

<p>CHARGE OF DISCRIMINATION</p> <p>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p>	<p>Charge Presented To: _____</p> <p>Agency(ies) Charge No(s): _____</p>
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Ohio Civil Rights Commission and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs., Miss, Mx., Dr., Hon., Rev., etc.) Ms. Corriisa Hernandez	Home Phone [REDACTED]	Year of Birth 1992
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Street Address, City State and ZIP Code
[REDACTED]

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name Walmart Inc. and Wal-Mart Stores East, LP	No. Employees, Members Approximately 2.1 million	Phone No. (440) 774-6720
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Street Address, City State and ZIP Code
702 SW 8th St., Bentonville, AR 72716 (Corporate Headquarters)

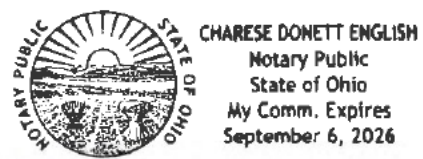
Name Walmart Supercenter (worksite)	No. Employees, Members Unknown – several hundred	Phone No. (440) 774-6720
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Street Address, City, State and ZIP Code
46440 US Route 20, Oberlin OH 44074 (worksite)

DISCRIMINATION BASED ON Pregnancy, Sex, Disability, and Retaliation	DATE(S) DISCRIMINATION TOOK PLACE Earliest _____ latest _____ March 2024- April 2024
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THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was working as a cashier at Walmart. I asked to be able to sit at work and move to a part-time schedule because I was pregnant; my doctor told me to ask for these changes to reduce the risk in my pregnancy. The lead cashier first told me they should be able to accommodate me. Then another Walmart employee, who I believe was a supervisor, told me they were firing me because I might miss work or be late—although I hadn't missed work or been late. She also told me to re-apply when I was no longer pregnant. See attached for more information.



STATE OF OHIO
COUNTY OF LORAIN

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements <i>Charese Donett English</i>
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I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
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<p>9-19-2024</p> <p>Date</p>	<p>SIGNATURE OF COMPLAINANT <i>Corriisa Hernandez</i></p>
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<p><i>Corriisa Hernandez</i></p> <p>Charging Party Signature</p>	<p>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year) 9/19/2024</p>
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Corrissa Hernandez EEOC Charge

I experienced employment discrimination based on my pregnancy and request for reasonable accommodations in April 2024. Because of my pregnancy and request for reasonable accommodations, my employer, Walmart, Inc. and Wal-Mart Stores East, LP (“Walmart”), fired me.

Walmart violated the Pregnant Workers Fairness Act (PWFA), the Pregnancy Discrimination Act (PDA), Title VII of the Civil Rights Act of 1964 (Title VII), the American with Disabilities Act (ADA), and Ohio law in the following ways: (1) failing to provide reasonable accommodations to accommodate my pregnancy-related workplace limitations, (2) failing to provide reasonable accommodations to accommodate my disabilities, which were exacerbated by my pregnancy, (3) treating me differently because of my sex (female), and (4) unlawfully retaliating against me because of my pregnancy status, sex, and disabilities by discharging me after I requested reasonable accommodations for my pregnancy-related limitations and my disabilities.

I am also aware of at least one other Walmart employee at the same location who left her job because Walmart was treating her poorly while she was pregnant. I am filing this EEOC charge on behalf of myself and all similarly situated employees because I would like management and all employees at Walmart to comply with the PWFA, PDA, ADA, Title VII, and Ohio law, and because I would like to be made whole.

By way of background, in February 2024, I miscarried while working in a job that required me to lift and turn elderly patients in hospital beds. I believe I lost my pregnancy because of this heavy lifting—one day I left work bleeding and miscarried.

Walmart hired me in March 2024 to work at the Walmart Supercenter in Oberlin, Ohio. I was not aware I was again pregnant when I applied for or accepted the job, but by the time I went in for new employee orientation I had learned I was pregnant again. I was originally hired as a stocker. At my new employee orientation, I asked an HR representative, Jennifer, if I could be moved to a cashier position. I explained to Jennifer that when I accepted the job, I did not know I was pregnant as I had just experienced a miscarriage in February. I explained that I believed my former job had caused me to miscarry and I didn’t want to work a position that would possibly cause another miscarriage. Jennifer agreed I could work as a cashier.

I began working as a cashier at the supercenter in April 2024. I worked for just a couple of days. One of my doctors informed me that my pregnancy was high-risk due to medication I was taking, and she highly recommended I sit at work and move to a part-time schedule to reduce the risk to my pregnancy. I also have herniated discs and my pregnancy exacerbates the pain I experience because of that condition, but sitting at work can help relieve it. Before I started this job, I had previously seen cashiers sitting while working at this Walmart.

After my first couple shifts, I spoke to Lynn, the lead cashier. I told Lynn I was pregnant. I also told her about the herniated discs. I asked her if I could sit while working and move to a part-

time schedule to reduce the risks associated with my pregnancy, as my doctor recommended, and also to minimize pain from the herniated discs that had worsened because of my pregnancy. At first, Lynn said they would be able to accommodate me. She told me I would need a doctor's note for the seating accommodation, and she wanted to know for how long I would need the accommodation. I told her I could bring in a doctor's note. She also asked me to write down my availability for a part-time schedule. While I was writing down my availability she left the area. I went back to work.

Later, another woman, who I think was a manager, came up to me and pulled me into the office. She told me they were letting me go because they would not want me to call out often or leave my shifts early. I had just started working there and had never called off for a shift or left a shift early. She then told me to re-apply for the position when I was no longer pregnant.

Walmart violated the PWFA, the PDA, Title VII, the ADA, and Ohio law by firing me, refusing to provide pregnancy-related accommodations, and retaliating against me for seeking them.