

CASE NO.

JEFFERSON COUNTY

CIRCUIT COURT

DIVISION____

ELECTRONICALLY FILED

ZEPORIA MARZETTE
1906 CEADER STREET
LOUISVILLE KY 40203

V.

VERIFIED COMPLAINT

CHARTER COMMUNICATIONS, LLC
1900 W FIELD
LAKE FOREST, IL 60045

JURY FEE PAID

SERVE:
C T CORPORATION SYSTEM
306 W. MAIN STREET
SUITE 512
FRANKFORT, KY 40601

Comes the Plaintiff, Zaporla Marzette, by counsel, and for her Complaint for Damages and
a Jury Demand against the above named Defendants states as follows:

Presiding Judge: HON. ANN BAILEY SMITH (630350)

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PARTIES AND JURISDICTION

1. Plaintiff, Zeporia Marzette, is and at all times pertinent hereto was a resident of Louisville, Jefferson County, Kentucky.
2. Defendant, Charter Communications, LLC (hereinafter "Charter"), is and at all times pertinent hereto was a corporation organized and existing pursuant to the law of Delaware with its principal place of business being located at 12405 Powerscourt Dr., St. Louis, MO 63131 and with several locations of the business located in Louisville, Jefferson County, Kentucky.
3. This Court has jurisdiction over claims stated fort herein pursuant to the Kentucky Civil Rights Act, KRS 344.040.
4. Venue is proper in Jefferson County Circuit Court pursuant to Kentucky Revised Statutes (KRS), Chapter 452, because the events that give rise to the cause of action in this case occurred Jefferson County, Kentucky.
5. The amount in controversy exceeds the jurisdictional limited of this court but is less than 75,000 inclusive of fees, punitive damages, and the fair value of any injunctive relief.

FACTS

6. Zeporia Marzette is an employee of Charter Communication, who has been placed on an indefinite suspension.
7. Zeporia began working for Charter Communications as a customer representative at a call center in February 2017.
8. On February 21st, 2017, Zeporia was training with her team. She was asked by her team trainer, if her hijab was for a religious purpose. Zeporia responded that it was worn for religious purposes. She was allowed continue working with her team.

9. On February 22nd, Zeporia was working with her hijab on. While she has previously addressed her trainer about the issue of her hijab, Paula Simon, the team leader supervisor, told her she had to remove it or be sent home.
10. Zeporia reiterated that her hijab was for a religious purpose and she did not want to remove it. Later that day, she was told to meet with Paul Simon, and Gerry Jackson, Human Resources manager. At the meeting, she was told she must sign a request for a religious accommodation in order to wear her hijab. While she did not want to sign the form, because of its intrusive questioning, she signed the form.
11. This form was forwarded to George Winfrey. Upon reading the form, he did not think that she provided enough proof on the form and decided Zeporia could not wear the hijab for a religious purpose.
12. Management told Zeporia, remove your hijab or be sent home. Zeporia did not remove her hijab and had to go home.
13. Zeporia was later told my Charter communications representatives that she could return to work once she removed her hijab.
14. She has expressed that she requested the accommodations pursuant to the Charter Communications policy. Management insisted that she provide proof of her sincerely held religious belief.
15. Management told Zeporia she must obtain written statements from the head of a mosque in order to return to work. Otherwise she could no wear her hijab.

CLAIMS AND CAUSES OF ACTION

A. VIOLATIONS OF THE KENTUCKY CIVIL RIGHTS ACT

16. Marzette re-alleges all allegations contained Paragraphs 1-15 above as if fully set forth herein.

17. Marzette was subjected to a hostile work environment, disparate treatment because her religion and retaliatory discharge in violation of the Kentucky Civil Rights Act, KRS 344 et seq., KRS 344.040, and KRS 344.280.

B. STATUTORY ATTORNEY FEES

18. Marzette re-alleges all allegations contained Paragraphs 1 through 17 above as if fully set forth herein.

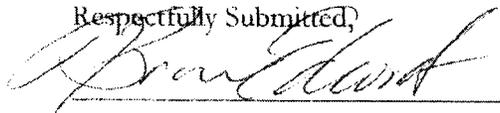
19. Marzette makes a claim for statutory attorney fees under KRS 344 in the event she is a prevailing party at trial.

PRAYER FOR RELIEF

WHEREFORE, plaintiff respectfully prays that she be awarded the following relief:

- a. Trial by jury;
- b. Judgment against the Defendant on all claims asserts herein;
- c. Compensatory Damages including but not limited to past and future lost wages and [ast and future lost benefits;
- d. Compensatory damages including but not limited to emotional distress, mental anguish, humiliation and embarrassment;
- e. An award of statutory attorney fees, cost and expenses;
- f. Statutory interest on all damage awards, verdicts or judgments; and
- g. Any and all other relief to which the Plaintiff may be entitled.

Respectfully Submitted,



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Presiding Judge: HON. ANN BAILEY SMITH (630350)

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