

EEOC (INQUIRY) NUMBER: 423-2019-00299

Inquiry Information

REASON(S) FOR CLAIM

Date of Incident (Approximate): 11/05/2018

Reason for Complaint: Age - I am 40 years of age or older

Pay Disparity:

Location of Incident: Mississippi

Submission (initial inquiry) Date: 11/08/2018

Claim previously filed as charge with EEOC? No

Approximate Date of Filing: N/A

Charge Number: N/A

Claim previously filed as complaint with another Agency? No

Agency Name: N/A

Approximate Date of Filing: N/A

Nature of Complaint: N/A

INQUIRY OFFICE

Receiving: Jackson Area Office

Accountable: Jackson Area Office

APPOINTMENT

Appointment Date and time: 12/31/2018 08:30 AM US/Central

Interview Type: Phone

APPROXIMATE DEADLINE FOR FILING A CHARGE: 05/04/2019

POTENTIAL CHARGING PARTY

First Name, Middle Initial: Ray, W

Last Name: Smith`

Street or Mailing Address: 570 Rainey Road

Address Line 2:

City, State, Zip: MOSELLE, MS, 39459

Country: UNITED STATES OF AMERICA

Year of Birth: 1959

Email Address: r.smith13@live.com

Home Phone Number: (228) 216-6845

Cell Phone Number: (601) 549-9019

RESPONDENT

Organization Name: MISSISSIPPI DEPARTMENT OF AGRICULTURE AND COMMERCE

Type of Employer: State or Local Government that I applied to, work for, or worked for

Number of Employees: An uncertain number of employees

Street or Mailing Address: PO Box 1609

Address Line 2:

City, State, Zip Code: JACKSON,MS, 39215

County: Rankin

Phone Number: (601) 359-1100

RESPONDENT CONTACT

First and Last Name: Andy Gipson Commissioner

Email Address: Robin@mdac.ms.gov

Phone Number:

Title: Human Resources Director or Owner

LOCATION OF POTENTIAL CHARGING PARTY'S EMPLOYMENT

Street or Mailing Address:

Address Line 2:

City, State, Zip Code:

County:

POTENTIAL CHARGING PARTY'S DEMOGRAPHICS

Gender: M

Disabled: I do not have a disability

Are you Hispanic or Latino? not hispanic or latino

Ethnicity:

National Origin: American(U.S.)

Adverse Action(s)

ON November 5, 2018 I was interviewed for the position of Inspector, Regulatory Services Trainee Position with the Stet of Mississippi and was interviewed by three interviewers, two male and one female and was ask if I could do the mental and physical challenges that the position required, and was asked by the female interviewer "Why was I wanting to change my career at this stage in my life"? The interview was over too quick. I got a letter November 8, 2018 saying that "they regret to inform me that they cannot offer me a job at this time", that's all nothing more nothing less.

Supplemental Information

What Reason(s) were you given for the action taken against you?

Age

Was anyone in a similar situation treated the same, better, or worse than you?

I don't know

Please provide name(s) and email and/or phone number of anyone who will support your claim, and briefly describe the information this person will provide.

Richard A Benton, DVM

601-359-1100

richardb@mdac.ms.gov

He was one of three interviewers who questioned me and he is the one who " directed" the interview, (the main interviewer).

Please tell us any other information about your experience?

At the onset of the interview I noticed that the male interviewer(Richard Benton, he directed the questioning of the interview), kept asking me if I could handle the physical challenges/Mental challenges that came with the duties, as if I was too old to carry out the tasks that would had been required of me. The interview was more like a criminal interrogation than a job interview.

Also, the female interviewer ask me "Why am I changing career in this stage of my life, thinking he's too old for this position, as if to say, (why does he want to change jobs now at his age), even though they had copies of resume, college degree, and job references phone numbers of present job supervisors.

I received a letter on November 8/, 2018 stating" they cannot offer me a position at this time", They don't even give a specific reason why, that is disgusting to say the least. They are public employees, accountable to the people like me who contribute to their salaries through the taxes I pay every two weeks when I get paid at work.