



August 18, 2021

U.S. Equal Employment Opportunity Commission  
Seattle Field Office  
909 First Avenue  
Suite 400  
Seattle, WA 98104-1061

***Re: Charge of Discrimination against Alaska Airlines  
and the Association of Flight Attendants-CWA, AFL-CIO***

To Whom It May Concern,

We represent [REDACTED] a flight attendant who was fired by Alaska Airlines because she raised religious concerns in a forum created by the airline to facilitate discussion about the company's policies. After Alaska Airlines posted about its support for the Equality Act and invited comment, Ms. [REDACTED] asked, "Does Alaska support: endangering the Church, encouraging suppression of religious freedom, obliterating women rights and parental rights? ..." (We also represent Ms. Lacey Smith, who today is also filing a charge related to the same incident.)

Ms. [REDACTED] is firmly committed to equality and diversity and always treating others with kindness and respect. She simply sought clarification of the airlines' position, yet after asking this question in response to the company's invitation, she was fired. Ms. [REDACTED] notice of discharge stated that her posting was "hateful," "offensive," and "discriminatory." In firing Ms. [REDACTED], Alaska Airlines discriminated against her on the basis of religion, perpetuated a hostile work environment, failed to grant her a religious accommodation allowing her to express her opinion on the same basis as other protected classes, and retaliated against her.

Furthermore, Ms. [REDACTED] union, the Association of Flight Attendants-CWA, AFL-CIO (AFA), failed to assert our clients' rights as members of a protected class under Title VII. The AFA refused to defend Ms. [REDACTED] right to be free from religious discrimination and to receive a religious accommodation, instead disparaging her beliefs while simply raising procedural arguments during the grievance process. In refusing to assert Ms. [REDACTED] rights under Title VII, the union itself discriminated against her on the basis of religion.

We have enclosed two copies of Ms. [REDACTED] EEOC Charge, a Statement in the Support of the Charge, accompanying exhibits, the EEOC Intake Questionnaire, and a supplement to the EEOC Questionnaire. Please date-stamp one of the copies and return it in the enclosed self-addressed stamped envelope.

If you have any questions, please feel free to contact me at [REDACTED] or [REDACTED]

Sincerely,

*Rebecca R. Dummermuth*

Rebecca R. Dummermuth  
Counsel

CC: Joel Ard, Attorney at Law

**CHARGE OF DISCRIMINATION**

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

☐ FEPA☒ EEOC

Washington State Human Rights Commission

and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)

Home Phone (Incl. Area Code)

Date of Birth

Street Address

City, State and ZIP Code

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 are named, list under PARTICULARS below.)

Name

Alaska Airlines

No. Employees, Members

over 23,000

Phone No. (Incl. Area Code)

Street Address

City, State and ZIP Code

19300 International Blvd., Seattle, WA 98188

Name

Association of Flight Attendants-CWA

No. Employees, Members

nearly 50,000

Phone No. (Incl. Area Code)

Street Address

City, State and ZIP Code

18000 International Blvd., Seattle, WA 98188-4251

DISCRIMINATION BASED ON (Check appropriate box(es).)

☐ RACE☐ COLOR☐ SEX☒ RELIGION☐ NATIONAL ORIGIN☒ RETALIATION☐ AGE☐ DISABILITY☐ GENETIC INFORMATION☐ OTHER (Specify)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

Feb 25, 2021

Jun 11, 2021

☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

Alaska Airlines, my former employer, discriminated against me because of my Christian beliefs and religious activity. When Alaska Airlines posted on an internal employee forum about its support for the Equality Act and invited employee comments and questions, I responded by asking about the Act's potential impact on churches, religious employees, and other groups such as women and parents. I asked my question because my religious beliefs, which support the principles of equality and nondiscrimination, also motivate me to speak up for the oppressed. In response to my question, Alaska Airlines removed my post expressing religious concerns, told me my concerns were hateful, canceled my previously scheduled work trip, put me on leave and took my badge, summarily denied my request for a religious accommodation, and fired me. In addition, Alaska Airlines previously told me not to discuss religion in the workplace in any context. In these ways, Alaska Airlines discriminated against me on the basis of religion, created a hostile work environment, failed to accommodate my religious beliefs, and retaliated against me.

Additionally, the Association of Flight Attendants-CWA ("AFA") discriminated against me on the basis of religion by failing to substantively advocate for my right to be free from religious discrimination, expressing hostility toward my religious beliefs and my religiously-motivated conduct, and failing to request a religious accommodation that would allow me to respectfully express my opinion on the same basis as other protected classes.

For further detail, please see attached statement and exhibits in support of charge of discrimination.

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.

I declare under penalty of perjury that the above is true and correct.

August 18, 2021

Date

Charging Party Signature

NOTARY - When necessary for State or Local Agency Requirements

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

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
(month, day, year)



[REDACTED]

***Statement in Support of Charges of Discrimination  
Against Alaska Airlines and the Association of Flight Attendants-CWA***

Alaska Airlines, my former employer, discriminated against me because of my Christian beliefs and religious activity. When Alaska Airlines posted on an internal employee forum about its support for the Equality Act and invited employee comments and questions, I responded by asking about the Act's potential impact on churches, religious employees, and other groups such as women and parents. I asked my question because my religious beliefs, which support the principles of equality and nondiscrimination, also motivate me to speak up for the oppressed. In response to my question, Alaska Airlines removed my post expressing religious concerns, told me my concerns were hateful, canceled my previously scheduled work trip, put me on leave and took my badge, summarily denied my request for a religious accommodation, and fired me. In addition, Alaska Airlines previously told me not to discuss religion in the workplace in any context. In these ways, Alaska Airlines discriminated against me on the basis of religion, created a hostile work environment, failed to accommodate my religious beliefs, and retaliated against me.

Additionally, the Association of Flight Attendants-CWA ("AFA") discriminated against me on the basis of religion by failing to substantively advocate for my right to be free from religious discrimination, by expressing hostility toward my religious beliefs and my religiously-motivated conduct, and by failing to request a religious accommodation that would allow me to respectfully express my opinion on the same basis as other protected classes.

***I. My Background***

I became a Christian as a young child and strengthened my commitment to my faith by attending [REDACTED] College and [REDACTED] University. Over time, I have felt increasingly called to help those in need and to stand up for the oppressed. My various endeavors in community service as well my diverse experiences as a flight attendant have deepened my commitment to responding to everyone around me with compassion and love. I believe that everyone deserves to be treated with respect, no matter what their background or culture, and I work to cheerfully build relationships with everyone I come in contact with. This dedication to serving those who need help and to speaking for those who don't have a voice is rooted in my religious convictions.

***II. My Work at Alaska Airlines***

I began working as a flight attendant for Alaska Airlines in early 2013 and loved my job. Being a flight attendant gave me the opportunity to interact with a wide variety of people, and I enjoyed cheerfully serving our guests. I pride myself on being respectful, kind-hearted, and loving. I have always done my utmost to treat all coworkers and guests as I would want to be treated, and I stand by our company's values of being respectful and inclusive of those with other beliefs and values without exception. I count among my friends some whose lifestyles are very different from my own, and I love them for who they are. My employment record is exemplary, and guests and coworkers alike describe me as friendly, kind, attentive, and accommodating.



### **III. Discriminatory Actions and Failure to Accommodate**

#### **A. Alaska Airlines' Internal Forum and My Question**

On February 25, 2021, I read an article on Alaska Airlines' internal communications network—Alaska World—entitled “Alaska supports the Equality Act.” (Ex. 1.) In the article, Alaska Airlines explained that it supports the Act because it believes the legislation will further the important principle of equality for all. I fully support this goal and agree that everyone should be treated with kindness and respect, but I had some questions and concerns about the company's position. As I researched the Act, I read that it would remove the protections offered by the federal Religious Freedom Restoration Act and that it would open the doors of single-sex spaces to both sexes. After careful consideration and doing some research to ensure I understood the Act, I believed I should raise concerns about the impact of the company-supported legislation on people of faith and other vulnerable groups.

Alaska Airlines created Alaska World to encourage employee conversation about ideas. The policies governing Alaska World state: “Our differences make us better when we support and respect each other, allowing each of us to be who we are. Comments are here for us to openly and constructively share ideas, ask respectful questions, and understand one another and our company. You can disagree respectfully....” (Ex. 2.) The policy encourages employees, “Ask a question,” and concludes: “Three strikes and you're out: If a comment doesn't follow the rules, it will be removed at the discretion of the Corporate Communications team. If three of your comments are deleted, we will block you from future commenting.” I saw that two other employees (Flight Attendant Lacey Smith and [REDACTED]) asked questions about the Equality Act earlier in the day, and Andy Schneider responded to Ms. Smith's, confirming to me that Alaska World was an appropriate place to ask my question.

Believing Alaska Airlines welcomes respectful disagreement and invites questions, on the evening of February 25, I posted a question asking for clarification of the company's position. In writing the question, I copied and pasted information from a public policy group about potential implications of the Equality Act. I wrote:

Does Alaska support: endangering the Church, encouraging suppression of religious freedom, obliterating women rights and parental rights? This act will Force every American to agree with controversial government-imposed ideology on or be treated as an outlaw. The Equality Act demolishes existing civil rights and constitutional freedoms which threatens constitutional freedoms by eliminating conscience protections from the Civil Rights Act. The Equality act would affect everything from girls' and women's showers and locker rooms to women's shelters and women's prisons, endangering safety and diminishing privacy. Giving people blanket permission to enter private spaces for the opposite sex enables sexual predators to exploit the rules and gain easy access to victims. This is Equality Act

(Ex. 3.) (The end of my question was cut off due to character limitations in the comment feature.)

On the morning of February 26, I received an email from the company saying that my comment had been taken down due to violation of unspecified company policies and procedures. I responded to the email, asking:

Per the commenting rules I do not see where I broke them. I stayed on the topic, all questions and statements can be verified. I did not disrespect anyone and was



very civil about the questions I asked. I truly want to understand if our company supports this and if they truly understand the severity of this law?

Don't get me wrong. I am happy that our company supports gender equality.

I feel the questions which I asked is concern to many and should be answered and anyone who has done their research about the equality act should be asking the same questions.

I did not receive a further email response. However, that evening, when I landed in Seattle, I was met at the plane by Kaliko Howell, my Flight Attendant Supervisor, and a union representative. They had me sign a document stating that I would be withheld from service for two weeks pending an investigation. My supervisor also took my badge.

I was shocked because I simply asked a question for clarification. Alaska Airlines' harassment policy explains "What is NOT harassment?" saying, "Alaska Airlines promotes healthy and honest discussions in the workplace on issues of diversity and inclusion. These conversations are a vital part of learning and seeking to understand as well as providing equal access to opportunity and creating a workplace that embraces individuality and uniqueness." (Our People Policies, p. 13.) I believed that my respectful question, seeking clarification, fit well-within the parameters of this healthy discussion. My primary concern with the Equality Act is the impact it may have on vulnerable groups, including women who are survivors of sexual abuse and young girls, as well as people of faith, including minority faiths. My sincerely held religious beliefs compelled me to respectfully express these concerns when invited to provide input.

## ***B. Investigation and Termination***

On March 4, 2021, I met with Tiffany Lewis (Inflight Performance Supervisor), Heidi Neidlinger (Human Resources Coordinator), and Kaliko Howell, along with union representatives Terry Taylor (President of the Association of Flight Attendants (AFA) Local Executive Council) and Stephanie Adams (AFA Master Executive Council Grievance Committee Chairperson). I expressed my support for diversity and inclusion and explained that I had posted my question based on my religious convictions and concern for potentially oppressed groups. I gave them a statement requesting a religious accommodation to be allowed to politely express beliefs motivated by my religion in the same way that others are able to express beliefs encompassed by other protected characteristics, such as sexual orientation. (Ex. 4.)

On March 19, 2021—two weeks after I requested a religious accommodation—I received a Notice of Discharge, signed by Tiffany Lewis. (Ex. 5.) The Notice of Discharge signed by Tiffany Lewis alleges that I violated Alaska Airlines' "Our People Policies," covering harassment and discrimination, and sections 6.300 and 7.100 of the *Flight Attendant Manual*, covering personal conduct.

The Notice of Discharge grossly mischaracterizes my post and demeans my concerns about vulnerable groups and religious discrimination. My comment expressly raised concerns about the impact of the proposed legislation on religious freedom, women's rights, and the rights to safety and privacy. It raised a particular concern that changes to policies that protect the safe spaces of women could be exploited by people who are *not* the intended beneficiaries of the rule. This is a



common critique of the Equality Act,<sup>1</sup> which Congress has considered numerous times but never enacted. Nevertheless, the company grossly mischaracterized my statement, saying that I was “equating LGBTQ individuals to sexual predators,” which I did not and would never do, particularly as I have dear friends within the LGBTQ community. The company called my concern for women and people of faith “hateful,” “offensive,” and “discriminatory,” arguing that it “contributed to a hostile work environment.”

### ***C. Similarly Situated Employees***

Other similarly situated employees were treated better than I was when they questioned Alaska Airlines’ support for the Equality Act, referenced their personal convictions, or posted comments on their personal Facebook pages that the Airline found offensive. (Ex. 6.)

- Another Alaska Airlines employee who questioned the Airline’s support for the Equality Act was treated better than I was because his comment was not removed and presumably he did not face discipline. His question did not raise his religious beliefs but still could have been seen as undermining Alaska Airlines’ support for the Equality Act. (See Ex. 6 for full text of [REDACTED] comment.)
- In response to the same article that I commented on, three Alaska Airlines flight attendants referenced their personal convictions which compelled them to support the Equality Act. They even disparaged those with differing views, but the Airline did not remove their comments and they presumably were not disciplined. (See Ex. 6 for full text of [REDACTED], [REDACTED], and [REDACTED] comments.)
- In recent months, Alaska Airlines disciplined at least two other flight attendants for posting on their personal Facebook pages statements that “did not align with Alaska’s values.” These employees received only 3- and 5-day suspensions.

At least one other person in a similar situation was treated the same as I was. Lacey Smith, another Alaska Airlines Flight Attendant, posted a question about the company’s support for the Equality Act, using language that reflected religious beliefs. Alaska Airlines accused her of being hateful and discriminatory and fired her the same day it fired me.

### ***D. Grievance Proceedings***

At my subsequent grievance hearing on March 30, union representatives Terry Taylor and Stephanie Adams and I met with Michael Link (Program Manager, Labor Relations) and Karen Themelis (Sr. Labor Relations Business Partner). I had emailed Ms. Taylor a statement to submit to Mr. Link explaining my religious concerns and requesting a religious accommodation, but she and Ms. Adams called me and strongly counseled against submitting it.

During the meeting, Ms. Taylor affirmed that my employment record was exemplary and that nothing indicated that I acted with discriminatory intent. Mr. Link asked me only a few questions about my hiring but failed to ask me any questions concerning the posting for which the airline had fired me. Given my earlier conversation with Ms. Taylor and Ms. Adams I thought that what I wanted to say (the statement I had prepared to give Mr. Link) would not be well-

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<sup>1</sup> See, e.g., *11 Myths About H.R. 5, the Equality Act*, The Heritage Foundation, (Feb. 24, 2021), <https://www.heritage.org/gender/report/11-myths-about-hr-5-the-equality-act-2021>; 167 Cong. Rec. H659 (daily ed. Feb. 25, 2021) (statement of Rep. Smith); 167 Cong. Rec. H639 (daily ed. Feb. 25, 2021) (statement of Rep. Spartz); 167 Cong. Rec. H641 (daily ed. Feb. 25, 2021) (statement of Rep. Hartzler); 167 Cong. Rec. H652 (daily ed. Feb. 25, 2021) (statement of Rep. McClintock).



received, so in the absence of any questions by Mr. Link about my posting or about my position on the Equality Act, I did not say much in that meeting. Mr. Link would have been aware of my previous request for a religious accommodation because my Notice of Discharge specifically denied that request, but he did not ask me any questions pertaining to a religious accommodation that would allow me to state my concerns on the same basis as other protected classes.

On April 13, Mr. Link denied my grievance without referencing my request for a religious accommodation.

### ***E. Union “Representation”***

Throughout the disciplinary process, the union representatives who advised me failed to advocate for religious nondiscrimination and repeatedly disparaged my beliefs. The AFA limited its advocacy for me to my good employment record. (Ms. Taylor told me that everyone the AFA interviewed about me affirmed that I am kind and respectful to everyone.) Not once did the union speak up for my right as a member of a protected class or seek a religious accommodation on my behalf. Instead,

- Ms. Taylor and Ms. Adams repeatedly asserted that my research was all wrong and that the Equality Act will not result in religious suppression. My sources were reputable, but regardless of whether my concerns about the Equality Act were well-founded or not, I had a right to act and speak consistent with my religious beliefs.
- Ms. Adams and Ms. Taylor repeatedly told me that I had no right to speak in a private workplace, ignoring the fact that when the company has opened a forum for discussion, Title VII provides religious employees protection from religious discrimination.
- On March 4, 2021, prior to my initial investigatory meeting, Ms. Taylor counseled me to wait to ask for a religious accommodation, saying that the individuals we would be meeting with did not have the authority to grant me a religious accommodation. (Against her advice, I did request an accommodation, and my Notice of Discipline: Discharge was signed by Tiffany Lewis. If she had the authority to fire me, she should have also had the authority to provide a religious accommodation.)
- Ms. Taylor and later both Ms. Taylor and Ms. Adams strongly discouraged me from submitting my statement to Mr. Link prior to or during my grievance hearing. Additionally, they told me that religious accommodations only applied to things like wearing a head scarf or needing to pray at a particular time.
- Ms. Taylor repeatedly explained to me that if she had hit someone in the face on an airplane and it had been captured on video, it would not be possible to offer much defense, implying that my post was equivalent to hitting someone in the face on video.
- During the grievance meeting, rather than defending my right to be free from religious discrimination and advocating for a religious accommodation for me, Ms. Taylor explained that if she had read my comment, she’d “be concerned ... too” but gave her opinion that I was “not beyond salvation” as I was simply “misinformed with [my] research.”
- At times, union representatives disparaged me by their dismissive body language, such as when the union attorney who conducted my arbitration pre-screening, Kimberly Chaput, repeatedly rolled her eyes when I explained my research and my religious conviction that motivated me to raise my concerns.

The union’s refusal to defend my Title VII rights not only discriminated on the basis of religion but also created a disparate impact on employees based on religion.



#### **IV. Hostile Work Environment at Alaska**

Forcing religious people to remain silent on matters about which others are permitted or encouraged to speak cultivates a hostile work environment for people of faith. Similarly, if Alaska Airlines opens a forum for discussion of the Equality Act but closes that forum to people of faith who are concerned about religious discrimination, that sends a signal that people of faith are not welcome at Alaska Airlines. Disciplining religious people for being concerned about religious discrimination or for expressing their beliefs demonstrates hostility toward people of faith. Such policies not only discriminate on the basis of religion, they also create a disparate impact on employees based on religion.

As further evidence of its disregard for and silencing of its religious employees, on April 23, 2021, Alaska Airlines posted another article in Alaska World, this one entitled, “Diversity, Equity & Inclusion progress on our journey to a more inclusive workforce.” As the company touted its diversity policies and progress, it stated, “At Alaska, we believe every person deserves respect, to feel like they belong and to have equal opportunity regardless of race, ethnicity, disability, age, gender, gender identity or sexual orientation.” One legally protected class is notably missing from that list—religion. The post demonstrates to employees that Alaska Airlines does not value religious diversity, does not believe every religious person deserves respect, and does not believe religious people should feel like they belong and have an equal opportunity at Alaska Airlines.

Alaska Airlines’ extensive diversity trainings take a similar approach, focusing on other protected classes while failing to mention protection from discrimination based on religion. For example, the *Flight Attendant Manual* gives an example of an instance in which a passenger may adhere to certain religious traditions that a flight attendant may find offensive and even consider discriminatory, yet the airline in that context asks flight attendants to “not construe[]” these beliefs and behaviors as “disrespectful.” But in its diversity training, the company does not take the time to explain how some employees may have religious beliefs that others find offensive, but these people can still be decent and honorable, treating others with the courtesy and respect that Alaska Airlines values. Alaska Airlines could affirm that it values religious diversity, believes that all religious traditions deserve respect, and wants religious employees to feel like they belong and have an equal opportunity at Alaska Airlines. With the emphasis on respecting some protected classes but not another, Alaska Airlines further suggests to religious employees that they, unlike other employees, are not welcome to “be who they are” at the company.

Similarly, in an unrelated meeting that I had with Tiffany Lewis in January 2021, I was told to “avoid hot topics” on the job, including “religion.” Statements like this lead to chilling the expression of religious employees and a hostile work environment for those employees, like me.

#### **V. Summary of Alaska Airlines’ Unlawful Actions**

Alaska Airlines discriminated against me because of my Christian beliefs and religiously-motivated conduct, created a hostile work environment, and retaliated against me for raising concerns about religious suppression. Alaska Airlines discriminated against me by terminating me because of my religious beliefs. The Airline created a hostile work environment for people with religious concerns about the Equality Act by calling the concerns hateful and attempting to portray religious employees as hateful. It further created a hostile work environment for religious people by counseling me not to speak about religion. When I requested a religious accommodation to be allowed to express my concerns as other employees expressed theirs, Alaska Airlines summarily denied it. Alaska Airlines retaliated against me for expressing concerns about religious discrimination.

The Association of Flight Attendants-CWA discriminated against me on the basis of religion, including by failing to substantively advocate for my right to be free from religious discrimination, by repeatedly disparaging my beliefs, and by failing to request a religious accommodation that would allow me to respectfully express my opinion on the same basis as other protected classes.

These actions by Alaska Airlines and the AFA violated Title VII of the Civil Rights Act and state law.



this forum as a place to display the very reason we need the kind of legislation that was passed today. And the company continues to give them this venue to do so. I feel like I'm in sixth grade again, at recess, being abused by the other kids.

24 people like this



**Posted by: [REDACTED] (AS Flight Attendant, SEA) - February 25 at 7:56 pm**

Does Alaska support: endangering the Church, encouraging suppression of religious freedom, obliterating women rights and parental rights? This act will Force every American to agree with controversial government-imposed ideology on or be treated as an outlaw. The Equality Act demolishes existing civil rights and constitutional freedoms which threatens constitutional freedoms by eliminating conscience protections from the Civil Rights Act. The Equality act would affect everything from girls' and women's showers and locker rooms to women's shelters and women's prisons, endangering safety and diminishing privacy. Giving people blanket permission to enter private spaces for the opposite sex enables sexual predators to exploit the rules and gain easy access to victims. This is Equality Act

1 person likes this





## Notice of Discipline or Discharge

Date Action Taken: 3/19/2021

**TO:**

<b>Employee Name:</b> [REDACTED]	<b>Employee Number:</b> [REDACTED]
<b>Job Title:</b> Flight Attendant	<b>Department #:</b> INF <b>Location #:</b> SEA

**FROM:**

<b>Name:</b> Tiffany Lewis	<b>Title:</b> Inflight Performance Supervisor
<b>Department #:</b> INF	<b>Location #:</b> SEA

**SUBJECT: RECORD OF VIOLATION OF COMPANY RULES/REGULATIONS  
AND/OR UNSATISFACTORY PERFORMANCE**

**CHECK ONE:** ☐ Confirmation of Oral Warning ☐ Written Warning ☐ Suspension Without Pay  
☐ Final Warning (attendance) ☒ Discharge

A thorough investigation has been completed and this is your notification that you are hereby charged with an infraction of Company rules/regulation and/or unsatisfactory performance.

**INFRACTION/UNSATISFACTORY PERFORMANCE:** (Specify rule number with brief description of details and dates.)

I received concerns regarding an online comment you posted on an Alaska's World article titled "Alaska supports the Equality Act". You posted:

"Does Alaska support: endangering the Church, encouraging suppression of religious freedom, obliterating women rights and parental rights? This act will Force every American to agree with controversial government-imposed ideology on or be treated as an outlaw. The Equality Act demolishes existing civil rights and constitutional freedoms which threatens constitutional freedoms by eliminating conscience protections from the Civil Rights Act. The Equality act would affect everything from girls' and women's showers and locker rooms to women's shelters and women's prisons, endangering safety and diminishing privacy. Giving people blanket permission to enter private spaces for the opposite sex enables sexual predators to exploit the rules and gain easy access to victims. This is Equality Act".

The article emphasized the Company's support of the Equality Act, which is a bill designed to protect LGBTQ individuals from discrimination, specifically on the basis of sexual orientation and gender identity. It also reiterated Alaska's position that the Company stands against hate and intolerance of any kind. The concerns I received were that your comment undermined Alaska's support of legislation that protects individuals from discrimination, contributed to a hostile work environment, and was discriminatory toward LGBTQ individuals by equating them to predators and stating that providing LGBTQ individuals with equal rights threatened the rights and safety of others.

Heidi Neidlinger and I met with you on March 4, 2021 to discuss the concerns. You stated that you

Original: Employee CC: Personnel File, Supervisor, Field Team, Union (when applicable)





## **Notice of Discipline or Discharge**

read the article on the day it was posted and doing so raised questions for you. You then spent the day thinking about whether and how you should reply to the article and researched various news sources concerning the bill. That evening, you posted the above comment. You stated your intent was to seek clarity about the company's position. You also noted that your post contained information you copied and pasted from your research. During the meeting you stated that you have always done your best to treat all coworkers and guests with courtesy and kindness and that you stand by the Company's values. Your comment, however, reflected the opposite of kindness and adherence to Alaska's values. Your comment stating that providing equal rights to LGBTQ individuals threatens others and equating LGBTQ individuals to sexual predators is hateful and discriminatory.

In your written statement you requested a religious accommodation "to politely express beliefs motivated by my religion." Your misconduct cannot be excused by requesting a religious accommodation after the fact. Additionally, your request for accommodation would present an undue hardship to Alaska because posts like the one you made are discriminatory and create a hostile work environment for your coworkers. Alaska is not required to provide an accommodation that permits actions that demean and degrade, or are designed to demean or degrade, other employees. There was nothing polite about your comment and there is no reason to believe future comments would be any different.

Your posting was offensive, discriminatory, and did not align with Alaska Airline's values. It was made in a public forum and undermined the Company's efforts to create an inclusive work environment free of harassment and discrimination. Posts like this have a great impact on others, even if they are not intended to offend. As Carmen Williams, Interim VP of Inflight, noted in her June 5, 2020 email - it is imperative that each of us think before we speak or post on social media and evaluate the impact our words and actions will have on others, including coworkers and guests, regardless of intent. While we encourage open dialogue around Company policies and initiatives, we cannot tolerate speech that is discriminatory in nature or targets a group of individuals based on their legally protected characteristics.

**Your actions as described above are in violation of the following:**

### **Alaska Airlines Our People Policies, Harassment and discrimination: They don't belong in our workplace**

- Alaska Airlines prohibits harassment or discrimination based on a legally protected characteristic. Employees who engage in inappropriate harassing or discriminatory behavior will be held accountable, including discipline, up to and including termination of employment.
- We believe that all employees deserve to be respected, regardless of their race, color, ancestry or national origin, citizenship or immigration status, religion or creed, age, disability, sex or gender, pregnancy, sexual orientation, gender identity or gender expression, military or veteran status, marital or parental status, or medical or genetic information. Part of that respect means not harassing or discriminating against an individual because of any of these characteristics or any other legally protected status.

Original: Employee    CC: Personnel File, Supervisor, Field Team, Union (when applicable)



## Notice of Discipline or Discharge

- Alaska Airlines has **zero-tolerance** for harassment and discrimination in the workplace.
- Harassment is unwelcome or offensive conduct in the workplace that is: (a) based on legally protected characteristics; and (b) is detrimental to an employee's work performance, professional advancement, or mental wellbeing.
- Prohibited harassment is not limited to conduct that occurs at our physical workplaces or during regular business hours.
- Harassment that occurs online, including interactions or posting on social media, may also violate this policy.
- Workplace harassment affects all workers and can result in a safety risk, decreased productivity, increased turnover, and reputational harm for individuals and the company.
- Alaska Airlines prohibits all forms of sexual or gender harassment, including harassment based on sexual orientation and gender identity.

### Flight Attendant Manual, System Regulation, Section 6.300, Personal Conduct

- Ensure your conduct reflects credit on Alaska Airlines and consider the welfare of the Company. Avoid actions or statements that could discredit or harm the reputation of the Company.

### Flight Attendant Manual, Standards, Section 7.100, Personal Conduct

F/As must:

- Conduct themselves in a manner which reflects favorably upon the airline, avoiding actions or statement that could discredit or harm the reputation of the Company
- Contribute to a harmonious working environment
- Exercise good judgment

F/As may not:

- Threaten, intimidate, or act discourteously to guests or employees
- Use any form of harassment or discrimination based on immigration status, religion or creed, age, disability, sex or gender, pregnancy, sexual orientation, gender identity or gender expression, military or veteran status, marital or parental status, medical or genetic information.

### **ACTION TAKEN:**

**In view of the above, you are being discharged from Alaska Airlines.**

\_\_\_\_\_  
Employee Signature

(Your signature does not constitute an admission or agreement.)

\_\_\_\_\_  
Supervisor Signature

☐ Personally handed to employee on: 3/19/21

☒ Mailed to employee on (3/19/2021): Mail Certified/Return Receipt 7018 0360 0002 3262 4507  
(Mail Only When Not Possible To Present Personally)

Original: Employee    CC: Personnel File, Supervisor, Field Team, Union (when applicable)