

UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF TENNESSEE
NASHVILLE DIVISION

JEREMY SNYDER,)	
)	JURY DEMAND
Plaintiff,)	
)	
v.)	CAUSE NO:
)	
TRANSCOR AMERICA, LLC, and)	Judge
VACO NASHVILLE, LLC,)	
)	
Defendants.)	Magistrate Judge

COMPLAINT AND DEMAND FOR JURY TRIAL

I. NATURE OF THE CASE

1. This is an action brought by Plaintiff, Jeremy Snyder (“Snyder”), by counsel, against Defendants, TransCor America, LLC, (“TransCor”) and VACO Nashville, LLC, (“VACO”), for violating Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.* and the Americans with Disabilities Act (“ADA”), as amended, 42 U.S.C. § 12101 *et seq.*,

II. PARTIES

2. Snyder is a citizen of the United States, the State of Tennessee, and, at all times relevant to this litigation, resided within the geographical boundaries of the Middle District of Tennessee.

3. Defendant TransCor is a corporation that maintains offices and conducts business in the Middle District of Tennessee.

4. Defendant VACO is a corporation that maintains offices and conducts business in the Middle District of Tennessee.

III. JURISDICTION AND VENUE

5. Jurisdiction is conferred on this Court over the subject matter of this litigation pursuant to 28 U.S.C. §1331, 42 U.S.C. §2000e-5(f)(3), and 42 U.S.C. § 12117.

6. Defendant is an “employer” as that term is defined by 42 U.S.C. §2000e(b) and 42 U.S.C. § 12111(5)(A).

7. At all times relevant to this action, Snyder was an “employee” as that term is defined by 42 U.S.C. §2000e(f).

8. Snyder is a “qualified individual with a disability” as defined by the Americans with Disability Act, 42 U.S.C. §§ 12102(2) and 12111(8) and/or Defendants knew of Snyder’s disability and/or Defendants regarded Snyder as being disabled.

9. Snyder exhausted his administrative remedies by timely filing a Charge of Discrimination against Defendant with the Equal Employment Opportunity Commission and files this complaint within ninety (90) days of receipt of his Notice of Right to Sue.

10. A substantial part of the events, transactions, and occurrences concerning this case arose in the geographical environs of the Middle District of Tennessee; therefore, venue is proper in this Court.

IV. FACTUAL ALLEGATIONS

11. Snyder was hired by TransCor on or about January 31, 2022 after being placed by VACO, a staffing agency. Snyder worked as the Human Resource Manager.

12. After his hire, Snyder did not receive and training or go through an orientation despite being assured he would receive an extensive eleven (11) week onboarding with training. Despite this, during all relevant time periods, Snyder met or exceeded TransCor's legitimate performance expectations.

13. Snyder is disabled at that term is defined by the ADAAA and/or the Defendants regarded him as disabled. Snyder disclosed to the Defendant that he has Bipolar Disorder II, Generalized Anxiety Disorder, and Chronic Depression on multiple occasions and completed paperwork, including his application, disclosing his disabilities. Snyder was able to perform the essential functions of his position with or without an accommodation.

14. In late February 2022, another individual, Megan Olson, was placed at TransCor. TransCor gave Olson Snyder's responsibilities and left Snyder only handling recruiting despite the job duties laid out in his job description as HR Manager. Further, at that point, TransCor gave Snyder an impossible task of filling forty-two (42) positions across seven states by the first week of April.

15. On or about March 14, 2022, Snyder completed his benefit open enrollment paperwork on which he indicated that he was married to another man. TransCor was aware of this paperwork.

16. In March 2022, Snyder was told by TransCor that it did not want people with his condition. Specifically, his supervisor, Leigh Boiler (“Boiler”) told Snyder that she did not want him to be in an environment that caused him to be depressed, referencing his disability.

17. Then, on or about March 22, 2022, TransCor terminated Snyder’s employment. During the termination call, Boiler told Snyder that they needed bright and happy people and that they did not have problems with Megan, again referencing Snyder’s disabilities. The reason given for Snyder’s termination is pretext for discrimination based on his disability and/or his sexual orientation. Similarly-situated non-disabled individuals who are heterosexual have been treated more favorably.

18. Following his termination, Snyder was informed by Ashley Wilkinson at VACO that the agency could no longer place him at any other location, which he understood to be because of his disabilities. VACO has not placed him in any position since.

V. LEGAL ALLEGATIONS

COUNT I: DISABILITY DISCRIMINATION/RETALIATION

19. Snyder hereby incorporates paragraphs one (1) through eighteen (18) of his Complaint.

20. Defendant TransCor violated Snyder’s rights as protected by the Americans with Disabilities Act, 42 U.S.C. § 12101 *et seq.* by terminating him because of his actual or perceived disability.

21. Defendant VACO violated Snyder's rights as protected by the Americans with Disabilities Act, 42 U.S.C. § 12101 *et seq.* by refusing to place him in any position because of his disabilities.

22. Further, Defendant retaliated against Snyder for engaging in a protected activity.

23. Defendant's actions were intentional, willful, and in reckless disregard of Snyder's rights as protected by the ADAAA.

24. Snyder suffered damages as a result of Defendant's unlawful actions.

COUNT II: SEXUAL ORIENTATION DISCRIMINATION

25. Snyder hereby incorporates paragraphs one (1) through twenty-four (24) of his Complaint.

26. Defendant violated Snyder's rights and discriminated against his based on his sexual orientation by terminating his employment.

27. Defendant's actions were intentional, willful, and in reckless disregard of Snyder's rights as protected by Title VII.

28. Snyder suffered damages as a result of Defendant's unlawful actions.

VI. REQUESTED RELIEF

WHEREFORE, Plaintiff, Jeremy Snyder, by counsel, respectfully requests that this Court find for Plaintiff and:

1. Reinstatement Plaintiff to the position, salary and seniority level he would have enjoyed but for Defendants' unlawful employment actions, or award her front pay in lieu thereof;
2. Pay Plaintiff's lost wages and benefits;
3. Pay to Plaintiff compensatory damages, damages for emotional distress and payment of uncovered medical bills and/or insurance premiums;
4. Pay to Plaintiff compensatory damages;
5. Pay to Plaintiff punitive damages;
6. Pay to Plaintiff pre- and post-judgment interest;
7. Pay Plaintiff's costs and attorney fees incurred in litigating this action;
and,
8. Provide any further equitable relief this Court sees fit to grant.

Respectfully submitted,

/s/ Kyle F. Biesecker
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Attorneys for Plaintiff

DEMAND FOR JURY TRIAL

The Plaintiff, Jeremy Snyder, by counsel, respectfully requests a jury trial for all issues deemed triable by jury.

Respectfully submitted,

/s/ Kyle F. Biesecker
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