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Four years ago we filed an unusual and important lawsuit on behalf of Teri James against San Diego Christian College (SDCC).

Teri (age 29) worked for SDCC for approximately 2 years from January 12, 2011 to October 19, 2012. She was employed as a Financial Aid Specialist. Teri performed her job duties well and was given a very favorable review.

In 2012 Teri became pregnant. She was unmarried at the time. Although Teri did not disclose her pregnancy to her employer there was a rumor on campus that she was pregnant. She was contacted by her supervisor and a director and asked to come to a meeting without being given the reason for the meeting.

At the meeting with her supervisor she was asked if she was pregnant. Teri answered honestly that she was pregnant. At a subsequent meeting the Director told her that as a result she had 2 options: resign or be terminated.

Teri indicated that she knew pregnant women had rights. The Director indicated that she was not being fired because she was pregnant. Instead he stated that she was being terminated because she had pre-marital sex.

The next day she advised the Director that she was not resigning. She was then given a termination notice which stated: "Teri engaged in activity outside the scope of the Handbook and Community Covenant that does not build

up the college's mission. Being an 'at-will' employer, SDCC decided to terminate the relationship between SDCC and Teri."

The Community Covenant states: "The traits that should not inhabit our lives are identified as abusive anger; malice; jealousy; lust; sexually immoral behavior including pre-marital sex, adultery, pornography, and homosexuality; evil desires; prejudice based on race, sex, or socioeconomic status; greed; idolatry; slander, profanity; lying; drunkenness, thievery and dishonesty."

Teri was understandably very upset by her termination and the loss of her health plan because she lost her job. We filed a lawsuit on behalf of Teri against SDCC alleging discrimination against Teri, on account of gender, pregnancy and marital status.

Teri James and her husband Brandon were very courageous to speak out against this injustice and Teri has asked me to inform the Governor that she supports AB 569.

Teri feels that her baby is a blessing. She was honest about her pregnancy and she was not willing to lie about it in order to keep her job. She does not want what happened to her to happen to anyone else.

We urge the governor to sign this important Bill AB 569 protecting workers from discrimination based on reproductive health choices.

Gloria Allred
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