

Gucci Accused of Pregnancy Bias, Retaliation Against Worker

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Feb. 7, 2022, 3:03 PM

- Employee allegedly demoted after maternity leave
- Charge also alleges retaliation, FMLA interference

A Gucci America Inc. senior media director is alleging the company discriminated against her based on her pregnancy.

Courtney Flint said in a charge filed with the U.S. Equal Employment Opportunity Commission on Monday that after returning from maternity leave she was demoted and told she was no longer “qualified” for the job she held for almost five years.

Gucci engaged in pregnancy discrimination, retaliation, and Family and Medical Leave Act interference and retaliation, according to the charge.

Charges must be filed with the EEOC before workers can bring a federal discrimination lawsuit.

Flint’s boss, Selena Kalvaria, described her as not “engaged in her job” and told Flint not to seek any further reasonable accommodations, the charge alleged. Kalvaria told Flint that working mothers “have a lot of added burdens,” it said.

After complaining to Gucci’s human resources department, Flint was allegedly told she was “free to leave” and that the company was also “free to fire” her. A Gucci investigation found no evidence of discrimination, the charge said.

A Gucci representative didn’t immediately respond to a request for comment.

“This unlawful behavior is based on harmful, decades-old stereotypes that working mothers are somehow less committed to their jobs. We hope this complaint sends a loud message to Gucci and across corporate America that discrimination against women who take legally protected maternity leave has no place in today’s workplace,” Flint’s attorney [Valdi Licul](#), a partner at Wigdor LLP, said in a statement.