

Infosys Sees Women As 'Tokens,' Ex-Workers Tell EEOC

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By **Amanda Ottaway**

Law360 (January 13, 2021, 8:59 PM EST) -- Infosys was slapped with a U.S. Equal Employment Opportunity Commission charge Wednesday claiming the information technology giant favors Indian and male employees over other workers and marginalizes women, according to four women who say they were pushed out or fired for complaining about bias.

In a supplement to the charge the women's attorney said they filed in the EEOC's New York district office Wednesday, they allege Infosys maintains a sexist culture that uses American female employees as "tokens."

While Infosys' website says it wants a discrimination-free workplace and its decisions are based on fair criteria, that doesn't reflect the day-to-day realities of being employed there, they argue.

"Women and non-Indian people know that, for all of Infosys's lofty proclamations, the reality paints a much darker picture," the women say.

Shannon Doyle; Carrie Subacs; Sylvie Thompson; and Jane Doe, whose name and information is redacted throughout the supplement, worked for the global tech company in marketing and digital, retail consulting and supply chain management positions, according to the supplement.

Thompson was "forced out" and the other three were fired after raising complaints about their treatment, said their attorney Valdi Licul of Wigdor LLP.

The women describe similar treatment of being systematically boxed out of emails, meetings and other communications, and given either too much work or not enough in a company culture that allegedly heavily favored men and Indian employees. When they complained, other employees expressed views like the belief that women lean on their husbands for financial support, they allege.

One company leader allegedly told Thompson that the men at the company "have families to support and the Indian men not only have families, but if they lose their jobs, they would likely be forced to have to move their families back to India," according to the supplement.

CEO Mark Livingston at one point allegedly said the in-house discrimination was "too big of a topic to tackle now," the filing says.

A male colleague of Jane Doe refused to use her name when talking about her, she says, only referring to her with pronouns, and later she got a bad evaluation because she had complained about the alleged bias, the document says.

"How many more employees need to come forward before Infosys starts to take workplace discrimination seriously? Enough is enough," Licul said in an emailed statement Wednesday.

Chiku Somaiya, a spokesperson for Infosys, said in an emailed statement of her own that the company hadn't received the full charge yet.

"However, we take any allegation of discrimination seriously, and will respond to this matter as appropriate. As an employer, Infosys is committed to diversity, equity, and inclusion and ensuring equal opportunities for all our employees across the organization," the statement said.

Counsel from Infosys did not immediately respond to a request for comment late Wednesday afternoon.

In addition to the charge, the women penned an open letter to Infosys, published Wednesday, imploring the company to ditch its mandatory arbitration agreement so they could bring their claims in court.

The women are represented by Valdi Licul of Wigdor LLP.

According to Licul, Infosys is represented by Jeanne Schmidt and Devjani Mishra of Littler Mendelson PC.

The claim is Shannon Doyle, Carrie Subacs, Sylvie Thompson and Jane Doe vs. Infosys Limited and Infosys Americas, in the Equal Employment Opportunity Commission, New York District Office. A charge number was not immediately available.