

EXHIBIT 2



RCVD IN EEOC: October 3, 2023

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

CHARGE OF DISCRIMINATION

For Official Use Only – Charge Number:
563-2023-04002

EEOC Form 5A (October 2017)

Personal Information	First Name: <u>Jennifer</u> MI: <u>C</u> Last Name: <u>Sullivan</u> Address: <u>4401 W 77th Place</u> Apt.: _____ City: <u>Prairie Village</u> County: <u>Johnson</u> State: <u>KS</u> Zip Code: <u>66208</u> Phone: <u>913-220-9009</u> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell <input checked="" type="checkbox"/> Email: <u>[REDACTED]</u>
Who do you think discriminated against you?	Employer <input checked="" type="checkbox"/> Union <input type="checkbox"/> Employment Agency <input type="checkbox"/> Other Organization <input type="checkbox"/> Organization Name: <u>Kansas USD 512 Shawnee Mission, its Board & Administration</u> Address: <u>8200 W 71st Street</u> Suite: _____ City: <u>Overland Park</u> State: <u>KS</u> Zip Code: <u>66204</u> Phone: <u>913-993-6200</u>
Why you think you were discriminated against?	Race <input checked="" type="checkbox"/> Color <input checked="" type="checkbox"/> Religion <input checked="" type="checkbox"/> Sex <input type="checkbox"/> National Origin <input type="checkbox"/> Age <input type="checkbox"/> Disability <input type="checkbox"/> Genetic Information <input type="checkbox"/> Retaliation <input checked="" type="checkbox"/> Other <input type="checkbox"/> (<i>specify</i>)
What happened to you that you think was discriminatory?	<p>Date of most recent job action you think was discriminatory: <u>6/14/23</u></p> <p>Also describe briefly each job action you think was discriminatory and when it happened (estimate). The Respondents ("SMSD") targeted & retaliated against Complainant ("Sullivan") for complaining about racial bias & dogmatic ideologies pushed on her and other teachers that can be aptly characterized as cultish. The targeting resulted in a sham "investigation" of a fabricated "complaint" of discrimination, which "complaint" was repeatedly requested by Sullivan but never produced by SMSD. The alleged "complaint" and "investigation" were baseless and SMSD used them to level vague, unsupported allegations based on Sullivan's race and failure to comply with forced speech requirements, resulting in discipline, and written reprimand in her permanent personnel file, for a fabricated violation of a hidden policy, after SMSD expressly stated no discipline would result from the "investigation." SMSD is compelling speech and preventing free exercise by requiring Sullivan and others through its hidden policies to use masculine pronouns for girls and feminine pronouns for boys and to lie to parents, in violation of the First Amendment. SMSD refused to participate in the appeal process from in its own policy or in the grievance procedure under its own contract.</p>
Signature and Verification	<p>I understand this charge will be filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address, phone, or email. I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p> <p>I understand by signing below that I am filing a charge of employment discrimination with the EEOC. I understand that the EEOC is required by law to give a copy of the charge, which includes my allegations and my name, to the organization named above. I also understand that the EEOC can only investigate charges of job discrimination based on race, color, religion, sex, national origin, age, disability, genetic information, or based on retaliation for filing a charge of job discrimination, participating in an investigation of a job discrimination complaint, or opposing job discrimination.</p> <p>I declare under penalty of perjury that the above is true and correct.</p> <p>Signature: <u>J. Caedran Sullivan</u> Date: <u>10/2/23</u></p>