

<p>Charge of Discrimination</p> <p>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 <input checked="" type="checkbox"/> EEOC</p>
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_____ and EEOC
State or local Agency, if any

Name <i>(indicate Mr. Ms. Mrs.)</i> Mr. Kelvin J. Cochran	Home Phone (Incl. Area Code) [REDACTED]	Date of Birth [REDACTED]
Street Address [REDACTED]		City, State and ZIP Code Atlanta, Georgia [REDACTED]

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, list under PARTICULARS below.)*

Name City of Atlanta	No. Employees, Members 25,000 (an estimate)	Phone No. (Include Area Code) (404) 330-6360
Street Address 68 Mitchell Street, SW, City Hall Towers, Atlanta, GA 30303		City, State and ZIP Code
Name	No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code

DISCRIMINATION BASED ON <i>(Check appropriate box(es).)</i> <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input checked="" type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER <i>(Specify below.)</i>	DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 8/16/2010 1/6/2015 <input checked="" type="checkbox"/> CONTINUING ACTION
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THE PARTICULARS ARE *(If additional paper is needed, attached extra sheet(s))*:
 From August 16, 2010 until January 6, 2015, I was the Fire Chief of the City of Atlanta's Fire Rescue Department. On November 24, 2014, I was informed by Yvonne Yancy (Commissioner of the Department of Human Resources), Candace Byrd (the Mayor's Chief of Staff), and Robert Godfrey (City Attorney's Office) that my publication of a book expressing my religious convictions, Who Told You That You Were Naked?, violated unspecified policies of the City of Atlanta. I was provided a notice of suspension without pay. I was also informed that the City would then conduct an investigation into my actions surrounding the publication of the book. I was also informed that I would be subject to sensitivity training upon the conclusion of my suspension.
 Upon return from my suspension on January 6, 2015, I was informed of the outcome of the investigation. I was informed by Michael Geisler (the City's Chief Operating Officer), Ms. Yancy and Mr. Godfrey that the investigation revealed zero instances of discrimination by me against any other employee of the City. I was also informed that despite having obtained authorization from the City's Ethics Department to publish the book that City policy required the Mayor's personal approval before publication. I was informed that all City employees interviewed in the investigation were asked if my faith influenced my leadership style. All employees responded that it did. I was informed that since my faith influenced my leadership style, as well as other issues concerning my book, I was given a choice to resign or be terminated.
 These actions by the City arose due to the content of my book and the fact that I attempt to conduct myself in accordance with my religious convictions at all times, even when I'm at work. The book expresses my deeply held religious convictions on many subjects. I believe that I have been discriminated against because of my religion – Christian – in violation of Title VII of the Civil Rights Act of 1964, as amended.

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>
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I declare under penalty of perjury that the above is true and correct. <div style="display: flex; justify-content: space-between;"> <div style="text-align: left;"> <p>01/19/2015 Date</p> </div> <div style="text-align: center;"> <p>[REDACTED SIGNATURE] Kelvin J. Cochran</p> </div> </div>	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 <i>(month, day, year)</i>
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