

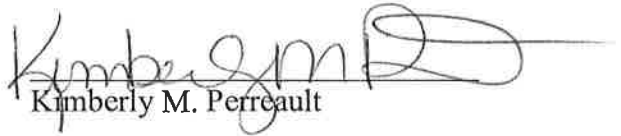
**Statement of Kimberly M. Perreault in Support of Charge
of Sex Discrimination and Retaliation**

1. On or about January 13, 2014, I was terminated as a “volunteer” firefighter from my employment as a member of the Harmony Fire District (“Harmony Fire”). I had been employed by Harmony Fire for approximately 12 years.
2. On October 23, 2014, at a regularly scheduled meeting of the Harmony Fire District Board, another female firefighter, Linda Ferragamo, and I, as well as several male co-workers, expressed our concern that women “volunteer” firefighters were not being treated on the same level as the men. The Moderator of the meeting announced that he would meet with any members of the volunteer crew who wished to discuss the matter further. Despite my efforts to follow up, I was given no opportunity to meet with the Moderator or the District Board. On January 13, 2015, I was advised by Chief Pearson that I was being terminated. The only explanation was that he believed that I was unhappy with the Department.
3. I believe I have been discriminated against because of my gender and retaliated against because of my opposition to sex discrimination in that:
 - a. I am one of a few female members of the Harmony “volunteer” fire crew.
 - b. Notwithstanding the term “volunteer,” we are compensated and receive an annual W-2 for our services.
 - c. I have the following credentials: EMT-Cardiac, EMS instructor coordinator for the state of Rhode Island, firefighter level I and II, AHA CPR instructor, VFIS driver’s trainer certified for emergency vehicles, 12 lead certified, WMD-160 trainer.
 - d. I was a successful member of the Department.
 - e. It was only after I and others raised a concern about gender discrimination that I was summoned to a meeting with Chief Pearson on January 13, 2015, at which I was advised that I was being terminated because of my supposed displeasure or unhappiness with the Department.
 - f. The male members of the Department who had supported our complaint of the existence of gender discrimination in October, 2014, were neither disciplined nor terminated.
 - g. Both I, on January 13, 2015, and Linda Ferragamo several months later, were terminated by Chief Pearson after complaining, and were told that the reason we were being terminated was our supposed unhappiness with the Department.
 - h. I had not expressed unhappiness with the Department. I had expressed concern that the Department was not treating women on a level field with men, as had Linda Ferragamo.
 - i. After my termination, Harmony Fire continued to seek applications for the position which I had performed. When I expressed interest, I was advised that I would not be considered.
 - j. I believe that I was discriminated against because of my gender and retaliated against because of my opposition to discrimination and the perception that I was supporting a

complaint of opposition to the existence of gender discrimination on the Harmony Fire Department.

- k. In the several months following my involuntary termination, I made several attempts to get an explanation of the reasons for my termination and/or to address the Fire District with my concerns. All were rejected.
- l. These discriminatory and retaliatory actions have caused me to suffer injury, including but not limited to a loss of standing within my professional community, a loss of wages and other job related benefits.

11/4/15
Date


Kimberly M. Perreault