

Discrimination Complaint

On November 11, 2021, Jay F. Dortzbach filed a complaint with the Utah Occupational Safety and Health Division (“UOSH”) alleging Bonneville International Corporation (“Bonneville”) retaliated against him for failing to respect his personal religious objection to a vaccination or testing requirement he alleged was imposed. On January 21, 2022, UOSH administratively closed the complaint because the allegations do not qualify as a protected activity or unlawful retaliation under the Utah Occupational Safety and Health Act (the “Utah OSH Act”). On December 24, 2021, Mr. Dortzbach filed a Charge of Discrimination against Bonneville with the Utah Anti-Discrimination & Labor Division (“UALD”) (UALD No. C2-0086) and the Equal Employment Opportunity Commission (“EEOC”) (EEOC No. 35C-2022-00086). Mr. Dortzbach asserted claims of discrimination in violation of Title VII of the Civil Rights Act of 1964, retaliation in violation of Title VII of the Civil Rights Act of 1964, and retaliation in violation of the Utah Antidiscrimination Act of 1965. Mr. Dortzbach filed an amended Charge with the UALD on April 13, 2022 alleging a new cause of discrimination of disability in violation of the Americans with Disabilities Act. On April 28, 2022, the UALD dismissed Mr. Dortzbach’s charges of discrimination in its entirety. Mr. Dortzbach has until May 31, 2022 to appeal the UALD’s determination, or Mr. Dortzbach can seek a right-to-sue letter from the EEOC.