

<h3 style="margin: 0;">CHARGE OF DISCRIMINATION</h3> <p style="font-size: small; margin: 0;">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: Agency(ies) Charge No(s):</p> <p><input type="checkbox"/> FEPA</p> <p><input checked="" type="checkbox"/> EEOC</p> <p style="text-align: right; font-weight: bold; font-size: small;">555-2020-01205</p>
CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT & HOUSING and EEOC <i>State or local Agency, if any</i>		
Name <i>(indicate Mr., Ms., Mrs.)</i>		Home Phone
MR. KULWANT S PAWAR		1962
Street Address City, State and ZIP Code		
5851 CUSHING PARKWAY, FREMONT, CA 94538		
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. <i>(If more than two, list under PARTICULARS below.)</i>		
Name	No. Employees, Members	Phone No.
FREMONT TOYOTA	101 - 200	(510) 252-5100
Street Address City, State and ZIP Code		
5851 CUSHING PARKWAY, FREMONT, CA 94538		
Name	No. Employees, Members	Phone No.
Street Address City, State and ZIP Code		
DISCRIMINATION BASED ON <i>(Check appropriate box(es).)</i>		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input checked="" type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input checked="" type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER <i>(Specify)</i>		04-23-2020 05-08-2020 <input type="checkbox"/> CONTINUING ACTION
THE PARTICULARS ARE <i>(If additional paper is needed, attach extra sheet(s)):</i>		
I was hired by Respondent in or around February 2020, as an Internet Sales Manager. I was performing my job duties satisfactorily. My immediate supervisor was Rafi Hassem.		
During my employment with Respondent, I was subjected to discrimination. For example, one morning I greeted my coworker Naqib Halimi by calling him brother. Mr. Halimi told me not to call him brother and used profanity. Subsequently, on or about April 23, 2020, I complained to the general manager, Kamal Sayed Hashimi about the comment. Mr. Hashimi informed me that it was my fault that I was met with backlash from Mr. Halimi. I was told that I cannot call my coworkers brother because I do not identify with the Muslim faith. After I complained about the comment, my work environment and interactions with coworkers became toxic and Respondent stopped giving me credit for my sales. Additionally, my coworkers verbally abused me in front of customers and made inappropriate comments about my weight, age and said you look like you have the Corona Virus. I started receiving complaints from management about my job performance. Subsequently, on or about May 5,		
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 - <i>When necessary for State and Local Agency Requirements</i>
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. SIGNATURE OF COMPLAINANT
Digitally signed by Kulwant Pawar on 08-15-2020 03:14 PM EDT		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <i>(month, day, year)</i>

<p style="text-align: center;">CHARGE OF DISCRIMINATION</p> <p style="font-size: small;">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: Agency(ies) Charge No(s):</p> <p><input type="checkbox"/> FEPA</p> <p><input checked="" type="checkbox"/> EEOC</p> <p style="text-align: right;">555-2020-01205</p>
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CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT & HOUSING and EEOC
State or local Agency, if any

2020, I lodged a second complaint with general manager Alocozy Abdul. After I made this complaint I was sent home by Mr. Abdul and was instructed not to return to work. Three days after my complaint, I was called back into the office with Mr. Abdul. He informed me that I was being discharged and gave me my final check. I am also aware that Respondent engaged in fraudulent financial schemes with customers.

I believe I have been discriminated against because of my Race (Indian) and religion (Sikh), in violation of Title VII of the Civil Rights Act of 1964, as amended. I also believe I have been discriminated against because of my Age (YOB: 1962), in violation of the Age Discrimination in Employment Act of 1967, as amended.

<p>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.</p>	<p>NOTARY - <i>When necessary for State and Local Agency Requirements</i></p>
<p>I declare under penalty of perjury that the above is true and correct.</p> <p style="text-align: center;">Digitally signed by Kulwant Pawar on 08-15-2020 03:14 PM EDT</p>	<p>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.</p> <p>SIGNATURE OF COMPLAINANT</p> <p>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <i>(month, day, year)</i></p>