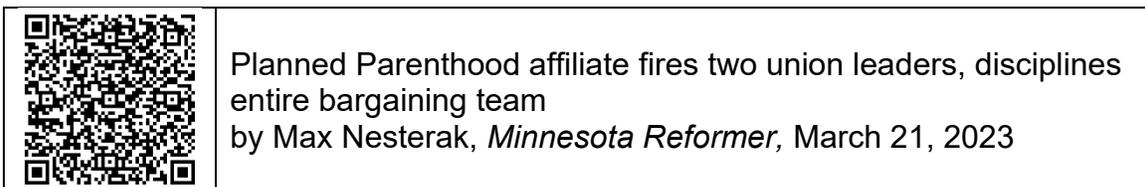


**Book Excerpt, Page 166**

But it wasn't [Cecile] Richards the burgeoning union had to negotiate with – it was the leadership at the regional affiliate. And that leadership hired a law firm, Fisher Phillips, that on its website trumpets its services in “union avoidance.”

[Ashley] Brink was surprised at the intensity of the anti-union campaign from her bosses. They held captive audience meetings – a common anti-union tactic, where part of the workday is carved out for all staff to attend a lecture on the potential downsides of a union. At PPRM [Planned Parenthood of the Rocky Mountains], Brink noted, that meant holding time where patients wouldn't be scheduled in order to have the meetings. “They were claiming that there would be pay freezes because it takes so long to bargain to get pay changes, that it was going to negatively impact our relationships with our managers, that it was going to negatively affect patient care,” she said. But Brink felt the union would improve patient care, because the workers would no longer be burned out, exhausted and worried about how to pay the bills.

**Affiliate:**  
**Iowa, Massachusetts, Minnesota,**  
**Nebraska, South Dakota**



**Excerpt:**

Planned Parenthood North Central States has fired two members of the elected bargaining team in charge of negotiating wages, benefits and working conditions for hundreds of newly unionized employees across five states.

The other 11 bargaining team members have received “final written warnings,” which says they can be terminated immediately if they violate any other policy. It's a uniquely severe form of discipline that longtime employees say they hadn't heard of before . . .

Yet union leaders say Planned Parenthood’s hardball approach is reminiscent of giant corporations like Amazon, Starbucks and Tesla, which have waged expensive campaigns to prevent the proliferation of unions among their rank-and-file workers.

“I’ve never seen anything like this,” said Phillip Cryan, executive vice president for SEIU Healthcare Minnesota & Iowa.

“It has been really concerning to see the way that the organization’s leadership has decided to treat the elected members of their bargaining team in ways we’ve literally not seen any other employer ever do,” he said.



After ‘unprecedented’ disrespect from Planned Parenthood, union plans to escalate contract campaign in the *Union Advocate*, September 8, 2023

**Excerpt**

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“For my mental health, I am leaving – like so many other leaders of this bargaining team have done since receiving their final notices,” Clark said, choking back tears. “Unfortunately, so are many of our other coworkers. I don’t know anyone who isn’t actively looking for employment elsewhere, and that isn’t hyperbole.”

For Clark and others, the final straw came during negotiations last week. Previous sessions had yielded “slow but steady progress,” health educator and LGBTQ care coordinator Elizabeth Wolfe said, and at a meeting in July, management pledged to bring a new health insurance proposal to the next session.

But instead of new health care language, Wolfe said, PPNCS executives offered the union a choice between a three-year contract with “minimal wage increases,” or one with bigger raises that clawed back several agreements reached earlier in negotiations, including longevity pay, increases to paid time off and floating holidays, expanded bereavement leave and new professional development opportunities.

“What the negotiators and leaders of our union have told us is that they’ve never seen an employer make a proposal to undo so many substantial pieces of progress already won through the bargaining process,” Wolfe said.



Unionizing Planned Parenthood  
by Becca Andrews, *Capital & Main: Investigating Money, Power and Society*, March 25, 2024

**Excerpt:**

Tensions escalated after workers voted to unionize in July 2022. Contract negotiations were slow, say workers, and coupled with management hostility. “The union-busting started as soon as we unionized,” Larson said. In spring 2023, Planned Parenthood North Central States management informed Larson and 11 other members of the union’s bargaining team that “final warnings” [had been placed](#) in their personnel files after management apparently obtained a copy of an encrypted chat indicating that workers were organizing. The next infraction at work, even a paperwork error, could be grounds for firing someone. When Larson sent a personal email last March to a partner organization accusing a co-worker of assault, there was no warning left. Larson said the manager of human resources fired her “on a five minute Zoom call.” SEIU filed an unfair labor practice complaint against Planned Parenthood North Central States, charging that the affiliate had fired Larson in retaliation for union organizing; the case remains open with the National Labor Relations Board.

Management’s resistance to the union’s demands was so profound that in fall 2023, SEIU Healthcare Minnesota [rescinded](#) its endorsement of the state representative who’d recently taken on the job of CEO, Ruth Richardson.

## **Affiliate:** **Maine, New Hampshire, Vermont**



New Planned Parenthood Union Takes to the Street  
by Arnie Alpert, *The New Hampshire Center for Public Interest Journalism*, August 29, 2021

**Excerpt:**

The issue in contention is wages, which union members say are too low at the low end of the agency’s pay scale and rising too slowly for long-term employees.

New When Katelin Smith, a Holderness resident, arrived, she quickly grabbed a blank placard and marker to make a sign that said, “I cannot afford the care I provide.” Others made signs reading, “Better Pay, Help Us Stay,” and “A Livable Wage is All the Rage.”

# Arizona

The 2017 Complaint can be found under Glendale at:

[www.problemsatplannedparenthood.org/arizona](http://www.problemsatplannedparenthood.org/arizona)



Planned Parenthood Whistleblower Awarded \$3M, Ending Wrongful Termination Case  
by Brianna Smith, Legal Reader, August 23, 2019

## Excerpt:

According to the suit, a former Planned Parenthood director, Mayra Rodriguez, sued the organization for wrongful termination in 2017 after 17 years of service. Towards the end of her career, she began reporting that the “organization was endangering the health and safety of the women visiting their facility.” Soon after, she was fired.

Though Rodriguez’s suit did not list specific damages she hoped to win, a two-week trial and a three-hour deliberation resulted in an Arizona jury siding with her. In the end, the jury unanimously awarded her \$3 million for acting as a whistleblower . . .

What were the accusations included in the suit, though? What were the issues Rodriguez reported that led to her wrongful termination? For starters, the lawsuit included several “accusations against Planned Parenthood that demonstrated its lack of medical care, concern for patients, and unethical practices.” Her suit added that “Planned Parenthood fired her after she observed its many violations of state law and ethics guidelines, and after it fabricated a bunk claim that she had narcotics in her desk.”

Additionally, “a couple of months before her termination, Rodriguez made several complaints against doctors and questioned business practices,” according to the suit. On top of that, she began to notice a pattern of a “Planned Parenthood official performing abortions on patients who then experienced significant complications, including bleeding and cramps.” The suit further stated, “Ms. Rodriguez was concerned about the substantial health, welfare, and safety risks to these patients, as well as the substantial risk to the health, safety, and welfare of the inevitable future of PPA patients.”

As if those claims weren’t enough, the suit also alleged that a handful of medical assistants often “complained about working with the same doctor during abortions and that the doctor had been requiring the assistants to sign an affidavit stating the abortion procedure was performed properly before they even did the procedure.” The suit stated:

*“The medical assistants believed the attestations were premature, wrong, and illegal because the abortion surgery had not yet been performed and they were concerned about the quality and thoroughness of the procedures.”*

On one occasion, a medical assistant even had to track down the doctor “after an ultrasound revealed the doctor had placed an IUD in a patient before an abortion was fully completed.” On another occasion, one of the facility’s managers allegedly “did not report that a minor with an adult partner was seeking an abortion, a blatant violation of state law meant to protect potential victims of statutory rape.”

Eventually, Rodriguez voiced her concerns to her supervisor, even though she did not feel comfortable doing so because her supervisor and doctor in question were friends.

Soon after the jury’s decision, Tim Casey, Rodriguez’s attorney, met with reporters and said “the jury found Rodriguez was doing her job by reporting her concerns . . . It vindicated what she found and it ought to help our community be safer.”

	Botched Care and Tired Staff: Planned Parenthood in Crisis by Katie Benner, <i>The New York Times</i> , February 15, 2025
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**Excerpt:**

As for the staff, morale problems have persisted. In Arizona, a planning report in 2023 found that the affiliate was suffering from “prior operational mismanagement, a fragile financial state, and staff recruitment retention and morale issues.” The report cited “chronic underinvestment and negligence” among problems that had led to a “poor patient experience.” . . .

Several clinic employees there quit, citing a work culture they called “chaotic” and “toxic” and low wages, according to a separate 2023 report by an outside consulting firm. The report said that clinic staff members made about 20 percent less than other health care workers in the region.

“Staff have been explicitly told to get part-time work in order to cover their basic needs,” the report said. It said that staff members worked after hours without clocking in “because the work must get done.”

# California

## Chula Vista

### Murray

*The 2014 Complaint can be found under Chula Vista at:*

[www.problemsatplannedparenthood.org/california-a-f](http://www.problemsatplannedparenthood.org/california-a-f)

#### **Excerpt:**

14. In or about the late summer or early fall of 2012, [Plaintiff complained to [Defendant] that the Chula Vista clinic was in violation of the law because Mendoza was directing non-licensed Clinicians to access the locked medication cabinet and dispense medication to patients . . .

15. [Defendant] began to retaliate against Plaintiff . . .

25. Despite Planned Parenthood's mission as alleged, the Chula Vista clinic manager (a non-licensed staff member), authorized the injection of birth control to a minor patient, against the will of the minor and absent an order by a licensed medical provider. This unauthorized administration of medication without a license was, and is, a violation of California law . . .

35. On or about March 30, 2013, [Plaintiff] was terminated. In its termination letter, Planned Parenthood indicated that [Plaintiff] was terminated because her performance was "below expectations."

36. A short time later, Planned Parenthood reported to the California Employment Development Department that Plaintiff was terminated because after she reported the March 8<sup>th</sup> incident, Plaintiff "refused to move on."

37. Plaintiff is informed and believes, and thereon alleges that she was terminated because she reported her supervisor's unlawful administration of medication without a license.

## Coachella

### **Barron**

*The 2012 Complaint can be found under Chula Vista at:*

[www.problemsatplannedparenthood.org/california-a-f](http://www.problemsatplannedparenthood.org/california-a-f)

#### **Excerpt:**

7. Plaintiff began working for defendants in or about 1987 . . .

11. In or about February 2012, plaintiff notified defendants' human resources department that plaintiff's physician, who had been treating plaintiff for a shoulder condition, restricted the distance plaintiff could drive . . . Despite the fact plaintiff had in the past successfully performed her job duties on a remote/telecommuting basis while working in Riverside County, defendant's human resources department informed plaintiff defendant would not be able to accommodate plaintiff's driving restrictions and would not permit her to work remotely or on a telecommuting basis. Defendant told plaintiff the only accommodation it would provide plaintiff was a leave of absence . . . Plaintiff provided the required medical certification from her physician with defendants approving the leave of absence on or about March 19, 2012, and designating the leave of absence as a leave taken under the California Family Rights Act (CFRA) set forth in Government Code § 12945.2 . . .

18. On or about March 20, 2012, while plaintiff was still on her CFRA leave which was set to expire on May 15, 2012, defendants terminated plaintiff thus refusing to reinstate her to her previous or comparable position upon expiration of her leave of absence under CFRA . . .

35. Plaintiff is informed and believes, and based thereon alleges, her physical disability was a motivating factor in defendants' decision to terminate her employment . . .

## Fresno

### **Aoki**

*The 2015 Complaint can be found under Fresno at:*

[www.problemsatplannedparenthood.org/california-fresno](http://www.problemsatplannedparenthood.org/california-fresno)

*Note: The complaint details several incidents in detail.*

8. In or around August 2012, Ms. Aoki was hired by Planned Parenthood as a Response Center Agent in Clovis, California . . .

9. Throughout Ms. Aoki's employment with Planned Parenthood, [E.R.] was head of the Planned Parenthood Response Center . . . From the beginning of Ms. Aoki's employment with Planned Parenthood, Ms. Aoki regularly hear Planned Parenthood

employees complain about [E.R.] because he yelled at employees, retaliated against employees who complained about him, and made disparaging remarks toward female employees . . .

18. Ms. Aoki understood [E.R.]’s regular reference to female employees as his “bitches” as sexual harassment . . .

21. . . When Ms. Aoki encouraged the female coworkers to report [E.R.]’s sexist comments, the female coworkers told Ms. Aoki that [E.R.] had a close relationship with Human Resources and that nothing could be done to stop [E.R.]’s behavior . . .

32. After [E.R.] closed the door to his office, Ms. Aoki saw that he was visibly furious. [E.R.]’s hands were shaking and he was red in the face. Ms. Aoki was scared that [E.R.] was going to react violently to any complaints . . .

41. Ms. Aoki was terrified and on the verge of tears. Her supervisor had gotten in her face, nearly hit her, and screamed at her and all the other template specialists in an enraged and demeaning tone. After thinking about all of [E.R.]’s sexist comments as detailed above, Ms. Aoki feared [E.R.]’s repeated harassment and that he might physically assault her . . .

56. Between January 31, 2017 and February 2, 2017, Ms. Aoki heard from at least two co-workers that [E.R.] was showing Ms. Aoki’s resignation letter to other employees. [E.R.] also told employees that [two supervisors] told him that he “did not have anything to worry about.” [E.R.] was bragging about the fact that Planned Parenthood managers had ratified his harassing and retaliatory behavior.

61. To this day, Ms. Aoki has never received any information from Planned Parenthood about the results of this investigation or any investigation that Planned Parenthood made as a result of her Ms. Aoki’s complaints about [E.R.]’s sexual harassment and retaliation.

## **Los Angeles**

### **Abutaleb**

*The 2022 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

26. Plaintiff and the Aggrieved Employees were required to clock in at the beginning of their shifts and out at the end of their shifts by calling Defendants on their personal cell phones. Plaintiff and the Aggrieved Employees were not paid for all hours worked because employees were required to work off the clock and because Defendants unlawfully rounded the hours worked . . .

27. . . . Plaintiff and the Aggrieved Employees were required to work off the clock without proper compensation including . . . attending pre-shift and post-shift activities, COVID-19 related screenings, and cellular phone use outside of scheduled shifts. Plaintiff and the Aggrieved Employees were also required to attend a firearms training, but were not compensated for the hours spent at said training.

28. Plaintiff and the Aggrieved Employees were regularly required to call Defendants on a day they were scheduled to work or a day before in order to be informed of their exact hours. However, due to the uncertainty of which schedule they would be assigned for the following day,

they were forced to remain available the entirety of the following day. Plaintiff and . . . the Aggrieved Employees, were not compensated for on-call or standby time.

29. In addition, Plaintiff and the Aggrieved Employees worked in excess of eight (8) hours in day and/or over forty (40) hours in a workweek. However, they were not properly paid for such time . . .

36. . . . Plaintiff and the Non-Exempt Employees were systematically not authorized and permitted to take one net ten-minute paid, rest period for every four hours worked or major fraction thereof, which is a violation of the Labor Code and IWC wage order . . .

42. Defendants also failed to provide accurate, lawful itemized wage statements to Plaintiff and the Aggrieved Employees in part because of the above specified violations . . .

## **Barton**

### **Excerpt, Trellis Case Complaint Summary**

Filing Date June 24, 2024 / Case #24STCV15716 / Matter Type Wrongful Termination

This complaint filed by [Plaintiff] against Planned Parenthood Los Angeles and others alleges retaliation in violation of California Labor Code sections 1102.5 and 98.6, as well as wrongful termination in violation of public policy. The complaint outlines that [Plaintiff], a Behavioral Health Therapist, reported violations of laws to Planned Parenthood, including issues with patient privacy, lack of tele-health compliance, and unpaid work hours. In response to her complaints, she was accused of fraudulent timekeeping and subsequently terminated, despite being required to work off the clock to fulfill job responsibilities. The complaint seeks damages for lost earnings, emotional distress, and statutory damages not exceeding \$10,000 per violation of Labor Code § 1102.5.

Additionally, the complaint asserts that the termination and adverse actions taken against [Plaintiff] were in violation of California public policy as outlined in the Labor Code. It details the adverse employment actions, lack of accommodation, and failure to engage in good faith interactions with the plaintiff.

## **Ceniceros**

*The 2015 Class Action Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

### **Excerpt:**

As set forth below, Plaintiff alleges that Defendants have failed to pay her and all other similarly situated individuals for all vested vacation pay, failed to provide them with meal periods, failed to provide them with rest periods, failed to pay premium wages for unprovided meal and/or rest periods. . . failed to pay overtime wages, failed to provide them with accurate written wage statements, and failed to timely pay them all of their final wages following separation of employment. Based on these alleged Labor Code violations, Plaintiff now brings this class and representative action to recover unpaid wages, restitution, and related relief on behalf of herself, all others similarly situation, and the general public.

## **Cristobal**

*The 2015 Class Action Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

### **Excerpt:**

12. During Plaintiff's employment with Defendants . . . rather than paying Plaintiff "one additional hour of pay" as required by Section 226.7, Defendants only paid these meal period premium payments in increments of one half of one hour.

13. During Plaintiff's employment with Defendants, Defendants regularly, systematically, and impermissibly rounded the hours worked by their non-exempt employees in Defendants' favor, over a period of time, in the failure to properly compensate them, including Plaintiff, for all hours worked, therefore depriving them of all required minimum and additional overtime wages earned.

14. As a result . . . Defendants maintained inaccurate payroll records and issued inaccurate wage statements to Plaintiff Defendants also issues inaccurate wage statements because they failed to list the name of the legal entity that was the actual employee of Plaintiff and putative class in violation of Labor Code section 226(a)(8)

## **Dawson**

*The 2017 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

### **Excerpt:**

16. Plaintiff Dawson . . . came to PPLA in July 2013 with some 30 years of sophisticated fundraising experience . . . By all legitimate measures he had a good record of success with his work at PPLA . . .

17. Plaintiff was targeted for retaliation in early 2016 by his supervisor, [B.B.], specifically because he had expressed dissatisfaction with the work being performed by a direct-mail vendor to PPLA . . . owned and operated by [B.B.]'s husband . . .

20. At the beginning of 2016, the problems became more serious . . . With his manager also on the phone, Plaintiff attempted to discern what the problems were, but could not seem to get straight answers . . .

21. Retribution began the very next day . . .

26. Plaintiff's employment was terminated on June 20, 2016 . . . after which he packed his personal belongings, overseen by security, then was escorted from the building by security . . .

## Gonzalez

*The 2023 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

### Excerpt:

1. This is a wage and hour class action lawsuit on behalf of Plaintiff and other current and former non-exempt employees . . .

- (a) failure to pay wages for all hours worked at minimum wage;
- (b) failure to pay overtime wages for all overtime hours worked;
- (c) failure to pay overtime at the proper overtime rate by failing to include all remuneration in calculating the regular rate of pay for purposes of paying overtime;
- (d) failure to authorize or permit all legally required and compliant meal periods and/or pay meal period premium wages;
- (e) failure to authorize or permit all legally required and compliant rest periods and/or pay rest period premium wages;
- (f) failure to pay accrued and vested vacation/PTO wages;
- (g) failure to pay sick pay at the proper regular rate;
- (h) failure to indemnify all necessary expenditures or losses incurred by employees in direct consequence of discharging their duties;
- (i) statutory penalties for failure to timely pay earned wages during employment;
- (j) statutory waiting time penalties in the form of continuation wages for failure to timely pay employees all wages due upon separation of employment; and
- (k) statutory penalties for failure to provide accurate wage statements.

## Pereira

*The 2020 Complaint for disability discrimination can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

16. . . .

a) On or about June 29, 2018, while at work, Plaintiff suffered severe injuries to her right knee, including multiple lacerations and a torn meniscus, after a faulty metal file cabinet fell onto her. As witnessed by many of Plaintiff's coworkers . . . Plaintiff bled profusely and was immediately rushed to the hospital where she received stitches and related care.

b) As a result of her condition, Plaintiff notified Human Resources Director . . . of her need to take several days of protected medical leave.

c) Upon Plaintiff's return to work . . . Plaintiff duly communicated her restrictions and/or need for accommodations to Defendant Planned Parenthood, including the need to elevate her leg, among the other accommodations . . .

d) Moreover, Plaintiff contacted Human Resources Manager . . . and requested a parking space closer to her work area due to the severe pain and swelling she was experiencing.

e) Additionally . . . Plaintiff underwent surgery as a result of said injuries, after which time she was placed on a medical leave of absence through approximately July 8, 2019. At all times relevant herein, Defendant Planned Parenthood had notice of Plaintiff's need for protected medical leave.

f) At the completion of her aforesaid medical leave of absence, in hopes of returning to work, Plaintiff submitted medical documentation to Defendant Planned Parenthood identifying her restrictions, including no kneeling, squatting, or lifting over ten pounds . . .

18. However, on a severe and/or pervasive basis continuing at least through the time of Plaintiff's wrongful termination on or about September 19, 2019, and continuing, Defendant . . . harassed Plaintiff and created and maintained a hostile work environment . . .

c) In further harassment, rather than accommodate Plaintiff's request for a closer parking space due to the severe pain and swelling she was experiencing, Defendant Planned Parenthood instead offered the parking spaces to non-disabled employees in upper Management . . .

## **Ramos**

*The 2020 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

17. In or about March of 2019, Plaintiff began experiencing back pain from sitting down over long periods of time. Plaintiff spoke to Defendant [D] about her back pain and requested a standing desk to help alleviate her pain. Defendant [D] informed Plaintiff that Plaintiff cannot receive the standing desk accommodation because Defendant PPLA was "on a budget." Following this interaction, Plaintiff reported her worsening back pain to Defendant [D] on multiple occasions.

18. On or around April 2, 2019, Plaintiff exchanged emails with Defendant PPLA's employee . . . regarding Plaintiff's request for a standing desk. [She] told Plaintiff that she was placed on a "queue" for a workstation evaluation. However, Plaintiff's workstation was never evaluated and Plaintiff never received her standing workstation accommodation from Defendants.

19. On or about, April 10, 2019, Plaintiff informed Defendants that she was pregnant. After learning about Plaintiff's pregnancy, both Defendant[s] . . . began treating Plaintiff differently in the workplace . . .

25. On or about January 23, 2020, Plaintiff visited Defendants' office with her newborn baby to show her newborn baby to her friends and co-workers. As soon as she arrived, Defendants escorted Plaintiff and her baby off the premises and instructed her not to return.

26. Based on Defendants' conduct, Plaintiff believes and alleges that she her employment was constructively terminated, if not actually terminated . . .

31. During the course of Plaintiff's employment, Defendants failed to prevent their employees from engaging in intentional actions that resulted in Plaintiff's being treated less favorably because of Plaintiff's protected status (*i.e.*, her disability and sex). During the course of Plaintiff's employment, Defendants failed to prevent their employees from engaging in unjustified employment practices against employees in such protected classes. During the course of Plaintiff's employment, Defendants failed to prevent a pattern and practice by their employees of intentional discrimination, retaliation, and harassment on the basis of disability, sex, and/or protected status or protected activities.

### **Rivera**

*The 2020 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

10. Plaintiff was hired by Defendant on or about December 2016 as a Surgical Registered Nurse . . .

12. On or about 10/2018, and continuing, Plaintiff sustained and/or aggravated and/or developed perceived physical disabilities, including but not limited to a wrist injury and associated condition . . .

14. Plaintiff was placed on work restriction from 10/2018 through 04/2019;

15. Plaintiff requested and/or was granted a leave of absence on or about 04/2019 to have a wrist surgery.

16. In and around 07/2019, Plaintiff was released back to work and was placed on work restrictions and/or modified duties.

17. Plaintiff notified Defendant, and each of them, of Plaintiff's work restrictions.

18. On or about 06/2019, Defendant, and each of them, now discriminated and retaliated against Plaintiff by refusing to engage in a good faith interactive process, refusing to provide a reasonable accommodation and refusing to allow her to return to work.

19. On or about 07/2019, Plaintiff spoke with Defendant's Human Resources Department and was informed her employment was terminated.

### **Sherf**

*The 2015 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

7. Plaintiff was hired by Defendants in or about April 2013 as a Physician's Assistant. At all times herein mentioned, Sherf was qualified for and was able to perform her essential duties as Physician Assistant.

8. In or about September 2013, Plaintiff was taken off work by her doctor to undergo surgery on her kidney. Plaintiff's doctor took her off work for six to eight weeks. Plaintiff was released to go back to work in November 2013. In response to Plaintiff's request for time off to undergo kidney surgery, Defendants terminated her employment effective September 12, 2013.

## Wallace

*The 2013 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

6. Defendant PPLA hired Plaintiff in approximately March 2012 . . . as a Senior Accountant . . .

8. In approximately 2013, Defendant PPLA underwent a change in management whereby it sought to employ employees much younger than Plaintiff in its accounting department . . .

9. On or about March 26, 2013, PPLA falsely accused Plaintiff of defacing the outside of a window of its office building with sexually graphic graffiti the previous day . . . and thereby sexually harassing the employee who used the affected office . . . PPLA produced a security camera video showing Plaintiff walking on the sidewalk outside the building in the general vicinity of said wall, during her daily morning break . . . However, that is all the video showed. Plaintiff was not carrying a spray can nor did her arm gestures at any time suggest that she was engaged in graffiti . . .

10. The security camera footage showed numerous other Planned Parenthood employees, as well as other unknown individuals, walking by the subject window . . .

12. Despite the complete lack of evidence implicating Ms. Wallace, nor any reason at all to suspect her of such conduct, PPLA terminated Plaintiff immediately without any further investigation. This was also despite . . . the utter absurdity of the idea that a 53-year-old female accountant, working for a non-profit organization devoted to women's health care, who had no conflicts whatsoever with PPLA nor any other members of the staff, and who barely even knew the woman who used the affected office . . . would deface the building where she worked with a drawing of a penis, in broad daylight no less . . .

13. Notably, PPLA's abrupt notice of termination was given on Plaintiff's one-year anniversary of employment with PPLA, when she was due to become vested in the organization's 403(b) retirement plan . . .

## Wang

*The 2016 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-a-to-f](http://www.problemsatplannedparenthood.org/california-a-to-f)

1. In or around January 2015, Planned Parenthood hired Plaintiff as a Clinician. From the beginning . . . [R.M], a Medical Assistant . . . together with [E.H.], manager of the same office, engaged in a discriminatory campaign against Plaintiff solely on the basis of her color, race, ethnicity, and national origin (Asian/Chinese) as well as a known disability. Not only was Plaintiff forced to endure substantially unfavorable working conditions in comparison to the super-majority of Hispanic, Spanish-speaking employees, Plaintiff was terminated from her employment for complaining of such Labor Code violations . . .

25. . . . Plaintiff . . . complained . . . regarding Planned Parenthood’s failure and refusal to offer her the statutorily required meal periods and rest breaks . . . In so complaining, Plaintiff advised Planned Parenthood of her pre-diabetic condition/disability and her frustration with not being able to monitor and regulate her blood sugar levels . . . that the simple and reasonable accommodations or providing her with timely meal periods and rest periods would permit her to perform the essential functions of her job without materially and/or adversely affecting her health.

## **Pasadena and San Gabriel Valley Affiliate**

**Garcia**

### **Excerpt: Trellis Case Complaint Summary**

Filing Date May 12, 2025 / Case #25STCV13839 / Matter Type General Employment

This complaint is a PAGA representative action filed by Plaintiff Ana Garcia against Planned Parenthood Pasadena and San Gabriel Valley, Inc., and unnamed defendants. The complaint alleges various violations of the California Labor Code, including failure to pay for all hours worked, failure to provide meal periods, failure to authorize rest breaks, failure to pay earned wages twice per month, failure to maintain accurate records, and failure to indemnify for necessary expenditures. The complaint seeks civil penalties under PAGA for these violations. Plaintiff seeks penalties on behalf of herself, other aggrieved employees, and the State of California.

## **Redding**

**Smith**

### **Excerpt, Trellis Case Complaint Summary**

Filing Date March 25, 2024 / Case Number 24CV00944

The complaint alleges three causes of action: discrimination, retaliation under the Fair Employment and Housing Act (FEHA), and whistleblower retaliation.

According to the complaint, Mariah Smith was an employee of Planned Parenthood and experienced discrimination and hostility due to her heterosexual, white, married, female status with children. She alleges that she faced exclusion and reprimand for not conforming to the company's cultural beliefs and business model. Smith also claims that she was retaliated against after announcing her pregnancy and requesting maternity leave. She alleges that she was subjected to unwarranted discipline, placed on a performance improvement plan, and denied a pay increase.

Smith further asserts that she made lawful complaints about an employee stealing company time and the company's money handling decisions, but her concerns were not addressed and she faced further retaliation. She alleges that her whistleblower activities were a substantial motivating reason for the defendant's conduct.

## Payne

### Trellis Case Complaint Summary

Filing Date June 29, 2023 / Case #CGC23607359

This complaint alleges various violations of the California Labor Code and unfair business practices by Defendant Planned Parenthood: Shasta-Diablo, Inc. The plaintiff, Jasmine Payne, brings this class action complaint on behalf of herself and other similarly situated individuals. The complaint alleges the following violations:

1. Failure to Pay Minimum and Straight Time Wages (Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197)
2. Failure to Pay Overtime Wages (Cal. Lab. Code §§ 1194 and 1198)
3. Failure to Provide Meal Periods (Cal. Lab. Code §§ 226.7, 512)
4. Failure to Authorize and Permit Rest Periods (Cal. Lab. Code §§ 226.7)
5. Failure to Timely Pay Final Wages at Termination (Cal. Lab. Code §§ 201-203)
6. Failure to Provide Accurate Itemized Wage Statements (Cal. Lab. Code § 226)
7. Failure to Indemnify Employees for Expenditures (Cal. Lab. Code § 2802)
8. Unfair Business Practices (Cal. Bus. & Prof. Code §§ 17200, et seq.)

The complaint alleges that Defendant failed to comply with these requirements throughout the statutory period. It further alleges that Defendant was aware of these improprieties but intentionally refused to rectify its unlawful policies. The complaint seeks damages and other relief for the plaintiff and the class members.

## San Diego

## Macias

### Trellis Case Complaint Summary

Filing Date May 19, 2025 / Case #TCN-363413 / Matter Type Wage and Hour

Plaintiff Daisy Lizete Macias filed a complaint against Planned Parenthood of the Pacific Southwest and unnamed Doe defendants on behalf of herself, similarly situated non-exempt employees, and the State of California under the Private Attorneys General Act (PAGA). The complaint alleges widespread violations of California labor laws, including failure to pay all wages owed such as unpaid minimum wages, unpaid overtime and double time calculated at correct regular rates that include shift differentials and other remuneration, and failure to pay accrued vacation wages upon separation. Plaintiff asserts that Defendants engaged in unlawful company-wide practices, such as editing time records to underreport hours worked, denying or undercompensating meal and rest breaks, and failing to reimburse employees for necessary business expenses like personal cell phone use.

Further allegations include inaccurate and incomplete wage statements, failure to maintain accurate payroll and employment records, untimely payment of wages during employment and upon termination, and violations of paid sick leave laws through improper accrual, notice, and payment calculations. Plaintiff provides specific wage statement examples from 2024 illustrating these deficiencies and claims that Defendants' policies and payroll systems caused these systemic violations.

## Lonconte-Crowe

The 2023 Complaint can be found at:

[www.problemsatplannedparenthood.org/california-san-diego](http://www.problemsatplannedparenthood.org/california-san-diego)

### Excerpt:

*PPPS = Planned Parenthood Pacific Southwest affiliate  
The individual Defendant is redacted to Ms. S.*

9. On or about May 22, 2023, PPPS hosted the 60th anniversary dinner for the non-profit organization at the Hilton Hotel . . . Ms. S yelled out to [Plaintiff] from across two tables. Ms. S quickly rushed to [Plaintiff], hugging [Plaintiff] from the side and rubbing [Plaintiff's] arm up and down.

10. [Plaintiff] could smell the alcohol in Ms. S's breath, causing [Plaintiff] to feel very uncomfortable. Ms. S's demeanor was very touchy, touching [Plaintiff's] shoulders, arms, and hands . . . It became clear that Ms. S was intoxicated when she persisted in touching [Plaintiff] excessively as they spoke.

11. At some point during the interaction Ms. S stopped mid-sentence, looked down at [Plaintiff's] cleavage, smiled and said, "oh yeah, you look very good" . . . the entire situation made [Plaintiff] extremely nervous. [Plaintiff] managed to get away from Ms. S and actively tried to avoid Ms. Sedillo for the rest of the event.

12. At the end of the night [Plaintiff] headed to the elevator to leave. At the elevator [Plaintiff]bumped into Ms. S and PPPS supervisors . . . Ms. S once again started hugging [Plaintiff] and slowly caressing up and down [Plaintiff's] arm. Ms. S swayed back and forth, her speech slurred from how intoxicated she was . . .

13. . . . None of the PPPS supervisors that accompanied Ms. S corrected her behavior. Instead, they giggled, and proceeded to guide Ms. S into the elevator to leave . . . [Plaintiff] was confused as to why someone in a leadership role like Ms. S would be so negligent of their alcohol consumption in a professional setting . . .

15. Later that same day, [supervisors] spoke with [Plaintiff] and expressed their sentiments about what [Plaintiff] experienced. Both . . . stated that they believed [Plaintiff's] statement about the incident and admired [Plaintiff] for having the courage to speak up. [One] informed [Plaintiff] that several other people had mentioned that Ms. S was also very touchy with them .

17. . . . Although Ms. S did not work directly at the clinic, Ms. S would often visit the clinic without giving any prior notice. Having Ms. S show up to the clinic unannounced caused Shiloh a great deal of anxiety . . .

18. . . . Had Ms. S been a male . . . PPPS might have addressed the situation in an entirely different way. Frustrated with the way PPPS handled the situation, [Plaintiff] began to dread going into work. [Plaintiff] would experience crippling anxiety on the drive to work before every shift . . . [Plaintiff] . . . ultimately decided that leaving PPPS was the best option.

## Mendoza

*The 2019 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-san-diego](http://www.problemsatplannedparenthood.org/california-san-diego)

5. In late 2017, Plaintiff was told she should retire or Defendants would be forced to issue written discipline Plaintiff. Sure enough, Plaintiff was given unjustified written discipline as a pretext for age discrimination . . .

7. As a result of Defendants attempts to defame Plaintiff's work performance and refusal to remedy the situation, Plaintiff was forced to quit her employment due her age on January 19, 2018. Plaintiff was over 40 years old at the time of her constructive termination.

8. On information and belief, Plaintiff was replaced by someone significantly younger with much less experience . . .

42. Defendants willfully refused and continue to refuse to pay Plaintiff overtime in a timely manner, as required by the aforementioned statutes. Plaintiff therefore requests restitution and penalties as provided by California Labor Code §203 . . .

53. During the course of Plaintiff's employment, Defendants failed to provide Plaintiff with mandated meal or rest periods and required Plaintiff to work during mandated meal and rest periods, in violation of the Industrial Welfare Commission Orders, Labor Code Section 226.7, subdivision (a), and Labor Code section 512 . . .

## Warren

### **Excerpt: Trellis Case Complaint Summary**

Filing Date May 16, 2025 / Case #TCN-362079 / Matter Type Wage and Hour

The complaint . . . alleges multiple violations of California labor laws by the Defendants. The claims assert that Defendants engaged in unlawful wage and hour practices, including failing to pay minimum wages and overtime for all hours worked—such as off-the-clock pre-shift activities and communications—and not incorporating non-discretionary bonuses, commissions, or shift differentials into the regular rate of pay for calculating overtime, double time, sick pay, PTO, and meal/rest break premiums.

The complaint further alleges that Defendants violated Labor Code provisions by failing to provide timely, uninterrupted 30-minute meal breaks and 10-minute rest breaks as required, and by not paying premium wages for missed or inadequate breaks. Defendants are also accused of issuing inaccurate wage statements that omitted required compensation components and underreported hours worked, failing to pay all wages timely upon termination or resignation, neglecting to maintain accurate payroll records, and failing to reimburse necessary business expenses such as cell phone costs.

These unlawful labor practices are asserted to constitute unfair business practices under California's Business & Professions Code § 17200 et seq. The complaint includes class action allegations with multiple subclasses addressing minimum wage, overtime, meal and rest breaks, wage statements, termination pay, payroll records, expense reimbursements, and unfair business practices.

## Santa Barbara

### Withers

*The 2021 Complaint can be found under Santa Barbara at:*

[www.problemsatplannedparenthood.org/california-s-to-z](http://www.problemsatplannedparenthood.org/california-s-to-z)

6. Plaintiff began his employment with Defendant on or about October 19, 2015. At the time of Plaintiff's wrongful termination on or about April 30, 2020, Plaintiff was employed by Defendant as a Lead System Analyst . . .

8. Unfortunately, on or about January 24, 2020, Plaintiff suffered a Transient Ischemic Attack ("TIA") and/or mini stroke while at work. Following the TIA and/or mini stroke, Plaintiff only took approximately two days off of work to heal and recover and thereafter returned to work.

9. After Plaintiff returned to work, he worked for approximately two weeks. However, after consulting with his healthcare providers, Plaintiff's healthcare providers recommended a medical leave of absence. Therefore, Plaintiff requested and Defendant granted Plaintiff a medical leave of absence.

10. On or about February 25, 2020, while Plaintiff was on his medical leave of absence, Plaintiff suffered a second TIA and/or mini stroke and thereafter, requested an extension of his medical leave of absence through March 2020.

11. Plaintiff returned to work on or about April 6, 2020 . . . Plaintiff's supervisor Systems Administrator . . . began to discriminate and/or retaliate against Plaintiff by, among other things, avoiding Plaintiff, taking away his job duties, over scrutinizing his work performance and ultimately giving Plaintiff a false and/or pretextual write up on or about April 24, 2020 . . .

13. Shockingly . . . within a few days after Plaintiff's complaint to Defendant's Human Resources department, Defendant wrongfully terminated Plaintiff for the false and/or pretextual reason of violation of company values.

14. Plaintiff is informed and believes, and thereon alleges, that Defendant wrongfully terminated Plaintiff on account of his perceived and/or disabilities and/or medical conditions and/or in retaliation for his requests for leaves of absence and/or taking leaves of absence and/or requesting accommodations and/or protesting discrimination and/or retaliation.

## Colorado

### Aurora

Post from June 18, 2018, next page:

Pro-Choice. Pro-Patient.  
Pro-Union.

# PPRM Bargaining Team

## PPRM Bargaining Team

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### REGARDING THE EVENTS LAST WEDNESDAY.

This past Wednesday evening a colleague and I, in our role as members of the SEIU, Local 105 collective bargaining team and proud representatives of the clinical staff from 14 PPRM centers who voted and won the right to unionize in December, 2017; planned to attend the annual fund-raising event held by Planned Parenthood of the Rocky Mountains to raise support for their advocacy & political arm, Planned Parenthood Votes Colorado. Our purpose was to ask donors to specify their money be used only for patient care activities and legislation that supports those activities, not for paying the high-price law firm hired by PPRM last summer to stop the formation of our collective bargaining unit. The event was being held at a public venue with certain areas reserved exclusively for ticketed attendees.

The tickets we purchased for the event were revoked with our money refunded immediately before start time of the event. I had arrived at the venue before learning I no longer had a ticket. My colleague was called off and never arrived; three SEIU staff members had also arrived to learn of ticket cancellations.

Suspecting our tickets had been revoked to prevent us from attending and speaking to donors, I decided to go up to the event to see if there was a public space outside the private event where I could talk to donors as they went in. I was accompanied in this by one union staff member. Upstairs, we were able to determine there was no public space, and while figuring this out, I was seen and recognized by event organizers and attendees. Becoming nervous, I suggested we return to the main floor.

Stepping back into the first floor public space, I saw uniformed and armed Aurora police officers beginning to approach us. Not wanting a confrontation, I walked away from them. Although I had seen three Aurora police cars when I first met up with union staff, I honestly did not believe they were there to keep us out of the event. However, it quickly became obvious that was exactly their purpose, because they began to follow us as we walked away into the mall.

Recognizing we were not going to be able to accomplish anything useful, the four of us decided to split up and make our way casually, visiting some shops along the way, back to the main entrance. The police officers also split up to follow each of us, thus leaving the event itself indicating they were not there for event security.

My car was parked on the opposite side of the building from the union staff so I had to walk back through the mall to reach it. As I walked past the event, the police officers saw me and watched me all the way to the exit. Getting into my car, I became very afraid that I was going to be followed and pulled over by one of the police units. I called my husband and recounted the entire story and he was also concerned and told me to stay on the phone with him and not to leave the parking lot for a while. I think I sat there in my car about 15 minutes, then finally got up the courage to leave through a small exit in the back of the parking lot, feeling very shaken. My impression was the police were there to ensure I and my SEIU companions left the event and did not return. That impression was fully supported later when I learned from one of our union organizers, that he had doubled back to the event and watched all of the police cars leave as soon as we were not on the premises.

# Delaware

## Wilmington

*Two documents for the same case from the Occupational Safety and Health Administration (OSHA) from 2013 can be found at:*

[www.problemsatplannedparenthood.org/delaware](http://www.problemsatplannedparenthood.org/delaware)

*Documents from the Occupational Safety and Health Administration (OSHA) from 2012 and 2013 can be found at:*

[www.problemsatplannedparenthood.org/delaware](http://www.problemsatplannedparenthood.org/delaware)

### **Occupational Safety & Health**

#### **Highlights:**

An employee filed a complaint alleging:

- Employees were exposed to skin punctures from contaminated needles.
- Contaminated medical equipment wasn't properly sterilized.
- Employees weren't provided with or required to wear personal protective equipment when handling infectious materials.
- Contaminated personal protective equipment wasn't properly handled or cleaned.
- Equipment and services weren't properly cleaned or sterilized after coming in contact with infectious materials.
- Employees hadn't received sufficient training in infection control.

Planned Parenthood of Delaware was required to pay \$3,060 in fines.

Later, Planned Parenthood of Delaware was found to not have trained staff properly in the handling of infectious medical waste. Planned Parenthood was fined \$4,250.

Additionally, 12 employees were stuck with contaminated, "non-engineered" needles during testing for tuberculosis. Planned Parenthood of Delaware was required to pay \$850 for this violation.

# Florida

## Miami



Planned Parenthood Is Accused of Mistreating Pregnant Employees  
by Natalie Kitroeff and Jessica Silver-Greenberg, *The New York Times*, Dec. 20, 2018

In Miami, one current and two former employees said that women at a Planned Parenthood office were scared to tell managers they were pregnant. One of them said that, in conversations with supervisors, colleagues would often volunteer that they were not planning on having children or were gay or single.

“It was looked down upon for you to get pregnant,” said Carolina Delgado, who worked in the Miami office until 2012. “I don’t think that any supervisor had to literally say it for us to feel it.”

### Dupont

*The 2018 Complaint can be found under Sarasota at:*

[www.problemsatplannedparenthood.org/florida](http://www.problemsatplannedparenthood.org/florida)

### Excerpt:

#### FACTUAL ALLEGATIONS

7. Defendant hired Ms. Dupont to serve as its Controller on or about August 1, 2016, at an annual salary of \$87,500 per year; Defendant increased her salary to \$97,500 . . .
8. On June 14, 2017, Ms. Dupont suffered serious physical injuries in an automobile accident.
9. The severity of Ms. Dupont’s injuries required her to seek continuing treatment, and to take time away from work to heal and continue her recovery for same.
10. Specifically, Ms. Dupont suffered from bulging and herniated disks, one of which pressed against Ms. Dupont’s sciatic nerve, causing her immense pain, and inability, to walk, sit, sleep, or stand, for any prolonged period.
11. Based on the severity of these impairments and her continuing treatment for same, Ms. Dupont’s medical condition was a serious health condition as defined by the FMLA.
12. Ms. Dupont, accordingly, notified Defendant, that she intended to take FMLA time away from work to treat her injuries and heal, as advised by her doctors and medical team . . .
17. Defendant, without valid cause, reason, or explanation, denied same.

18. Instead, Defendant notified Plaintiff that it was, instead, terminating her employment, and then ultimately replaced her with a temporary employee that Defendant had intended for Plaintiff to train.
19. This too not only constitutes FMLA interference, but also actionable FMLA retaliation.
20. Had Defendant complied with the FMLA, which it didn't, it would have known that an employee cannot be penalized for absences that are FMLA protected.

## **Sarasota**

### **Nazario**

*The 2017 Complaint can be found under Sarasota at:*

[www.problemsatplannedparenthood.org/florida](http://www.problemsatplannedparenthood.org/florida)

#### **Excerpt:**

11. On or about April 15, 2016, Plaintiff was injured at work. Specifically, Plaintiff tripped and nearly fell. Although Plaintiff was able to catch herself before falling to the floor she sustained an injury to her knee . . .

16. She required a short time off for surgery. She notified Defendant of the need for a short leave.

17. Defendant responded by attempting to impede Plaintiff's Worker's Compensation claim. Just weeks after advising the Defendant of her need for medical attention and surgery, she was terminated.

**18. On or about July 13, 2016, Defendant retaliated against plaintiff for lawfully claiming benefits under the FWCA by termination Plaintiff's employment for pretextual reasons.**

## **Tallahasee**

*The 2018 document from the Occupational Health and Safety Administration (OSHA) can be found at:*

[www.problemsatplannedparenthood.org/florida](http://www.problemsatplannedparenthood.org/florida)

#### **Excerpt:**

**Hazard Description:** The employer does not have a needle stick program, exposing employees to health hazards.

## Treasure Coast

### Novoa

*The 2020 Complaint can be found under Treasure Coast at:*

[www.problemsatplannedparenthood.org/florida](http://www.problemsatplannedparenthood.org/florida)

#### **Excerpt:**

11. Plaintiff began working for the Defendant on or about April 1, 2018 as a medical assistant. Plaintiff is a 48 year old individual with a daughter suffering from gastritis. On or about August 2018, Plaintiff advised her manager Lucia Cabrera that she was going back to school. Immediately, Ms. Cabrera began to make unwarranted and discriminatory comments regarding Plaintiff's age. Such as Plaintiff was "too old to be returning back to school." Meanwhile, Plaintiff's younger coworkers, who are all below the age of 30 years old were attending school and they weren't subjected to the same discriminatory comments and harassment in the workplace. On or about December 12, 2018, Plaintiff requested to have Mondays off from work due to her school schedule, although the younger co-workers were given revised work schedules to attend school, Plaintiff's request was denied. On or about November 4, 2019, Plaintiff requested time off due to her daughter having a medical procedure and to care for her daughter during the period of convalescence. Doctor's notes were provided by Plaintiff. Upon return to work, false accusations were made against client. Thereby, causing Plaintiff to have an adverse employment experience . . .

19. Plaintiff believed defendant was committed to ensuring a respectful workplace for all employees, reported the illegal employer transgressions to various leadership members of Defendant executives with the expectation that human resources for Defendant would investigate Plaintiff's complaints and take appropriate remedial action. Instead of taking appropriate actions and investigating these serious issues Defendant's proclaimed stance on discrimination does not reflect the actual culture of the employer. Time after time Defendant has chosen corporate profits over doing the right thing and taking meaningful action to eradicate discrimination on its own.

# Illinois

## Chicago

### Harkless

*The Complaint can be found at:*

[www.problemsatplannedparenthood.org/illinois-chicago](http://www.problemsatplannedparenthood.org/illinois-chicago)

### Headings for Allegations of Complaint:

B. [Planned Parenthood of Illinois] PPIL's Failure to Notify Plaintiff of Her Rights Under the [Family and Medical Leave Act] After Notification of Her Serious Health Conditions

C. Violations of the Confidentiality of Plaintiff's Medical Records by Defendants PPIL and Tao

D. Defendant Tao's Inappropriate and Discriminatory Comments and Behavior Toward Plaintiff and Other PPIL Employees

E. PPIL Had Notice of Defendant Tao's Discriminatory Behavior and Comments

F. Plaintiff's Termination and PPIL's Changing Reasons Given to Support It

G. Defendant PPIL's Intimidation of a Witness Who Did Not Support Its Defense for Terminating Plaintiff

### Kolosso

*The 2025 Complaint can be found at:*

[www.problemsatplannedparenthood.org/illinois-chicago](http://www.problemsatplannedparenthood.org/illinois-chicago)

### Excerpt:

10. On or about May 17, 2023, Kolosso experienced a serious workplace injury that caused significant damage to her back and other areas, including, but not limited to, strains, tears, hip dysplasia, and other serious medical issues . . .

14. Kolosso's disability is not transient and will require continued medical attention, surgeries, and treatment in order to ameliorate her ongoing conditions . . .

16. Planned Parenthood failed to grant Kolosso her requested accommodations or effective, alternative accommodations in order to permit Kolosso to return to the workplace full time . . .

25. Following the discussion, and Defendant's unreasonable offer to return to work with a demotion and significant pay cut, Defendant changed Kolosso's status from "Workman's Comp" to "Unpaid Leave" in their human resources system.

26. Defendant subjected Kolosso to harassment throughout Kolosso's efforts to return to work, and subjected her to retaliation in response to Kolosso engaging in protected activity.

# Indiana

## Indianapolis

### **Brown**

*The Complaint can be found at:*

[www.problemsatplannedparenthood.org/indiana](http://www.problemsatplannedparenthood.org/indiana)

#### **Excerpt:**

10. The Defendant hired Ms. Brown on or about September 30, 2013.
11. Throughout her employment with Defendant, Ms. Brown met or exceeded Defendant's legitimate expectations of performance.
12. On or about June 13, 2016, Ms. Brown provided the Defendant with notice of her disability, which was a diagnosis of cervical cancer.
13. Due to her disability Ms. Brown had to undergo frequent doctor visits.
14. Ms. Brown had to have a biopsy performed every three (3) months.
15. The Defendant made it difficult for Ms. Brown to take a day off every three (3) months in order to have her biopsy performed.
16. The Defendant told Ms. Brown to schedule her biopsies for Monday's as that would make it easier for her to have the day off.
17. The Defendant continued to make it difficult for Ms. Brown to get the day off for her biopsy, even when scheduled on Mondays.
18. Ms. Brown informed the Defendant that she was going to have surgery due to her disability.
19. The day before her surgery, Ms. Brown called off of work due to pain and bleeding associated with her disability.
20. The Defendant texted Ms. Brown stating "you will not take off without a valid reason."
21. Ms. Brown had never called into work prior to this date.
22. When Ms. Brown returned to work after surgery she had restrictions.
23. It was difficult for Ms. Brown to sit due to her disability.
24. If and when Ms. Brown did sit she needed a comfortable chair.
25. On or about March 20, 2017, approximately two (2) weeks after Ms. Brown's surgery there was a staff meeting.
26. When Ms. Brown arrived for the staff meeting there were no open chairs.
27. Ms. Brown felt that standing was better for her anyway due to her disability.
28. Ms. Brown would have had to violate her restrictions in order to carry a chair into the room.
29. Ms. Brown opted to stand due to these complications caused by her disability.
30. Ms. Brown was terminated on or about March 20, 2017 for standing during the staff meeting.
31. Ms. Brown was told that her standing during the staff meeting was "intimidating" and "disrespectful" towards the Vice President . . .

34. The Defendant intentionally and willfully discriminated against Ms. Brown due to her disability.

COUNT I: DISCRIMINATION ON THE BASIS OF A DISABILITY

COUNT II: FAMILY MEDICAL LEAVE ACT

## Kansas

### Overland Park

*The Complaint can be found under Overland Park at:*

[www.problemsatplannedparenthood.org/kansas](http://www.problemsatplannedparenthood.org/kansas)

#### **Blunt**

#### **Excerpt:**

1. This action arises under Title I of the Americans with Disabilities Act . . .
2. Plaintiff Blunt, an African American female, who also has a disability as defined under the ADA . . .
7. Plaintiff Blunt has exhausted all her administrative remedies, having received a Notice of Right to Sue from the Equal Employment Opportunity Commission . . .
11. When Plaintiff began her job with PPKM, she was instructed to catch up on approximately three years of backlogged accounts receivable. She was told to fix serious accounting problems and reconcile numbers which could not be substantiated.
12. Plaintiff was not provided substantial, meaningful, or sufficient training to do her job. . .
17. The stress caused by the workload and pressure to provide an immediate solution to the backlog began to affect Plaintiff's Bipolar Disorder, resulting in her promptly visiting her doctor to adjust her medication.
18. Plaintiff's doctor and therapist advised her to speak with her supervisor(s) to request help with her workload . . .
22. The following day, on October 1, 2015, PPKM terminated Plaintiff and refused to provide her with a reason.
23. At all times, Plaintiff was meeting the legitimate job expectations of Defendant, and, upon information and belief, had not been disciplined, written up, or warned about her performance.

Count I: Failure to Provide a Reasonable Accommodation in Violation of the ADA . . .

Count II: Disability Discrimination/Disparate Treatment in Violation of the ADA

Count III: Retaliation in Violation of the ADA

Count IV: Discrimination in Violation of 42 U.S.C. § 1981

# Nebraska



Dysfunction, turnover at Omaha Planned Parenthood clinic further limiting abortion access in Nebraska  
by Sara Gentzler, *Flatwater Free Press* May 1, 2025

## Excerpt:

The Flatwater Free Press spoke with seven current and former Planned Parenthood employees. Most said that out-of-state executives are largely responsible for the staffing woes and other issues. Several said that recent news coverage of the national organization's broader struggles in clinics across the country resonated with their own experiences.

Insufficient training has led to problems beyond burnout, they said, including a recent pause on rapid testing for two sexually transmitted infections due to inconsistencies in how the tests were being administered . . .

Regional executives at the headquarters in Minnesota are disconnected from the reality in Nebraska and clinics generally, Schmidt and others said, resulting in a lack of transparency and communication around big decisions.

Training suffered within the churn of turnover and expectations that they do more with fewer people, current and former employees said.

Employees recently discovered that training was inconsistent for staff performing rapid tests for HIV and syphilis, prompting the clinic to pause those tests while management sorted through whether past tests were accurate.

Employees were not sure what follow-up ultimately happened with patients, and said management attempted to pin the problem on one particular trainer . . .

When she arrived last year, she said morale was already poor and she took on the task of activities meant to boost it, including goodbye parties. Earlier this year, she started planning more and more of them before, ultimately, she planned her own.

"In the end, construction's a factor, turnover is a factor, but I think when it all comes down to it . . . I don't think they felt heard. I don't think they felt respected in their work," Forsyth said.

"And you do that for so long that you eventually just decide to move on."



Unionizing Planned Parenthood  
by Becca Andrews, *Capital & Main: Investigating Money, Power and Society*, March 25, 2024

### Excerpt:

In Nebraska, Ashley Schmidt, who helps train new workers and oversees professional development within Planned Parenthood North Central States, told Capital & Main that her starting salary in 2019 was \$15 an hour. Schedulers routinely overbooked appointments, creating massive wait times, frustrated patients and rushed medical care. Turnover at the office was striking, and it continued to worsen — during contract negotiations last year, it climbed to 44%.

Schmidt earned so little, she recalls, that her utilities got shut off. To continue working that winter, she began taking calls for work in her car, which was heated, instead of her home, which was not. Both Schmidt and Larson say they have colleagues who've worked second jobs to make ends meet. And they point out, too, that overburdened workers will struggle to provide good care.

"We're human beings that don't even get a lunch break, so we're running on empty tummies and we're rushing to get through it," Schmidt said. "We're always trying to be the best caregivers that we possibly can, but we're also human beings and human errors are going to be inevitable when we're overbooked and underfed."

## New Jersey

### Absecon

#### Murphy

*The 2025 Complaint can be found at:*

[www.problemsatplannedparenthood.org/new-jersey](http://www.problemsatplannedparenthood.org/new-jersey)

1. This Complaint alleges that Defendant, Planned Parenthood, a well-known healthcare facility and clinic, wrongfully terminated Plaintiff . . . for following COVID-19 protocols by requesting reasonable accommodations for virtual work after an exposure to COVID-19 and experiencing symptoms. Defendant's actions not only violated Plaintiff's rights but also potentially endangered public health by discouraging adherence to critical pandemic safety measures . . .

48. Plaintiff suffered significant financial losses, having resigned from a stable full-time job in reliance on Defendant's promises of long-term employment.

49. She has experienced severe emotional distress, including anxiety, depression, insomnia and exacerbation of pre-existing medical conditions.

# New York

See also the *Open Letter from Employees in Chapter 7, Racism*.

	<p>A Worker Uprising at Planned Parenthood Melissa Gira Grant, <i>The New Republic</i>, June 18, 2020</p>
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**Excerpt:**

As Covid-19 hit New York, staff at a number of Planned Parenthood health centers found themselves facing two crises at once: keeping health services going and keeping their jobs. As some health centers closed temporarily and shifted to telehealth services, staff also saw their hours cut or positions furloughed. To hear workers describe it, this was not entirely unforeseen. For more than a year, they had pressed management to improve conditions for staff, particularly for Black workers, and for the patients they care for. Some on staff have now decided to take their demands public, “inspired and emboldened by national movements led by Black people holding organizations and institutions accountable and working to dismantle systems of oppression and white supremacy.”

	<p>How an Ousted CEO Built a Culture of 'Covert Racism' and Fear at Planned Parenthood's Largest Affiliate by Esther Wang, <i>Jezebel</i>, June 24, 2020</p>
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**Excerpt:**

[W]hen Laura McQuade, the former head of Planned Parenthood Great Plains, became the new CEO of Planned Parenthood of New York City, Adams quickly felt a shift in the organization’s culture. Part of it stemmed from a promotion that required Adams to move from the Brooklyn clinic, which was largely staffed by people of color, to the organization’s administrative office—a “largely white space,” as she put it. “People of color are at the frontlines, but as you go through the ranks, it becomes whitewashed,” Adams said . . .

But Adams pinned most of the blame on McQuade, who instituted what she described as a toxic “mean girl” culture and an environment suffused with “covert racism.”

On Tuesday, the board of Planned Parenthood Greater New York announced that they had “parted ways” with McQuade . . . Staff concerns against McQuade included accusations of racism and bullying, as well as charges that she had instituted a revenue-driven, assembly-line approach to PPGNY clinics—one that put patients, and in particular Black and other patients of color, at potential risk.



As Contract Fight Drags On, Planned Parenthood Workers Say Enough is Enough  
 1199 Magazine (SEIU union), February 22, 2021

**Excerpt:**

Frustrated 1199ers at four New York City clinics run by Planned Parenthood of Greater New York (PPGNY) held informational pickets Jan. 7 to demand that management stop dragging their feet and settle a fair contract now.

Workers voted unanimously in August 2019 to join 1199SEIU. And PPGNY’s stalling around a contract settlement commenced almost immediately. More recently, PPGNY telegraphed its intransigence by hiring an HR director straight from a union-busting law firm. And as New York City’s second wave of COVID-19 hit its peak, PPGNY proposed givebacks on workers’ healthcare coverage.

No longer on web.	Planned Parenthood In Crisis: Workers Demand Union! by Joe Maniscalco, LaborPress.org, July 23, 2014
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**Excerpt:**

No less than eight elected officials from both the New York State Legislature and United States Congress are calling upon Karen Nelson, CEO, Planned Parenthood of Western and Central New York, to honor workers’ overwhelming decision to have CWA Local 1168 represent them in future contract negotiations.

So, far, however, Planned Parenthood's leadership is refusing – insisting that an official election must be held.

Roughly 70 percent of the Planned Parenthood workers in Central New York already signed union authorization cards in June. The 60-plus employees working in five Planned Parenthood centers around Central New York, say that management has busted down workers to part-time status, while also stripping them of their job titles, and telling them they must reapply for their positions . . .

Fed up, as many as 10 Planned Parent workers have reportedly left the organization in the last three weeks. Those remaining, say that patients are often double booked, requiring staffers to stay on the job long past regular business hours. At the same time, workers say that post-merger management has callously altered worker schedules with no regard for employees’ familial obligations.

## DeSouza

The 2021 Complaint and the Appeals Court Decision in favor of plaintiff can be found at:

[www.problemsatplannedparenthood.org/new-york](http://www.problemsatplannedparenthood.org/new-york)

### Excerpt:

The Complaint plausibly alleges facts showing “but-for” causation. There is a close temporal connection of approximately one month between Plaintiff’s protected activity and the adverse employment action. Plaintiff sent emails complaining of microaggressions against Jewish people to Walker on October 20 and 28, 2020. Her employment was terminated on November 30, 2020.



Fired Jewish Planned Parenthood Worker Can Sue for Retaliation  
by Patrick Dorrian, *Bloomberg Law*, June 8, 2022

## White Plains



Planned Parenthood Is Accused of Mistreating Pregnant Employees  
by Natalie Kitroeff and Jessica Silver-Greenberg, *The New York Times*, December 20, 2018

Tracy Webber, the former director of clinical services in White Plains, sued the organization for pregnancy discrimination in 2009, saying she had been fired four weeks after giving birth. Planned Parenthood settled for undisclosed terms. . .

As a medical assistant at Planned Parenthood, Ta’Lisa Hairston urged pregnant women to take rest breaks at work, stay hydrated and, please, eat regular meals.

Then she got pregnant and couldn’t follow her own advice.

Last winter, Ms. Hairston told the human-resources department for Planned Parenthood’s clinic in White Plains, N.Y., that her high blood pressure was threatening her pregnancy. She sent the department multiple notes from her nurse recommending that she take frequent breaks.

Managers ignored the notes. They rarely gave her time to rest or to take a lunch break, Ms. Hairston said.

“I had to hold back tears talking to pregnant women, telling them to take care of their pregnancies when I couldn’t take care of mine,” she said . . .

When Ms. Hairston asked for regular breaks, including 30 minutes for lunch, her supervisors brushed her off. Ms. Hairston said she sent multiple notes from her nurse at Full Circle Women’s Health to the regional office’s human resources department, stating

that the extra breaks were medically necessary. No one responded, and nothing changed, according to Ms. Hairston and the former human resources manager.

Ms. Hairston's hands and feet swelled; the clinic's plastic gloves no longer fit. Her blood pressure got so high that her doctor put her on bed rest when she was seven months pregnant.

She returned to work on strict orders to not work more than six hours a day and to take regular breaks. One day in March, she worked a much longer shift. She soon became so sick that her doctor told her to go back on bed rest. A few days later, on March 23, she went to the hospital. Doctors performed an emergency C-section. She was 34 weeks pregnant.

When she had been on maternity leave for eight of the 12 weeks guaranteed by the Family and Medical Leave Act, Planned Parenthood's human resources department called her multiple times and urged her to return to work early, Ms. Hairston said. She emailed the department and said she felt "discriminated against." She resigned in June.

"I didn't get into the medical field to be treated like this," she said.

## North Carolina



Planned Parenthood Has a History of Trying to Beat Back Labor Unions  
Erin Heger, ReWire News Group, July 19, 2018

### Excerpt:

Jessica Rubio, a nurse practitioner in North Carolina, said she experienced pushback 14 years ago when she and her colleagues tried to unionize at Planned Parenthood of Central North Carolina (PPCNC).

"Management became very nasty," Rubio told *Rewire.News*. "There was a lot of blatant intimidation."

After seeing discrepancies in promotions and wanting to address concerns over pay and benefits, Rubio and several of her colleagues at PPCNC began organizing a union in 2004. They received immediate pushback, Rubio said, with management scheduling mandatory anti-union meetings as well as pulling workers aside in the hallway and telling them a union would hurt Planned Parenthood . . .

Rubio and her colleagues eventually won their union election, but management dragged out contract negotiations for so long that many workers ended up leaving and the bargaining unit dissolved . . .

Rubio's experience trying to unionize at PPCNC ended with her vowing to never again work for a Planned Parenthood affiliate. "I'm passionate about reproductive health, but I'm sad to say that's no longer funneled toward Planned Parenthood," Rubio said. "I am so disillusioned by the exploitation of those working and sacrificing for the cause."

# Ohio



The Worker's View: Inside the Planned Parenthood of Greater Ohio vote to unionize  
by Mandy Shunnarah, January 30, 2025

“When I got hired, I was paid \$45,000. Then I compared notes with my other regional field managers, and we all had different pay, which was strange because some of us were hired at the same time. Of the two of us who were hired at the same time, I had more experience, but he got paid significantly more than me,” Oney said. “Like, oh, we’re doing the gender pay gap at Planned Parenthood? We did push management to give us a raise, which got it up to \$55,000, but that required a lot of pushing and a lot of risk because we didn’t have a union at the time.” . . .

“I talked to an RN (registered nurse) in Cleveland, and she said they were asking RNs to travel from Cleveland to Columbus to work at the [Planned Parenthood] East health center because they didn’t have enough consistent staff. But that’s like a five-hour round trip, and they weren’t going to give them a raise. They’d pay for the mileage, but not a raise,” Oney says. “How can you expect people to do five hours of commuting round trip without raises?” . . .

For PPGOH Workers United, management would only voluntarily recognize the union if it was split in two units: one for clinicians and one for administration, which workers argue doesn’t make sense.

“It’s just bold to try to consistently preach to us that we’re all working toward the same mission,” Oney said. “It was irritating because it felt like they were just doing it to limit our bargaining power. Like if the admin side felt like they were being screwed over, we wouldn’t have clinical to strike with us unless it was a solidarity strike, which takes more work, and they know that. . . . We hope that despite their efforts we’re able to work with two units. They’re assuming there’s a lot less solidarity than there is.”

# Tennessee

## Nashville



Former Planned Parenthood Employees Allege Mismanagement.  
by Steven Hale, *The Nashville Scene*, December 18, 2018

The *Scene* spoke to four staffers from the facility, some of whom have lost their jobs as a result of the closure, and all describe a turbulent six months leading up to the announcement. Some learned of the news by email, while others found out when they checked a work schedule and noticed their name no longer appeared on it.

The staffers also say a number of patients with upcoming appointments received a terse text message informing them that the appointment had been canceled . . . The blunt, cold delivery of the news is in line with what they describe as a number of recent policy changes at the clinic that they perceived as being designed to prioritize money over patients . . .

As for “quality improvement,” some former staff members say they believe that’s a euphemism for replacing employees who pushed back on troublesome policy changes with new ones who will be more compliant.

# Texas

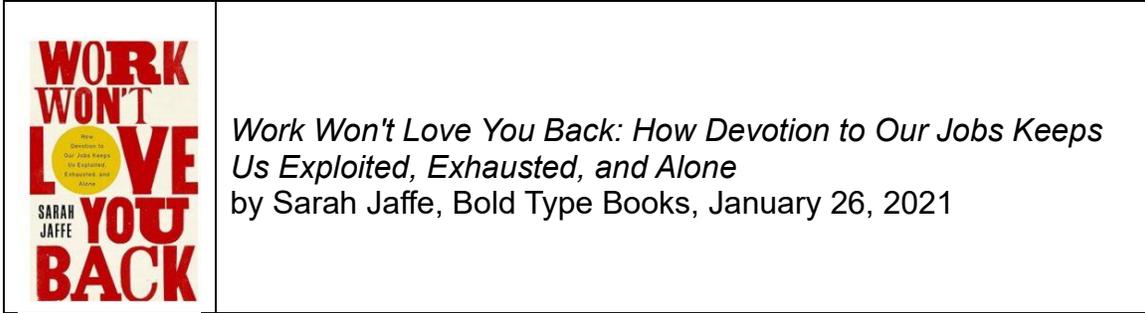
## Austin



Planned Parenthood employees laid off, claim it’s retaliation for voicing concerns  
by Alex Caprariello, KXAN, Austin NBC news affiliate, April 10, 2020

More than a dozen workers at Planned Parenthood clinics across Austin are now without a job. They say they believe it’s direct retaliation for both voicing complaints to the CEO and their ongoing efforts to unionize within the past year.

Planned Parenthood management confirmed it made staff cuts, but it says it’s a business decision it had to make because of COVID-19.



**Book Excerpt, Page 170:**

In Texas, around twenty staffers were laid off in April 2020, and they suspected it was retaliation for their union drive. The workers had raised issues around the lack of personal protective equipment and paid sick leave. “There’s this big disconnect between the people managing us and the work that is being done on the ground,” Ella Nonni, one of those workers, told reporters.

**Austin**

**Dalton**

*The 2017 Complaint can be found at:*

[www.problemsatplannedparenthood.org/texas-austin](http://www.problemsatplannedparenthood.org/texas-austin)

**Excerpt:**

**IV. FACTUAL BACKGROUND**

5. Mrs. Dalton is a licensed registered nurse with a statutory duty to her patients in accordance with the Texas Occupations Code.

6. Mrs. Dalton worked for Planned Parenthood . . . from June 6, 2016 until February 28, 2017 when she was suddenly discharged from her employment in retaliation for tirelessly advocating for patients by making repeated protected reports about safety concerns that exposed the patients and the public to risk of injury and even death . . .

7. Mrs. Dalton made the first report about safety concerns when she was sent for training at the Fort Worth Planned Parenthood ASC location [Southwest Center] in June of 2016. Specifically, Mrs. Dalton recognized that a patient who was . . . in the recovery room was increasingly pale, shaky, sweating and made the nursing diagnosis of potential for shock with decreasing blood pressure and oxygen saturation. The nurse in the recovery room was simply recording vital signs without critically thinking at all about the data assimilated with the patient condition. Mrs. Dalton had to rescue the patient by providing emergency fluid resuscitation and was “written up” for doing so. At that point she was told that she could only “observe” and not do patient care. She asked to terminate her “observation period” and returned to Austin where she immediately reported the situation in Fort Worth as well as the absence of fluids and orders to administer them in the recovery area. Her concern fell on deaf ears . . .

9. The Ben White Clinic [South Austin Center] was chronically understaffed with nurses who kept quitting yet overflowing with patients. As a result, the “flow” of patients was increased to dangerous levels and corners were cut to save time. When Mrs. Dalton reported the dangerous conditions, the Charge Nurse . . . stated “I was hired to improve patient flow. I am not a nurse manager.”

10. For example, patient operative records were “pre-populated” . . . with information even before they went to the operating room in violation of minimum nursing standards . . .

11. Patients were allowed to wear long sleeved garments that would not accommodate being “rolled up” to expose the deltoid as an injection site . . . Mrs. Dalton . . . complained about this practice to her Charge Nurse . . . after such an event caused . . . the tight garment to slip and encounter the needles . . .

12. . . . Mrs. Dalton raised valid concerns about liter bags being used and single dose medications NOT MULTI DOSE and posing yet another safety hazard and consulted with the clinic pharmacist . . .

20. Mrs. Dalton alleges and will prove that Defendants engaged in needless dangerous practices that exposed patients to risk of injury an death and she tried to prevent such risk from recurring and Defendants response to her protected reports was to cause termination of Mrs. Dalton’s employment.

## **Fort Worth**

*The 2019 Complaint can be found at:*

### **Belmonte**

[www.problemsatplannedparenthood.org/texas-dallas-fort-worth](http://www.problemsatplannedparenthood.org/texas-dallas-fort-worth)

### **Excerpt:**

#### **III. FACTS**

12. On August 8, 2017, Decedent, . . . Belmonte, was at her place of employment at a location of Defendant Planned Parenthood, where she experienced intermittent chest pain. When paramedics and employees of MedStar first arrived at Planned Parenthood, Decedent stated that her chest pain was not severe. However, her condition quickly deteriorated, and she went into cardiac arrest immediately after being loaded onto a stretcher.

13. Plaintiff . . . arrived on the scene at Planned Parenthood and attempted to enter the room where his wife, the Decedent, was being treated by Defendant MedStar first responders. Even though the employees of Defendant Planned Parenthood knew Plaintiff . . . was the spouse of Decedent, the employees prohibited him from entering the room where Decedent was being treated . . .

14. After treating Decedent for an unreasonably extended period of time at Planned Parenthood, Defendant MedStar’s first responders transported Decedent to

Harris Methodist Hospital Southwest in Fort Worth, Texas where she subsequently passed away within an hour of arrival.

15. Several weeks following the passing of Decedent, Plaintiff . . . received a letter from UT Southwestern informing him the Decedent was involuntarily placed in a federal study that consisted of conducting alternative cardiac arrest treatments on qualified patients. However, Decedent never gave consent to be placed into this study as she was unconscious . . . nor did the first responders receive consent from her husband . . . because he was never consulted . . .

18. Defendants . . . negligently caused and negligently permitted nonconsensual and inadequate treatment to be administered . . . and negligently failed to warn Decedent or Plaintiff . . . of the risks associated with the treatment; prevented Plaintiff . . . from refusing the treatment being studied; and prevented [Plaintiff] . . . from taking [the Decedent, his wife, to the nearby hospital emergency room, despite the fact that Defendants . . . should have known of the risks involved with the treatment and that there was a likelihood Decedent could be injured or pass away, which is exactly what happened to Decedent.

## Washington State

### Yakima

#### Sharp



Former Planned Parenthood employee wins lawsuit in Benton County  
*The News Tribune*, Tacoma News, July 11, 2012

#### Excerpt:

After an eight-year battle, a former Planned Parenthood employee won a lawsuit in Benton County alleging that the organization fired her because of a disability . . .

Her neck and back pain sometimes made Sharp unable to perform all of her job functions, and her lawsuit alleged that Planned Parenthood fired Sharp rather than provide reasonable accommodations. . .

[Her attorney] said Sharp had never received a negative performance evaluation or reprimand, and that the organization's human resources department performed no independent investigation . . .

The case finally came to trial in June, and a jury on June 27 awarded more than \$136,000 to Sharp after finding that she was fired because of her disability.

# Chapter 7



# United States

Planned Parenthood itself offers detailed information on its own racist history:

	The History & Impact of Planned Parenthood
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Further examples from recent years:

	Employees Are Calling Out Major Reproductive Rights Organizations for Racism and Hypocrisy by Ema O'Connor, <i>Buzzfeed</i> , August 21, 2020
	Dozens of Black Employees Said They Faced Racism at Planned Parenthood, An Internal Audit Found by Ema O'Connor, <i>Buzzfeed</i> , October 9, 2020
	Ex-Planned Parenthood Employee Says Racist, Toxic Culture Sent Her to the ER by Emily Shugerman and Brianna Sacks, <i>The Daily Beast</i> , October 19, 2022

## Excerpt:

(NEW YORK) — A former Planned Parenthood employee is suing the organization, alleging the reproductive healthcare nonprofit retaliated against her and ultimately fired her for speaking out against its treatment of Black women.

Plaintiff Nicole Moore, the former director for multicultural engagement at Planned Parenthood based at the national headquarters in Manhattan, New York, claims in the complaint filed on Wednesday that Planned Parenthood has perpetuated a culture of racism where Black women within the organization are discriminated against through unequal work distribution and opportunities for promotions.

“[Planned Parenthood] has blatantly ignored reports by dozens of its Black employees of systemic unequal hiring and promotion, more work for lower pay, overt hostility, and trafficking in stereotypes by leadership,” according to a copy of the complaint obtained by ABC News.

Moore, who says she served in the role from Jan. 13, 2020, through Nov. 2, 2021, also claims that “Black-centered campaigns were deprioritized and under-resourced.”



A South Jersey nurse practitioner is suing Planned Parenthood alleging race discrimination. Her case is one of many against the reproductive health giant.

by Sarah Gantz, *The Philadelphia Inquirer*, April 18, 2023

**Excerpt:**

Over the last five years, discrimination lawsuits have been filed by at least two dozen former and current employees of Planned Parenthood’s 49 affiliates, which employ thousands across the country and are a leading source of reproductive health care in almost every state, according to an *Inquirer* analysis of publicly available national case databases.

In court records and interviews, employees said they faced racist comments from coworkers and were held to a different standard than white colleagues. Many said supervisors were more critical of their work, while valuing their contributions less, compared with white coworkers . . .

For every former employee who has sued, many more likely have experienced discrimination but stayed quiet for fear that it will affect their ability to find new employment, lawyers representing workers told *The Inquirer*. The number and geographic spread of the cases suggest a systemic problem, according to a University of Pennsylvania expert in diversity in health-care workplaces.

## Moore

The 2022 Complaint can be found at:

[www.problemsatplannedparenthood.org/united-states](http://www.problemsatplannedparenthood.org/united-states)

### Excerpt:

When [Plaintiff] politely spoke up about the inequitable distribution of work, she was falsely accused of being negative, angry, difficult to work with, and chastised for her "tone" - complaints that had no basis in reality but comported with well-trafficked stereotypes about Black women. Planned Parenthood executives then proceeded to thwart Moore's ideas, sabotage her projects, and subject her to unfounded disciplinary measures that were clearly intended to silence her complaints. The barrage of mistreatment caused Moore to suffer a panic attack so severe that she spent a day in the hospital. After complaining to HR that the disciplinary measures appeared to be retaliation for her complaints of racial inequality at the organization, she was summarily fired.

## Joyner

	<p>Joyner v. Planned Parenthood Federation, 2007 NY Slip Op 31798(U) (N.Y. Sup. Ct. 6/8/2007)</p> <p>Court Decision on Discovery, June 8, 2007</p>
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### Excerpt:

Plaintiff was the Vice President for Diversity of defendant Planned Parenthood Federation of America, Inc. ("defendant" or "PPFA") from August 2004 until she was terminated, purportedly for cause, in or about February 2006. Her complaint alleges that she was terminated in retaliation for her efforts to document and to remedy pay disparities between white employees and others, and for her repeated complaints to defendant about a pattern and practice of discrimination on the basis of race and national origin.

← Post



**Amber J. Phillips**  
@AmberAbundance



I'm so glad this people shared their stories. I worked at @PPact on the @PPGenAction team and it was the most racist and toxic work environment I have ever experienced in my life.  
[buzzfeednews.com/article/emaoco...](https://buzzfeednews.com/article/emaoco...)

7:09 PM · Aug 25, 2020

## California



A South Jersey nurse practitioner is suing Planned Parenthood alleging race discrimination. Her case is one of many against the reproductive health giant.

by Sarah Gantz, *The Philadelphia Inquirer*, April 18, 2023

### Excerpt:

The cases detail how inappropriate behavior, racist tropes, microaggressions, and unequal expectations went unchecked, even after employees complained. A few examples . . . A Black nurse practitioner in California said she was called a “homie” by a supervisor who also made comments about her hair and used racial slurs when referring to other Black people. The Planned Parenthood affiliate settled the case privately in 2019.

## Los Angeles

### **Bryant**

*The 2017 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

#### **Excerpt:**

1. Plaintiff . . . was employed by defendant Planned Parenthood Los Angeles . . . she began her employment on or about July 11, 2016. Plaintiff's race is African - American. Her title was Family Nurse Practitioner.

2. During her employment, defendant PPLA's managerial and supervisory Employees . . . harassed and discriminated against plaintiff and other co -employees because of their African - American race.

3. This harassment and discrimination occurred on a daily basis and included, but was not limited to, the following:

- a) Calling African -Americans "homies;"
- b) Criticizing the performance of African -American employees;
- c) Making comments about the hair and braids of African -American employees; and
- d) Making derogatory racial slurs about African -Americans.

4. Non-African-American employees were not treated in such a manner . . .

9. On or about August 2, 2017, plaintiff was terminated. Plaintiff was terminated because she was a witness in support of another employee's complaints of discrimination and harassment and because she complained of harassment and discrimination.

### **Jones**

*The 2004 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

#### **Excerpt:**

8 . . . Plaintiff was the first African American male employee to ever be hired in his particular department by PPLA, and was the first such minority to hold his specific position . . .

12. Among other things, as alleged below, Plaintiff refused to engage in PPLA promotional practices that were intended to deceive the African American community in South Los Angeles . . . Plaintiff, an African American, was not comfortable being forced to misrepresent facts to other similarly situated persons.

13. During this same time period, PPLA was also engaged in other activities having a deleterious effect on African American persons, including Plaintiff's fellow employee, one Nick Nkwuda, an African immigrant. Specifically, in or around January of 2004, Mr. Nkwuda was referred to as a "nigger." PPLA's management did nothing to punish the management employee who used such degrading language toward an employee similarly situated to Plaintiff in terms of minority status . . .

14. In fact, throughout 2003 and most of 2004, PPLA had created and allowed the continuation of an environment that was hostile toward African American and other minority employees, especially male employees. A female accounting supervisor referred to male employees in position of authority and officers of the company as "dickheads," and other derogatory terms, constantly defaming and engaging in confrontational behavior which was known throughout and brought to the attention of Human Resources and the interim and permanent CEO and President of PPLA. These terms were most often uttered by the female executive management of PPLA.

15. At the time of Plaintiff's employment, PPLA's white, female management staff also caused openly discriminatory comments and representations to be made that would have made a reasonable person feel uncomfortable . . .

16. The various circumstances described above created an environment that was racist and sexist in tone, policy and practice. These practices have not been abated by PPLA and continue to cause harm to individuals employed by PPLA. PPLA is the subject of multiple verified complaints having been filed with the California Department of Fair Employment and Housing within the last six months.

## **Nwuda**

*The 2006 Complaint can be found at:*

[www.problemsatplannedparenthood.org/california-los-angeles](http://www.problemsatplannedparenthood.org/california-los-angeles)

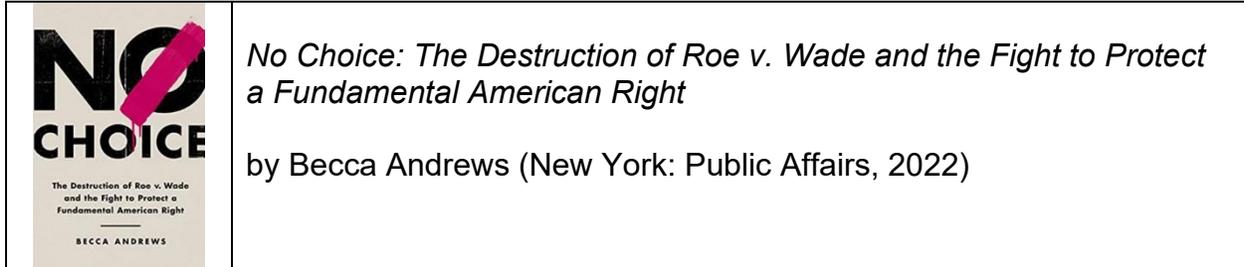
*PPLA = Planned Parenthood Los Angeles*

12. Around January 2004, PPLA hired one [person] . . . Upon her hiring by PPLA, [she] immediately began to get into verbal altercations with plaintiff and others. She constantly used profanity and created a very hostile work environment. This culminated in an incident where she used the word "nigger" directed at plaintiff. Plaintiff immediately placed his concerns in writing and requested disciplinary action with the human resources department at PPLA. Nothing ever happened to correct this wrong. In fact, plaintiff was later put on probation by a female supervisor and then was forced to quit on March 6, 2004 due to a hostile environment.

13. On or about January 2004, plaintiff complained about the derogatory racial terms and slurs and profanity used by [a different staff member], Operations Account. All the accounting staff was in close quarters and these terms were heard by everyone. On February 5, 2004, plaintiff complained in an electronic mail . . . He informed here of the insults and verbal confrontations . . . Nothing was done to prevent further racial harassment and an increasing hostility in the work place environment by management.

# Indiana

## Indianapolis



### **Book Excerpt:**

Nowhere was the survival mode mentality more evident than in the unchecked behavior of the [doctor] at the clinic, a graying white man in his 50s . . .

She suspected that he was harder on patients who did not speak English, and she fought for privileges as the only Spanish speaker on staff to accompany Latinx patients into the procedure room so she could answer their questions and advocate for them if necessary.

# Michigan

## Grand Rapids

*The 2015 Complaint can be found under Grand Rapids at:*

[www.problemsatplannedparenthood.org/michigan](http://www.problemsatplannedparenthood.org/michigan)

### **Excerpt:**

In conclusion, I don't feel that Planned Parenthood is providing me with a safe work and non-hostile environment because of my race, ethnicity, and not taking the complaint seriously . . . I love my job here at Planned Parenthood, but if this workplace harassment continues and I don't feel safe at work, then I will be forced to take further action.

# Missouri

## St. Louis



Former St. Louis Planned Parenthood employee sues for racial discrimination

by Deion Broxton, First Alert Channel 4, June. 6, 2024

# New Jersey

## Bryn Mawr



A South Jersey nurse practitioner is suing Planned Parenthood alleging race discrimination. Her case is one of many against the reproductive health giant.

by Sarah Gantz, *The Philadelphia Inquirer*, April 18, 2023

### Excerpt:

A patient’s urine test landed on Michelle Fisher’s desk with a warm, wet splash. Fisher, a Black nurse practitioner, remembers looking up from her lunch to see the white manager of Planned Parenthood’s Bellmawr clinic in Camden County.

The clinic manager often berated Fisher for asking questions the nurse practitioner thought were necessary to do her job — including this time, when she’d asked to see a urine test before authorizing birth control, she says in a federal discrimination lawsuit. Fisher claims that the supervisor frequently ended their terse exchanges by flicking a fist at her, making a whip-cracking sound and ordering, “Now get back to work.”

Such interactions were emotionally draining, Fisher said in an interview, but she continued to show up, day after day, for almost three years because she wanted to provide for Black women and girls what she’d rarely had: a medical provider who looked like her.

When she was laid off in spring 2021 in what she believes was retaliation for filing multiple discrimination complaints to human resources, Fisher decided to do more.

In May 2022, Fisher sued Planned Parenthood of Northern, Central and Southern New Jersey for race discrimination and wrongful termination and was deposed in March of this year. The case is ongoing.

“What if this is someone else’s dream job and they look like me?” she said in an interview. “I want other people to be able to go in there and not be treated like that.” . . .

“If we can’t count on Planned Parenthood to respect Black employees, how can we count on them to care for people of color as patients?” said Valerie Shore, Fisher’s Cherry Hill-based lawyer.

## New York

### General Open Letter: Save PPGNY

	Current and former staffers of Planned Parenthood of Greater New York June 18, 2020
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#### Excerpt:

#### Racism and Weaponizing of the Work of Diversity, Equity and Inclusion Against Staff

Planned Parenthood was founded by a racist, white woman. That is a part of history that cannot be changed . . . After years of complaints from staff about issues of systemic racism, pay inequity, and lack of upward mobility for Black staff, highly-paid consultants were brought in three separate times to assess the situation. Each time, employees of color were brutally honest about their experiences, but nothing changed . . .

When diversity and equity are weaponized to make changes that are harmful to staff it diminishes the value of these very important areas of change. We know that Planned Parenthood has a history and a present steeped in white supremacy and we, the staff, are motivated to do the difficult work needed to improve.

#### Decimation of Institutional Knowledge Due to Unprecedented Rates of Staff Turnover

McQuade’s time at PPGNY has been defined by constant staff departures. Under her leadership, 23 members of senior staff have quit or been forced out. Many of these colleagues had 10-20+ years of experience with our affiliate. Others were people hired by McQuade directly to newly created positions who left mere months into their roles. This high amount of turnover has had a destabilizing effect on the organization. The loss of institutional knowledge is so profound as to be detrimental to every aspect of the organization.



## Supplemental Open Letter: On Equity

**June 18, 2020**

We write this — as a group of both current and former BIPOC (Black, Indigenous, People of Color) employees of Planned Parenthood of Greater New York — to expand on the issues of racism and anti-Blackness in our workplace mentioned in our general open letter to the PPGNY Board . . .

PPGNY, under the leadership of CEO Laura McQuade, has effectively gaslit and silenced their marginalized staff thus creating a toxic work environment. While we stand together as people of color, we also stand firm in our commitment to acknowledge that anti-Blackness is a critical and specific fulcrum of white supremacy.

The PPGNY Senior Leadership team, despite the visual appearance of diversity, has repeatedly weaponized the language of diversity, equity, and inclusion. Rather than using their true definitions, senior leaders and upper management have used these terms to manipulate and silence those with differing opinions and perspectives. They have leveraged identity politics by putting Black and other people of color in positions of leadership who actively participate in harming Black staff and other staff members of color below them.

At this point, PPGNY's attempts to present itself as a diverse workplace have been carefully orchestrated and superficial at best. PPGNY repeatedly tokenizes their Chief Equity and Learning Officer, a Woman of Color who is not of African descent, as the "voice" for BIPOC staff. The decision to hire a non-Black person in this role exemplifies the ways in which white-led organizations use non-Black people as a buffer to actually confront and uproot anti-Blackness within organizations . . .

The class tensions are made clearer when the BIPOC leadership were also complicit in the decisions to furlough/terminate 28% of staff. This included the closing of health centers in the Bronx and Queens, as those areas were being devastated by COVID-19. Additionally furloughed staff, many of which are BIPOC women, remain unclear when they will be called back to work and left with no official information regarding when their health insurance will be terminated.

With multiple attempts by the BIPOC staff to bring these concerns to our supervisors, we continue to be invalidated and marginalized. White and non-Black employees are still given more pay and more advancement opportunities than their Black colleagues. Blanket statements are used to overshadow our grievances, while only exacerbating the problem. Black staff are further disheartened when our white and non-Black colleagues use their privilege to amplify our concerns, and find they, too, are challenged and manipulated into silence.

## Mitchell

*The 2023 Complaint can be found at*

[www.problemsatplannedparenthood.org/new-york-city](http://www.problemsatplannedparenthood.org/new-york-city)

### Excerpt:

. . . the reality is that Planned Parenthood continues to be run by people who are openly hostile to racial minorities, the disabled, older workers and those who complain about discriminatory practices.

Proof of this reality lies in the lawsuit filed by . . . Moore\*, who on October 19, 2022 . . . alleged that Planned Parenthood continued to discriminate against African American employees . . .

Now , [defendant], the Chief Operational Officer and highest ranking African American male in Planned Parenthood of Greater New York's history, is filing this lawsuit alleging that he too has been victimized by race, gender, age and disability in violation of Federal State, and New York City laws. This lawsuit is meant to shine a light on the discriminatory and retaliatory employment practices that permeate the organization and bring justice to Mr. Mitchell for the unrelenting discriminatory practices he had and continues to endure.

\* Moore's case is listed above in this chapter under United States.

## Duckett-Holmes

*The 2024 Complaint can be found at*

[www.problemsatplannedparenthood.org/new-york-city](http://www.problemsatplannedparenthood.org/new-york-city)

### Excerpt:

21. On or about September 27, 2021, PPGNY hired Plaintiff as Regional Director of Operations . . . based at the Manhattan location . . .

26. Throughout Plaintiff's employment, she was subjected to a continuing pattern and practice of discrimination and hostile work environment based upon her race, color, and gender and in retaliation for complaining about PPGNY's discriminatory actions and other wrongdoing, and for being absent from work due to valid protected leave under the FMLA . . .

28. By way of example, PPGNY required Plaintiff to endure brutal and unsafe working conditions due to her race, color, and gender. Specifically, Plaintiff was forced by her supervisor, . . . to work every single day of the months of October and November 2022 without a day off as a charge nurse.

29. PPGNY's requirements in this regard were clearly discriminatory on these bases, because PPGNY did not require similarly situated white, Caucasian, or male employees to work slave-like hours doing work that was effectively a demotion

30. In or around the end of October 2022, Plaintiff engaged in protected conduct by complaining . . .

32. In fact, in response to Claimant's complaint, PPGNY began a targeted campaign against Claimant in retaliation for this protected conduct, including subjecting her to an increased and disproportionately burdensome workload.

33. Plaintiff suffered a stress-induced medical event as a result of this retaliatory misconduct that necessitated her taking FMLA leave from work on or about March 27, 2023, to about May 22, 2023, when she returned to work.

34. Following her return, and in violation of the FMLA, Plaintiff was placed in a substantively different role than the one she had prior to her job-protected medical leave, a role that would require significantly more stress and responsibility than the role she worked prior to her leave of absence . . .

36. The new responsibilities being hazardous to her health, on June 6, 2023, Plaintiff was constructively terminated effective July 7, 2023 . . .

43. While Plaintiff's employment with PPGNY was a harrowing, traumatic experience, the events complained of herein do not reflect a unique incident, as rudimentary internet research paints a similarly distressing picture of discriminatory abuse and misconduct<sup>5</sup> by PPGNY<sup>6</sup> and those occupying the most powerful positions within PPGNY . . .

48. As a result of PPGNY's unlawful and discriminatory actions, Plaintiff has endured unlawful humiliation resulting in extreme emotional distress, severe depression, extreme anxiety, and physical ailments.

### **Screenshot:**

Complaint filed November 12, 2014

#### Department of Health and Human Services – Office for Civil Rights Health Information Privacy Complaint

On three separate visits this year, I've been made to feel unwanted in by Planned Parenthood of NY 26 Bleeker Street practice. It seems a negative change in attitudes with the predominantly Black front end staff occurs once my insurance info is looked up. There has been repeated incidences dehumanizing behaviors while having morning appointments bumped to late afternoons/evening. Staff will put more effort into pressuring me to leave the office than to process my paperwork. Opting to stay in the waiting area, I've witnessed Caucasian patients be accommodated immediately with similar circumstances as me. Directors, Supervisors, Doctors and Nurses do NOT respond to complaints on obvious unequal treatment of patients. I have been a patient of this location from 2010-2014. There has not been a problem until this year. Attached are detailed incidences experienced this year with the November 8th appointment change email.

# Pennsylvania

## Open Letter: Save PPPA

	On November 24, 2020, employees of Planned Parenthood released an open letter alleging racism and poor management of severe budget cuts. It was signed by the entire staff. The letter demanded the resignation of Executive Director. She resigned on December 1, 2020.
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	Planned Parenthood's Pennsylvania Chapter Director Resigns After Racism Claims by Emily Shugerman, <i>The Daily Beast</i> , December 2, 2020.
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### Huffmeyer

*The full Race Discrimination Complaint can be found at*

[www.problemsatplannedparenthood.org/texas-houston-stafford](http://www.problemsatplannedparenthood.org/texas-houston-stafford)

#### Excerpt:

18. At the end of August 2017, PPGC assigned a new supervisor to oversee Ms. Huffmeyer's performance . . . Following that appointment, Ms. Huffmeyer's workplace quickly turned into a living nightmare. Not only did [the new supervisor] persistently belittle Ms. Huffmeyer; she also resorted to treating her so badly that her work environment quickly became sufficiently hostile to start causing her health to deteriorate, all because of Ms. Huffmeyer's race and national origin. Among other health issues, Ms. Huffmeyer developed daily headaches and fever blisters . . .

22. Not only did [the supervisor] abuse Ms. Huffmeyer without cause as to her work; she also made inappropriate comments about her national origin. [She] once asked Ms. Huffmeyer how "close" she was to Ms. . . . Nguyen (the Director of the PPGC Center for Choice), just because both Ms. Huffmeyer and Ms. Nguyen were Vietnamese. Essentially, [she] assumed that two unrelated people would immediately form a clique in their workplace, just because they both happen to be of Vietnamese origin. Ms. Huffmeyer told Ms. [her] that she did not know Ms. Nguyen well at all. Ms. Farrell responded by stating that she did not trust Ms. Nguyen and that Ms. Huffmeyer should not trust her either. When Ms. Huffmeyer tried to reassure [her] that her only goal was to make sure she looked good, [she] dismissed her, saying, "I'm not sure about that! Birds of a feather . . .

29. Instead of seeing her working conditions improve, Ms. Huffmeyer was unceremoniously terminated, just over three months after the complaint was filed, without any respect for the ten years of impeccable service she delivered to the Company.

## Tennessee



A South Jersey nurse practitioner is suing Planned Parenthood alleging race discrimination. Her case is one of many against the reproductive health giant.

by Sarah Gantz, *The Philadelphia Inquirer*, April 18, 2023

### **Excerpt:**

The cases detail how inappropriate behavior, racist tropes, microaggressions, and unequal expectations went unchecked, even after employees complained. A few examples . . . A Latina community organizer in Tennessee who complained about racism in the workplace said she was written off as “mean” and “hostile.” A supervisor scolded her for having a “snarky look” during a meeting to discuss her concerns, according to a 2023 complaint in an ongoing case.

## Texas



A South Jersey nurse practitioner is suing Planned Parenthood alleging race discrimination.

by Sarah Gantz, *The Philadelphia Inquirer*, April 18, 2023

### **Excerpt:**

The cases detail how inappropriate behavior, racist tropes, microaggressions, and unequal expectations went unchecked, even after employees complained. A few examples . . . A lab manager in Texas was repeatedly berated by her supervisor, whose criticism often centered on her Vietnamese heritage. “It’s so annoying that you can’t speak English,” the manager once screamed at her, she said in a complaint filed in 2019. The Planned Parenthood affiliate settled the case with undisclosed terms.