

The Commonwealth of Massachusetts
Commission Against Discrimination
436 Dwight Street, Rm. 220, Springfield, MA 01103
Phone: (413) 739-2145 Fax: (413) 784-1056

MCAD DOCKET NUMBER: 15SEM02138
FILING DATE: 08/13/15

EEOC/HUD CHARGE NUMBER: 16C-2015-01969
VIOLATION DATE: 11/1/2014

Name of Aggrieved Person or Organization:

Rana Mungin

G.L.c. 4, § 7(26)(c)

Named is the employer, labor organization, employment agency, or state/local government agency who discriminated against me:

UMass Amherst
Kelly Pleasant, Division of Human Resources
181 President's Drive
Amherst, MA 01003

No. of Employees: 25+

Work Location: Amherst, MA

Cause of Discrimination based on:

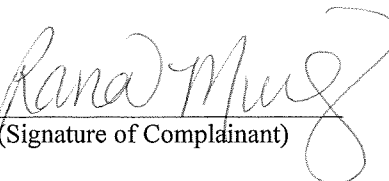
Race (African American), Color (Black); Retaliation.

The particulars are:

I, Rana Mungin, the Complainant believe that I was discriminated against by UMass Amherst, on the basis of Race (African American), Color (Black) and subjected to retaliation. This is in violation of M.G.L. c.151B, Section 4, Paragraphs 1, 4 and Title VII.

1. On or about August 2012 through May 2015, I was a teaching associate for Respondent's writing program. Also, from September 2014 through January 2015, I was one of Respondent's teaching associates for the English department. In June 2013, I was a writing teacher for Respondent's young writers' institute. During these years working in the aforementioned positions, I was the only person that was African American, Black. During a class that I was teaching, I spoke out about micro aggression that happens in the classroom. A student responded that I was too sensitive. The professor then pulled me out of the classroom, because I was very upset.
2. On or about November 2014, I applied for an instructor position with the Juniper Institute for young writers. I did not interview for this position because I held this position prior to my date of application. On or about December 2014-January 2015, I learned that I was not a successful candidate. When I asked Respondent why I did not get a position, I was told they had a lot of qualified persons for the positions. Upon information and belief, all of the successful candidates were White. I know I received positive feedback from my students. However, I was still not a successful candidate. The decision makers for the open positions with the Juniper Institute were B.W. and J.J.
3. I believe Respondent subjected me to retaliation by not offering me a position because I spoke out about micro aggression.

I hereby verify, under the pains and penalties of perjury, that I have read this complaint and the allegations contained herein are true to the best of my knowledge.


(Signature of Complainant)