
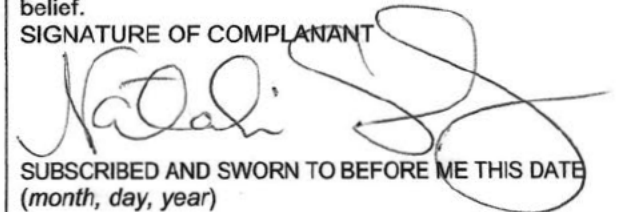


CHARGE OF DISCRIMINATION		Charge Presented to: Agency(ies) Charge No(s):	
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		<input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	520-2021-04360
_____ and EEOC <i>State or local Agency, if any</i>			
Name <i>(indicate Mr. Ms. Mrs.)</i> Natalie Sanchez		Home Phone (Incl. Area Code) [REDACTED]	Date of Birth [REDACTED]
Street Address [REDACTED]		City, State and ZIP Code [REDACTED]	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I believe Discriminated Against Me or Others. <i>(If more than two, list under PARTICULARS below.)</i>			
Name S&P Global, Inc.		No. Employees, Members 20,000+	Phone No. (Include Area Code) 212-438-1000
Street Address 55 Water Street		City, State and ZIP Code New York, New York 10041	
DISCRIMINATION BASED ON <i>(Check appropriate box(es).)</i>		DATE(S) DISCRIMINATION TOOK PLACE	
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN		Earliest (ADEA/EPA)	Latest (All) 11/9/20
<input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER <i>(Specify below.)</i>		<input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE <i>(If additional paper is needed, attached extra sheet(s)):</i>			
<i>(Please see the attached narrative / statement of facts.)</i>			
[] I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY – <i>When necessary for State and Local Agency Requirements</i>	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
Date: <u>8/12/21</u> Charging Party Signature: 		SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <i>(month, day, year)</i> <u>August 12th, 2021</u>	

NEIL F. AGYIRI
 Notary Public - State of New York
 NO. 01AG8324731
 Qualified in Rockland County
 My Commission Expires May 11, 2023

NARRATIVE STATEMENT OF MATERIAL FACTS

Preliminaries

1. At all times relevant hereto, Charging Party NATALIE SANCHEZ (“SANCHEZ”) is a resident of the State of New York and the County of Rockland.
2. Charging Party is a Hispanic woman.
3. Charging Party is a citizen of the United States.
4. At all times relevant hereto, Respondent S&P Global, Inc. (“S&P” or the “Company”) was and is a for-profit corporation duly existing pursuant to, and by virtue of the laws of the State of New York and maintains its principal place of business at 55 Water Street, New York, New York 10041.
5. At all times relevant hereto, Respondent S&P has employed over 15 employees and is therefore subject to Title VII of the Civil Rights Act of 1964.
6. At all times relevant hereto, Charging Party was an employee of Respondent S&P.

MATERIAL FACTS

Charging Party’s Career in the Secretarial Industry

7. Charging Party began her career at McGraw-Hill, Inc. as an Administrative Assistant after graduating from the Secretarial Business Program at the Katharina Gibbs Secretarial School in 1987. In 1998, Charging Party was elevated to Global Administration Generalist at S&P Global, Platts Division (“S&P Platts”). In 2002, Charging Party was elevated to Executive Administrative Assistant, where she was responsible for providing administrative support to the President of Business Information Group, managing the New York workspace, liaising with facilities department on all related matters, generating and distributing confidential monthly operating reports, organizing and running video

conference meetings for global staff, planning and arranging company dinners, and conferences, controlling office supplies orders and maintaining inventory, and preparing monthly expense and purchase card reports. In July 2011, Charging Party was elevated to Executive Assistant where she was responsible for supporting four senior executives, including Director of Analytics, Chris Midgley (“Mr. Midgley”).

8. Throughout her career, Charging Party received positive performance reviews. Specifically on December 10, 2018, Mark Schwartz (“Mr. Schwartz”) gave her a positive year-end performance review stating that she met his needs “with no major issues” and that the “office space management and associated support have been accomplished without problems.” On or about April 30, 2020, Mr. Midgley wrote a positive performance review of Charging Party, stating that she “had a great impact on the business in 2019 by making sure the office move to Water Street went smoothly.”

Charging Party is Subject to Sexual Harassment by Mr. Midgley

9. During the annual holiday party on December 5, 2017, Mr. Midgley walked past Charging Party, who was having a conversation with others, rubbed her back and whispered, “great party.” Charging Party, uncomfortable and shaken, excused herself from the conversation, went to the ladies’ room, and tried to calm herself down.
10. Only four months after the aforementioned incident, in April 2018, Cindy Weiss (“Ms. Weiss”), Director of Human Resources (HR), asked Charging Party if she could temporarily support Mr. Midgley, who is based in the S&P London office, because his regular assistant was out on medical leave. Charging Party hesitantly accepted the additional work and was given neither a salary increase, nor a signing bonus for doing so.

11. Mr. Midgley's assistant returned from medical leave in April 2019 at which time she filed a reasonable accommodation request, causing her to no longer report to Mr. Midgley. This caused Charging Party to remain in the position of reporting to Mr. Midgley on a permanent basis.
12. Charging Party caught Mr. Midgley leering at her behind as she walked away from him from on or about April 2 through April 4, 2019. Charging Party also saw Mr. Midgley staring at her breasts from on or about March 3, through March 6, 2020. On May 5, 2020, Charging Party reached out to S&P Human Resources for help.

Charging Party Engages in Protected Activity, and Files a Complaint against Mr. Midgley

13. On May 5, 2020, Charging Party emailed Amanda Lamadrid ("Ms. Lamadrid"), Director, Partner [Director Partner?] of People in Houston Texas, to inform her about Mr. Midgley's behavior. In this email, Charging Party explained how Mr. Midgley made her feel "really uncomfortable," requested to no longer support him, and stated "I was very afraid to come forward because I didn't want to risk losing my job." Ms. Lamadrid responded to Charging Party to thank her for reaching out and explain that her complaint would be referred to the S&P Employee Relations team to conduct a thorough investigation. Ms. Lamadrid further stated to Charging Party that Respondent S&P has "a zero-tolerance policy for any sort of retaliation as a result of you speaking up."
14. The case was then handed over to Belinda Palmer ("Ms. Palmer"), Employee Relations Specialist. On May 8, 2020, Charging Party and Ms. Palmer had their first phone call. During this call, Ms. Palmer wondered out loud why Charging Party was reporting to someone in the S&P London office, as it would only make her job more difficult given the time difference between the United Kingdom and the United States. Ms. Palmer also asked

why it had taken Charging Party so long to report Mr. Midgley's behavior. Charging Party explained to Ms. Palmer that she had planned to go to HR in person to report Mr. Midgley's behavior but then the pandemic happened. However, when Charging Party realized that all staff of Respondent S&P was going to be out of the office for a protracted period of time, she decided to email Ms. Lamadrid. Ms. Palmer advised Charging Party to keep working and supporting Mr. Midgley until the investigation into her allegations against him was fully completed. Ms. Palmer further stated that she would follow up with Charging Party after she had spoken to Mr. Midgley to hear his side of the story.

15. During a June 2020 meeting, Ms. Palmer alerted Charging Party that she had spoken to Mr. Midgley about Charging Party's complaint and Mr. Midgley had denied any wrongdoing and stated that he felt "sorry that... [Charging Party] felt that way" and thought that Charging Party was "just upset about the fact that she had not received a merit increase." Charging Party stated, "I would never say something that did not happen. I have worked for many executive men throughout my time in the company and this never occurred until him. One situation has nothing to do with the other." Ms. Palmer nodded in agreement and said that she was going to schedule a meeting with Brona Ratcliff ("Ms. Ratcliff"), the HR Director based in London, who covered Mr. Midgley's group.
16. In July 2020, Charging Party met with Ms. Ratcliff and Ms. Palmer. When Charging Party referred to her prior discussions with Ms. Palmer regarding Mr. Midgley, Ms. Palmer denied having said that Mr. Midgley had felt sorry about how Charging Party perceived his conduct. Ms. Ratcliff told Charging Party that she was going to have to look around to see if there was somewhere else that Charging Party could be placed. At the end of the meeting, Ms. Palmer announced that she would "back out" of future conversations and that

further discussions on this matter would occur between Charging Party and Ms. Ratcliff. Ms. Ratcliff explained to Charging Party that she was going to talk to Mr. Midgley and find out how Charging Party and Mr. Midgley could improve their working relationship.

Charging Party’s Formal Complaints Regarding Mr. Midgley’s Unlawful Conduct Caused an Onslaught of Discriminatory and Retaliatory Conduct Against Her, Which Ultimately Resulted in Charging Party’s Unlawful Termination

17. In August 2020, Ms. Ratcliff stated to Charging Party that since the majority of her workload was with Mr. Midgley, there were no other positions available for her at the Company. Ms. Ratcliff asked Charging Party what she wanted to do, and Charging Party explained that she needed her job and that she had no other choice than to keep supporting Mr. Midgley even though it would be difficult for her under the circumstances. Ms. Ratcliff responded by telling Charging Party that she was not in the same office as Mr. Midgley and that will make the situation easier. The call ended with Ms. Ratcliff agreeing that she would check in with Charging Party in the near future to see how things were going with Mr. Midgley.

18. A short time later, on August 3, 2020, Ms. Ratcliff sent Charging Party an email, asking if Charging Party was ready to have a Zoom call with both Ms. Ratcliff and Mr. Midgley or, if Charging Party preferred, to meet with Ms. Ratcliff alone, before Ms. Ratcliff met with Mr. Midgley. Charging Party responded that she would like to have a meeting with Ms. Ratcliff first and Ms. Ratcliff said that she would be in touch shortly to set up a call.

19. Charging Party did not hear back from Ms. Ratcliff until November 9, 2020, at which time she received an email invite for a “catch-up meeting” that was going to occur in 30 minutes. When Charging Party dialed into the call, she realized that both Ms. Weiss and Ms. Ratcliff were on the call. Ms. Ratcliff then announced to Charging Party that her job had been

“eliminated.” Ms. Ratcliff specifically stated, “I know it’s shocking, but I am sure you will find another job. If you have any questions, just reach out to Cindy.” Charging Party was not given a reason for Respondent S&P’s ending her thirty-three-year career. Charging Party’s last day of work was December 31, 2020.

Damages Caused by Respondent’s Unlawful Discrimination and Retaliation

20. As a result of wanton discrimination and retaliation, Charging Party has experienced acute symptoms: depression, feelings of isolation, insomnia alternating with fatigue, weight gain, changes in her mood, and an increase in headaches. She is in ongoing therapy with a psychologist.
21. As a result of Respondent’s actions, Charging Party is suffering from anxiety and emotional distress.