

**MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION**

**COMPLAINT FOR DISCRIMINATION**

1. My name is Matthew Barrett. I live at [REDACTED], Dorchester, MA 02124.
2. I was discriminated against in employment by the Respondent, Fontbonne Academy, on the basis of sex and sexual orientation on July 12, 2013 in violation of Massachusetts General Law Chapter 151B, Section 4.
3. Respondent Fontbonne Academy (“Fontbonne”) is a religiously affiliated (Catholic) college-preparatory school located at 930 Brook Road, Milton, MA 02186. Fontbonne has approximately 60 employees.
4. In June 2013, I applied for the position of Food Services Director at Fontbonne.
5. I have over twenty years of experience in the food services industry, including as the Food Services Director of the cafeteria at the JFK Federal Building in Boston and as a cook for the Milton Public Schools. The Food Services Director position was the perfect job for me. It was close to my home, provided me with full-time employment, offered a higher salary than I was making at the time, and had a significant level of responsibility.
6. I was called for an interview within two days of submitting my resume. During the first week of July 2013, I went to Fontbonne for a first interview with Maryann Enright (“Enright”), the school administrator who oversees the Food Services Director position. Enright was enthusiastic about my candidacy. She told me in our first meeting that I was her first choice for the job. She called me later that week for a second interview. Enright wanted me to meet Karen Risso (“Risso”), the Fontbonne employee who would be my cafeteria assistant if I were hired.

7. I told Enright that I was on vacation, but she insisted on meeting as soon as possible. Enright said that she and Risso would meet me close to where I was vacationing. We then arranged to meet at a Dunkin Donuts on the South Shore of Massachusetts.

8. On July 9, 2013, after I returned from vacation, I went to Fontbonne for a third interview with Enright and Mary Ellen Barnes (“Barnes”), the Head of School at Fontbonne.

9. On July 9, Barnes and Enright offered me the job as Food Services Director.

10. I accepted the position at the July 9 meeting.

11. At the July 9 meeting, I was asked to fill out standard paperwork for a new employee. One of the forms asked for the name of an emergency contact and the relationship of that person to me. I listed Ed Suplee as my emergency contact. Under “relationship” I wrote “husband.”

12. Ed and I are gay men, and we were married in Massachusetts on September 29, 2012 in front of 110 of our family, friends, neighbors, and coworkers.

13. On July 9, after accepting Fontbonne’s offer of employment, I gave notice to my current employer, the Milton Public Schools.

14. On July 11, after learning that I am gay and married to a man, Enright sent me an email stating that there was an “issue” with my employment and asking me to come to Fontbonne to meet with her and Barnes.

15. I met with Enright and Barnes on July 12 in Barnes’ office at Fontbonne. At that meeting, I learned that Fontbonne would no longer hire me because I am gay and married to a man. Barnes rescinded my employment with the school for that reason.

16. I believe that I was terminated, in violation of Massachusetts law, because I am gay.

17. Fontbonne does not limit admission to students who are Catholic.

18. Fontbonne does not limit employment to members of the Catholic religion.

I, Matthew Barrett, swear and affirm that I have read this complaint and that it is true to the best of my knowledge, information and belief.

1/30/14  
DATE

Matthew Barrett  
MATTHEW BARRETT

Matthew Barrett is represented by:

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