

EEOC RECEIVED: 02-01-2024

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

CHARGE OF DISCRIMINATION

For Official Use Only - Charge Number: 440-2024-03023

EEOC Form 5A (Sept. 1, 2017)

Personal Information	First Name: <u>Jonathan</u> MI: <u>M</u> Last Name: <u>Bresser, Jr.</u> Address: [REDACTED] Apt.: [REDACTED] City: [REDACTED] County: <u>Cook</u> State: <u>IL</u> Zip Code: [REDACTED] Phone: [REDACTED] Home <input type="checkbox"/> Work <input type="checkbox"/> Cell <input checked="" type="checkbox"/> Email Address [REDACTED]
Who do you believe discriminated against you?	Employer <input checked="" type="checkbox"/> Union <input type="checkbox"/> Employment Agency <input type="checkbox"/> Other Organization <input type="checkbox"/> Organization Name: <u>The Chicago Bears Football Club, Inc.</u> Address: <u>801 Adlai Stevenson Drive</u> Suite: _____ City: <u>Springfield</u> State: <u>IL</u> Zip Code: <u>62703</u> Phone: <u>(847) 295-6600</u>
Why you believe you were discriminated against?	Age <input type="checkbox"/> Color <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Genetic Information <input type="checkbox"/> National Origin <input type="checkbox"/> Race <input checked="" type="checkbox"/> Religion <input type="checkbox"/> Retaliation <input type="checkbox"/> Sex <input checked="" type="checkbox"/>
What happened to you that you believe was discriminatory?	Date of most recent job action you believe was discriminatory: <u>01/05/2024</u> Describe briefly <u>each</u> job action you believe was discriminatory and when it happened (estimate). <p>I am a Caucasian Male. On November 13, 2023, I received Notice of a Job Opportunity at the Chicago Bears for a "Legal Diversity Fellow" position. The Job Application listed required qualifications as "person of color or female law student."</p> <p>I submitted my application timely on November 15, 2023 and was required to supplement my application with my final transcript upon receipt of grades. My application was rejected on January 5, 2024 prior to the receipt of final grades, and prior to my ability to supplement same. My rejection letter notified me that the Bears intended "to pursue other applicants whose experience and qualifications more closely match our needs."</p> <p>I believe that I was discriminated against in the application process on the basis of my race, Caucasian, and my sex, male, in violation of Title VII of the Civil Rights Act of 1964.</p> <p>I believe that I was intentionally discriminated against on the basis of my race, Caucasian, in violation of Section 1981 of the Civil Rights Act of 1866.</p>

Signature and Verification	<p>I understand this charge will be filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address, phone, or email. I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p> <p>I understand by signing below that I am filing a charge of employment discrimination with the EEOC. I understand that the EEOC is required by law to give a copy of the charge, which includes my name, to the organization named above. I also understand that the EEOC can only investigate charges of job discrimination based on Age, Color, Disability, Genetic information, National Origin, Religion, Sex, or based on retaliation for: filing a charge of employment discrimination; helping in someone else's complaint about job discrimination; or complaining to the employer about job discrimination.</p> <p>I declare under penalty of perjury that the above is true and correct. Signature: <u>Jonathan Bresser Jr</u> Date: <u>2/1/2024</u></p>
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PRIVACY ACT STATEMENT: Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. FORM NUMBER/TITLE/DATE. EEOC Form 5A, Charge of Discrimination, Sept. 1, 2017. **2.**

AUTHORITY. 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.

3. PRINCIPAL PURPOSES. The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.

4. ROUTINE USES. This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.

5. WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION. Charges must be reduced to writing and should identify the charging party and respondent and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file

on the charge.

NOTICE OF NON-RETALIATION REQUIREMENTS

Please **notify** EEOC or the state or local agency where you filed your charge **if retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an employer to discriminate against present or former employees or job applicants, for an employment agency to discriminate against anyone, or for a union to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of rights under the Act.