

# The Tennessee Jury Verdict Reporter

The Most Current and Complete Summary of Tennessee Jury Verdicts

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Statewide Jury Verdict Coverage

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**Employment Retaliation - The plaintiff, an employee of a property management, had the bad luck to run into a fellow employee while she was making a stop at the EEOC office to file a disability discrimination claim (the company managed that building too) and the fellow employee reported that to the plaintiff's boss – the plaintiff's boss fired the plaintiff next day and explained the boss had “lack of trust” in the plaintiff – a federal jury rejected the plaintiff's primary discrimination claim but found for her on retaliation, awarding \$100,000 in compensatory damages and \$150,000 more in punitives**

*Chapman v. Olymbec USA*, 2:18-2842

Plaintiff: Brian C. Winfrey, *The*

*Winfrey Firm*, Nashville

Defense: Robert D. Meyers and Danielle M. Rassoul, *Glankler Brown*, Memphis

Verdict: \$250,000 for plaintiff

Federal: **Memphis**

Judge: Samuel H. Mays

Date: 9-22-23

Amber Chapman started working in 2016 for Olymbec USA as a dispatch coordinator and the secretary to the head of HR. The Memphis-based company owns and operates commercial properties around the United States. Chapman did well initially in her position and was referred to in reviews as “amazing.” Chapman also received regular pay raises and promotions.

In the summer of 2017 Chapman's

boss learned that Chapman had discussed salary information with co-workers. This is legal for workers to do. Chapman was disciplined at the time, Olymbec believing she had improperly diagnosed confidential and private salary information.

Moving forward to the Monday of 1-29-18, Chapman wrote an email to her boss, Jordana Berger. Berger is also a lawyer. The email (entitled “A piece of the puzzle”) revealed that Chapman had a bi-polar disorder and suffered severe depression. Chapman requested an accommodation. Almost immediately Chapman was subjected to hostility and write-ups.

That Thursday afternoon (2-1-18), Chapman told her boss she needed to leave work early to run a personal errand for a childcare family emergency. This was a lie. Chapman was actually going to the Memphis office of the EEOC on Union Avenue. Ironically Olymbec actually managed the commercial office building where the EEOC was located.

As Chapman came out of an elevator, she quite by coincidence ran into a fellow Olymbec employee. Chapman asked this fellow employee to keep the matter confidential. It was clear to Chapman and her co-worker that Chapman was there to go to the EEOC. The co-worker promptly reported the visit to Olymbec bigwigs.

Moving forward to the next day (now 2-2-18), Olymbec (through Berger) fired Chapman. It was