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## Facts About the Swanita Taylor Litigation

July 6, 2010

There are numerous discrepancies in Ms. **Swanita** Taylor's claims and the **facts** developed to-date by KBR.

Ms. **Taylor** worked for KBR in Afghanistan at several different locations and departments in her eight months of employment. During that time she made many internal complaints, all of which were reviewed and addressed where appropriate. Ms. **Taylor** complained about her co-workers in each of her different assignments.

Ms. **Taylor** began working in the Laundry department at Bagram in early March 2009, and was first disciplined for poor performance in mid-May 2009. Ms. Taylor's poor performance problems continued, and she received additional discipline, culminating in termination. During June and July 2009, each time Ms. **Taylor** learned she was being disciplined, she made internal complaints about her work environment, co-workers and supervisors.

### Ms. **Taylor** Allegedly Reported Assault of a Fellow Employee

In her Equal Employment Opportunity Commission (EEOC) Charge and in her Complaint, Ms. **Taylor** claims that she was disciplined in June 2009 in retaliation for reporting the assault of a fellow employee and for reporting a hostile work environment.

Ms. **Taylor** did not report the assault of a fellow employee, but she was interviewed as a witness in an investigation of an alleged assault in May 2009. Four days before that interview, Ms. **Taylor** had received a disciplinary counseling for tardiness. Approximately two weeks later, Ms. **Taylor** was disciplined again for reasons unrelated to this complaint; Ms. **Taylor** was disciplined for poor work performance, failing to follow instructions, and mistreatment of local Afghani employees.

### Alleged Assault of Ms. **Taylor**

In her Complaint, Ms. **Taylor** for the first time alleges an exaggerated version of an alleged assault by a male co-worker. When she first reported the incident in July 2009, Ms. **Taylor** complained of inappropriate touching. That allegation was investigated and was not substantiated at the time.

Ms. **Taylor** has now provided at least three different, increasingly embellished versions of the **facts** in her original report, EEOC charge, and court filing.

## Termination of Ms. **Taylor**

Ms. **Taylor** claims her employment was terminated in retaliation for filing internal complaints and/or filing an EEOC charge.

Ms. Taylor's termination had first been recommended in early June, and was recommended again at the end of June (before the filing of her EEOC charge and most of her internal complaints).

However, Ms. **Taylor** was not notified of her termination until after completion of the internal investigation into her July 2009 complaint which was unsubstantiated.

Ms. **Taylor** was terminated for loss of confidence based on cumulative performance problems. Those problems involved Ms. Taylor's repeated tardiness to work, and refusal to complete tasks as assigned and failure to follow instructions, which caused delay in the work process and extra work for others. Termination was appropriate considering Ms. **Taylor** had been previously disciplined and suspended for similar performance issues.

KBR will continue its vigorous defense in the pending **litigation**.

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