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Attorneys for Plaintiff Lesley Bailey

**IN THE UNITED STATES DISTRICT COURT
DISTRICT OF UTAH, CENTRAL DIVISION**

LESLEY BAILEY, an individual,

Plaintiff,

v.

**PLANNED PARENTHOOD
ASSOCIATION OF UTAH**, a Utah
corporation,

Defendant.

COMPLAINT

(Jury Demand)

Case No.: _____

Judge: _____

Plaintiff Lesley Bailey, by and through her counsel, brings this complaint (“Complaint”) against Defendant Planned Parenthood Assn of Utah, pursuant to the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 621 et seq. (“ADEA”), and for causes of action against Defendant as follows:

PARTIES, JURISDICTION, AND VENUE

1. Plaintiff Lesley Bailey (hereinafter “Plaintiff” or “Bailey”), at all times relevant hereto, was a resident of the State of Utah, Salt Lake County.

2. Planned Parenthood Assn of Utah (hereinafter “Defendant” or “Planned Parenthood”), is a Utah nonprofit corporation with an office located at 654 S 900 E, Salt Lake City, UT, 84102, Salt Lake County, State of Utah.

3. At all times relevant to this matter, Planned Parenthood was an employer as defined by the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 630(b).

4. At all times relevant to this matter, Bailey was an employee of Planned Parenthood as defined by the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 630(f).

5. Jurisdiction is proper before this Court pursuant to 28 U.S.C. § 1331 and 29 U.S.C. § 626(c)(1).

6. Venue is proper before this Court pursuant to 28 U.S.C. § 1391(b).

7. Bailey filed a timely charge of discrimination with the Utah Antidiscrimination and Labor Division (UALD) and the Equal Employment Opportunity Commission (“EEOC”) alleging age-based discrimination, harassment, and retaliation on or about June 5, 2024.

8. Bailey has requested and obtained a Notice of Right to Sue from the EEOC, dated May 27, 2025 and has commenced this action within the time limits prescribed by the ADEA.

FACTUAL BACKGROUND

9. Plaintiff Bailey was hired by Planned Parenthood as an Accounts Receivable employee on August 7, 2002.

10. She was promoted to Director of Finance in May 2011.

11. In June 2014, Bailey was promoted to Chief Financial Officer (CFO), a role she served in for thirteen (13) years.

12. Bailey is over the age of 40.

13. Throughout her employment, Bailey consistently performed the essential duties of her positions and was qualified for her roles.

14. In May 2023, Kathryn Boyd became the new CEO of Planned Parenthood.

15. On or about September 1, 2023, Boyd requested that Bailey either resign from her CFO position with severance or accept a new role as Director of Business Systems at a significantly reduced salary.

16. The only explanation for the order to step down was that the Board of Directors felt she was no longer capable of handling the current CFO responsibilities.

17. Given no other options, Bailey accepted the new position on or about September 21, 2023 and began working in her new role.

18. Despite the change in title, Bailey was required to continue performing her CFO duties because no CFO had been hired.

19. Planned Parenthood was in the middle of a financial audit, requiring Bailey's assistance.

20. On or about December 10, 2023 Bailey was abruptly placed on unpaid administrative leave for alleged discrepancies regarding billing, coding, and credentialing practices.

21. During her leave, an audit was completed by an outside firm who determined that Bailey had done nothing wrong, and that the limited billing issues that arose were commonplace and not the result of any act or omission by Bailey.

22. Bailey's employment was terminated on January 8, 2024.

23. Following her termination, Planned Parenthood hired Jessica Andrews, a woman in her 30s at the time of hire, to replace Bailey as CFO, who was eleven years younger than Bailey.

24. A younger director-level employee, Heather Welch, director of operations, received written warnings, a performance improvement plan, and coaching, but was neither demoted nor terminated.

25. An older director-level employee, Terry Woodruff, director of clinical operations, took medical leave and returned in February 2024 but was discharged and replaced by a younger employee.

26. Planned Parenthood stated that Bailey's termination was due to performance issues.

27. Bailey did not receive any prior written warnings, performance improvement plans, or progressive discipline before her termination.

28. Bailey had no history of formal discipline and had previously received positive feedback on her performance.

29. Bailey was not provided with the same opportunities for performance remediation as her younger colleagues with comparable positions.

30. The reasons proffered for Bailey's removal from her CFO position and subsequent termination were demonstrably false.

FIRST CAUSE OF ACTION
(Age Discrimination in Violation of the Age Discrimination in Employment Act)

31. Bailey incorporates by reference the preceding paragraphs as if fully stated herein.

32. At all times relevant hereto, Bailey was an employee of Planned Parenthood within the meaning of the ADEA, 29 U.S.C. § 630(f).

33. At all times relevant hereto, Planned Parenthood was an employer within the meaning of the ADEA, 29 U.S.C. §630(b),(c) and (d).

34. At all times relevant hereto, Bailey was a protected individual, as defined by and within the meaning of the ADEA 29 U.S.C. § 631(a) in that she was over forty (40) years of age at the time she was subject to the adverse actions set forth herein.

35. At all times relevant hereto, Planned Parenthood was an employer within the meaning of the ADEA, 29 U.S.C. §630(b), and was required to not “limit, segregate, or classify... employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual’s age” pursuant to the meaning of 29 U.S.C.§ 623(a)(2).

36. Specifically, pursuant to 29 U.S.C. § 623(a)(1), it is unlawful for an employer to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of such individual’s age.

37. Bailey is over the age of 40 and was subjected to unlawful discrimination by Planned Parenthood on the basis of her age, including when she was demoted, placed on unpaid leave, and when she was terminated by Planned Parenthood.

38. But for Baileys’ age, she would not have been subject to the foregoing adverse actions.

39. The reasons proffered by Planned Parenthood for Bailey’s termination are pretextual, in that they are demonstrably false, incapable of belief, inconsistent with her performance history and track record and she was treated differently than comparable employees.

40. As a direct and proximate result of Planned Parenthood's unlawful conduct, Bailey has suffered substantial economic losses, including lost wages and benefits in an amount to be determined by proof at trial.

41. Planned Parenthood's actions were willful and done with reckless disregard for Bailey's rights under the ADEA, making Planned Parenthood liable for liquidated damages in an amount equal to her lost pay and benefits.

42. Bailey is also entitled to recover attorneys' fees, costs, and such other relief as the Court deems just and proper.

PRAYER FOR RELIEF

WHEREFORE, Bailey prays for judgment and relief against Planned Parenthood as follows:

1. Judgment in favor of Plaintiff on all causes of action set forth in this Complaint;
2. An award of all compensation due, including but not limited to lost wages, lost benefits, and other economic damages resulting from the discriminatory termination and adverse employment actions, including reinstatement (or front pay in lieu of reinstatement) and back pay;
3. An award of liquidated damages as permitted under the Age Discrimination in Employment Act to punish and deter Planned Parenthood from engaging in similar misconduct;
4. Reasonable attorneys' fees and costs incurred in prosecuting this action, pursuant to applicable statutes;
5. Pre-judgment and post-judgment interest as provided by law; and
6. Such other and further relief as the Court may deem just, proper, and equitable under the circumstances.

DATED this 22nd day of August, 2025.

/s/ Andrew W. Stavros

Andrew W. Stavros

Shakira J. Zavala

STAVROS LAW P.C.

Attorney for Plaintiff Lesley Bailey