

IN THE UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF INDIANA
HAMMOND DIVISION

TRINETTE WASH,)	
Plaintiff,)	
)	
vs.)	CASE NO. 2:18-cv-312
)	
PLANNED PARENTHOOD OF INDIANA and)	
KENTUCKY, INC.,)	
Defendant.)	

COMPLAINT

Plaintiff Trinette Wash, by counsel, Teresa A. Massa, now complains of Defendant, Planned Parenthood of Indiana and Kentucky, Inc., as follows:

PRELIMINARY STATEMENT

1. While employed by Planned Parenthood of Indiana and Kentucky, Inc. (“PPINK”), Plaintiff Trinette Wash (“Wash”), then a 58 year old female, was terminated by her younger supervisor, Maria Jones. Jones had previously complained to other PPINK employees that Wash and her older co-worker were the “two oldest and slowest” people in the agency, and complained about their work. PPINK fired Wash because of her age, in violation of the Age Discrimination in Employment Act.

JURISDICTION

2. This Court has jurisdiction pursuant to 28 U.S.C. §§1331 and 1343(3).

PARTIES

3. Wash is an adult citizen of the United States and a resident of Lake County, Indiana.

4. Wash was employed by PPINK, and is an “employee” pursuant to Age Discrimination in Employment Act, 29 U.S.C. § 630(f).

5. PPINK is an “employer” pursuant to Age Discrimination in Employment Act, 29 U.S.C. § 630(b).

FACTUAL ALLEGATIONS

6. Wash is now a 61 year old female.

7. Wash was first employed by Planned Parenthood of Indiana in 1978 (later it became known as Planned Parenthood of Indiana and Kentucky, or “PPINK”).

8. Wash’s last position with PPINK was health center assistant, and she also worked at the call center.

9. Wash performed her duties well, met the legitimate expectations of her employer and received positive reviews.

10. In October of 2014 Maria Jones, then approximately 35 years old, became Wash’s supervisor at PPINK’s Hammond health center.

11. Jones had conflicts with older employees, including Wash.

12. Jones treated older workers harshly, and some quit work as a result.

13. Jones told PPINK employees that she preferred to hire younger employees.

14. Shortly after Jones became manager of the Hammond health center she hired two medical assistants who were in their twenties, and a new graduate nurse practitioner who was around 40 years old or younger.

15. In May of 2015 Jones complained to her supervisor about a credit card transaction that Wash conducted, leading to Wash being written up unfairly.

16. In June of 2015 Jones also wrote up Wash for taking too much time on patient intakes and other actions that had not been brought to Wash's attention previously.

17. Other workers who were supportive of Wash were retaliated against by Jones.

18. Jones complained to PPINK employees that Wash and another employee were the two oldest and slowest people in the agency.

19. Jones asked both of these employees when they were going to retire.

20. Jones terminated Wash on July 1, 2015 after giving her a few write-ups in a short period of time.

21. Jones replaced Wash with a younger employee who is in her twenties.

22. Other employees not in the protected class were treated more favorably than Wash.

23. On December 18, 2015, Wash filed a charge of discrimination alleging discrimination based on age with the Gary Human Rights Commission, which referred the charge to the Equal Employment Opportunity Commission.

24. On May 29, 2018, the EEOC issued its Notice of Suit Rights, which was received by Wash on June 4, 2018.

25. PPINK's harassment and unwarranted discipline of Wash, and termination of her employment, were motivated by her age.

26. PPINK's actions as described above violate Age Discrimination in Employment Act, 29 U.S.C. § 623, et seq.

WHEREFORE, Plaintiff Trinette Wash requests the following relief:

- a. A declaration that the actions of PPINK violated the rights of Plaintiff Trinette Wash as asserted in this Complaint;

- b. Compensatory damages in an amount to be determined at trial;
- c. Back pay, front pay and employment benefits which would have accrued if Plaintiff had not been illegally terminated;
- d. Reasonable attorney fees and costs; and
- e. Pursuant to Fed.R.Civ.P 54(c), all other appropriate relief.

Respectfully submitted,

s/ Teresa A. Massa

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JURY DEMAND

Plaintiff Trinette Wash hereby demands a trial by jury.

Respectfully submitted,

s/ Teresa A. Massa

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