

1. Brooklyn Lawson is a 26-year-old woman who lives at [REDACTED].
2. Respondent JSH Services, LLC, d/b/a Chick-fil-A Coliseum Boulevard (“Chick-fil-A Coliseum”), is an Indiana-registered domestic limited liability company, located at [REDACTED]. Upon information and belief, Chick-fil-A Coliseum employs fifteen or more employees.
3. Chick-fil-A Coliseum hired Ms. Lawson in or around October 2023 as a Team Member.
4. Throughout Ms. Lawson’s employment, Chick-fil-A Coliseum maintained an attendance points policy, under which employees are assigned punitive “points” for their absences, no matter the reason for the absence. For example, the Chick-fil-A Coliseum Employee Handbook states, “[V]iolations that would result in 3 infraction points include, but are not limited to . . . call-off after personal days are used up.” The Employee Handbook also states, “If at any point in time an employee acquires six active infractions, upon receipt of the sixth they will be subject to . . . termination.” The Employee Handbook does not state that it provides any exception to this policy for absences protected by the Pregnant Workers Fairness Act (“PWFA”) or the Americans with Disabilities Act (“ADA”). Indeed, while the Employee Handbook indicates that it was last “updated” on November 24, 2023, it nowhere mentions the PWFA (which went into effect on June 27, 2023) or otherwise explains to employees that they have a right to reasonable accommodations, including time off without penalty, for limitations arising out of pregnancy, childbirth, or medical conditions related to pregnancy.
5. Ms. Lawson is pregnant, due [REDACTED].
6. On or about March 13, 2024 — a day Ms. Lawson was not scheduled to work — she began to experience cramps and substantial vaginal bleeding, including passing blood clots. Concerned for her health and the health of her pregnancy, she rushed to the emergency room (“ER”), where she was diagnosed with a threatened miscarriage and subchorionic hematoma. After her condition stabilized, she was sent home and advised not to lift over 5 pounds and to await medical clearance before returning to work.
7. That same day, Ms. Lawson sent a message to her Front of House Director at Chick-fil-A Coliseum, Maria (Last Name Unknown), informing her that she had gone to the ER for pregnancy-related complications, namely, a threatened miscarriage and a subchorionic hematoma; was recovering at home; and would not be able to return to work until she received medical clearance from her OB-GYN to do so. Maria responded that that was fine, and to take her time recovering.
8. Even though Ms. Lawson had already notified Chick-fil-A Coliseum that she would be absent from work as a result of her pregnancy-related medical condition, Ms. Lawson dutifully complied with Chick-fil-A Coliseum’s call-out procedures. Specifically, early in the morning on or about March 14, 2024, and prior to the start time of her scheduled shift, Ms.

Lawson contacted her employer to reiterate that she would not be able to attend work that day.

9. Later that same morning, Ms. Lawson was shocked to receive an apparently-automated text message from Chick-fil-A Coliseum, informing her that she had been assigned three “points” under the company’s attendance policy for her pregnancy-related absence. The message also stated that six points “is grounds for termination” — and that she had accrued seven.
10. The threatening message caused Ms. Lawson substantial panic and anxiety, and made her fear that she would be fired for her pregnancy-related absence or for future pregnancy-related needs.
11. Over the course of the next ten days, Ms. Lawson continued to recover at home, per medical instruction.
12. On or about March 20, 2024, Ms. Lawson’s OB-GYN cleared Ms. Lawson to return to work on March 25, 2024, with a 15-pound lifting restriction.
13. On or about March 25, 2024, Ms. Lawson returned to work.
14. Following her return to work, Ms. Lawson spoke with Maria and expressed concern that Chick-fil-A Coliseum punished her for her pregnancy-related absence by assigning her attendance points. Maria responded, “Unfortunately, that is what personal days are for. When you don’t have personal days, you get pointed.”
15. Maria also told Ms. Lawson that another employee was likewise assigned three points when he missed work due to a serious car accident.
16. On or about April 3, 2024, Ms. Lawson spoke with another supervisory employee of Respondent Chick-fil-A Coliseum, Team Lead Daetra, about the unfairness of being punished for her pregnancy-related medical needs. In response, Daetra stated, “You have to use personal days or you get pointed.”
17. The following day, Maria repeated to Ms. Lawson, yet again, that when an employee does not have personal days, Chick-fil-A Coliseum assigns them attendance points for any absence.
18. Chick-fil-A Coliseum’s actions caused Ms. Lawson substantial anxiety, fear, and upset. Painfully aware that six points were “grounds for termination” — and that her employer had assigned her seven — Ms. Lawson felt that her job was constantly on the chopping block; she lived in fear that at any moment Chick-fil-A Coliseum might decide to fire her. And each day she reported to work, she felt renewed distress, anger, and helplessness that the very same supervisors she was working alongside had so callously refused to excuse her pregnancy-related absence — an absence caused by the near loss of her pregnancy. As a result of the significant distress she experienced each time she reported to work and her fear that she was one medical emergency away from being fired, Ms. Lawson felt that she had no

other choice but to quit her job, for her own health and the health of her pregnancy. Accordingly, on April 4, 2024, Ms. Lawson reluctantly quit her job.

19. On or about April 15, 2024, Ms. Lawson's OB-GYN informed her that the subchorionic hematoma had finally resolved.
20. Upon information and belief, it would not have imposed an undue hardship to provide Ms. Lawson the time off she needed in April 2024 to recover from her threatened miscarriage and subchorionic hematoma without assigning her attendance points.
21. By penalizing Ms. Lawson for her pregnancy-related absence through the assignment of attendance points and the threat of termination, Chick-fil-A Coliseum *failed to reasonably accommodate* Ms. Lawson's pregnancy, pregnancy-related medical conditions, and pregnancy-related disabilities, in violation of the PWFA and the ADA.
22. Likewise, by assigning attendance points and threatening termination of Ms. Lawson's employment on account of her requesting and using time off as a reasonable accommodation for her pregnancy, pregnancy-related medical conditions, and pregnancy-related disabilities, Chick-fil-A Coliseum *unlawfully retaliated* against Ms. Lawson, in violation of the PWFA and the ADA.
23. Moreover, Chick-fil-A Coliseum further *unlawfully retaliated* against Ms. Lawson when it constructively discharged her from employment on account of her request and use of a reasonable accommodation, in violation of the PWFA and ADA.
24. In addition, Chick-fil-A Coliseum *unlawfully interfered* with Ms. Lawson's exercise of her PWFA and ADA rights by maintaining an intimidating and punitive no-fault attendance policy that made no exceptions for PWFA- or ADA-protected absences. Chick-fil-A Coliseum further *unlawfully interfered* with Ms. Lawson's exercise of her PWFA and ADA rights by assigning her attendance points and threatening her with termination for exercising her right to reasonable accommodations under the PWFA and the ADA.
25. Upon information and belief, through its maintenance and application of a punitive attendance points policy, Chick-fil-A Coliseum is engaged in a pattern and practice of denying employees accommodations for their known pregnancy- and disability-related needs and retaliating against employees for requesting or using reasonable accommodations, in violation of the PWFA and ADA. Moreover, Chick-fil-A Coliseum's punitive attendance points policy unlawfully and systemically interferes with its employees' ability to use and enjoy their rights under the PWFA and ADA.
26. As a result of Chick-fil-A Coliseum's actions, Ms. Lawson has suffered loss of income, emotional distress, and other damages for which she seeks compensation, as well as attorneys' fees and costs. Ms. Lawson also seeks changes to Chick-fil-A Coliseum's policies and practices to ensure that employees may seek and receive accommodations under the PWFA and ADA without penalty.