UNITED STATES DISTRICT COURT
DISTRICT OF CONNECTICUT

	:	**CIVIL ACTION No.**
SHARLENE McEVOY,	:	
PLAINTIFF	:	
	:	
v.	:	
	:	
FAIRFIELD UNIVERSITY,	:	
DEFENDANT.	:	**NOVEMBER 6, 2017**
	:	

COMPLAINT

1. This is an age discrimination case brought by Plaintiff, Sharlene McEvoy, against her employer, Fairfield University, based on its violations of the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 621 *et seq.* (hereinafter "ADEA").

PARTIES

2. Plaintiff, Sharlene McEvoy, is an individual residing in Derby, Connecticut. Plaintiff's date of birth is July 6, 1950. Plaintiff is currently 67 years old. Plaintiff has a law degree from the University of Connecticut and is licensed to practice law in the State of Connecticut. Plaintiff also has a master's degree in political science and a Ph.D.in Public Administration/Political Science from the University of California at Los Angeles.
3. Defendant, Fairfield University, is a university located in Fairfield, Connecticut. Defendant employs at least five hundred employees, and is an employer subject to the ADEA.

JURISDICTION

4. This Court has jurisdiction over this complaint because it presents a federal question under 28 U.S.C. § 1331.

5. Plaintiff has also exhausted her administrative remedies with respect to this claim.

6. On or about March 22, 2017, Plaintiff filed an age discrimination complaint alleging a violation of the ADEA with the Connecticut Commission on Human Rights and Opportunities, which was dually filed with the U.S. Equal Employment Opportunity Commission ("EEOC"). Said complaint was designated as EEOC No. 16A-2017-01000.

7. The EEOC subsequently issued a right to sue notice, dated August 31, 2017, with respect to said complaint. Plaintiff commenced this action within ninety (90) days of receiving said right to sue notice.

BACKGROUND

8. On or about September 1, 1986, Plaintiff commenced her employment with Defendant as an Assistant Professor of Business Law.

9. In approximately 1992, Plaintiff was promoted to the position of Associate Professor of Business Law.

10. Since approximately 1998, Plaintiff has been a full Professor of Business Law.

11. Plaintiff regularly teaches courses, and has published articles, in the areas of law and business.

12. In 2012, Defendant selected Plaintiff as the Director of the Pre-Law Advising Program at Fairfield University.

13. Plaintiff continued in that position for four years, and received a monetary stipend as additional compensation for her work as the Director of the Pre-Law Advising Program.

14. On approximately September 6, 2016, Plaintiff learned that Defendant had replaced Plaintiff as the Director of the Pre-Law Advising Program with a significantly younger person who is approximately 30 years younger than Plaintiff.

15. Before it selected a significantly younger person to replace Plaintiff as Director of the Pre-Law Advising Program, Defendant never informed Plaintiff that it perceived any deficiencies in her performance as the Director of the Pre-Law Advising Program.

16. After Plaintiff complained about discrimination, Defendant articulated false and/or pretextual explanations for its decision to replace Plaintiff with a significantly younger individual in order to conceal its discrimination against Plaintiff.

COUNT ONE: AGE DISCRIMINATION IN VIOLATION OF THE ADEA

17. Based on the foregoing, Defendant discriminated against Plaintiff because of her age.

18. Plaintiff was 66 years of age when she learned that Defendant had selected a significantly younger person to replace her as the Director of the Pre-Law Advising Program.

19. Defendant had knowledge of Plaintiff's age, and that the individual who it selected to replace Plaintiff as the Director of the Pre-Law Advising Program was significantly younger than Plaintiff.

20. Plaintiff was, and still is, qualified to be the Director of the Pre-Law Advising Program.

21. Defendant discriminated against Plaintiff, and replaced her as the Director of the Pre-Law Advising Program with a significantly younger individual, because of her age.

22. Defendant's discrimination against Plaintiff caused Plaintiff to suffer damages, including, but not limited to, lost wages.

23. Defendant willfully discriminated against Plaintiff in violation of the ADEA, or acted with reckless disregard of Plaintiff's rights under the ADEA, thereby entitling Plaintiff to liquidated damages.

24. Plaintiff has also incurred, and continues to incur, attorney's fees and costs.

DEMAND FOR RELIEF

1. Compensatory damages, including, but not limited to, past and future lost wages and economic damages;
2. Back pay;
3. Reinstatement and/or Front Pay;
4. Liquidated damages under the ADEA;
5. Legal fees and costs;
6. Interest;
7. Such other relief that in law or equity may pertain.

JURY DEMAND

Plaintiff claims a trial by jury.

PLAINTIFF,
Sharlene McEvoy

By: ***/s/ Todd D. Steigman***

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