

QUESTION(S) PRESENTED

1. Was I treated differently than others on the team? Yes management gave major projects to friends & white females.
2. Was the alleged perpetrator in a managerial position? Yes
3. Did the manager have the right to be rude, demeaning & obnoxious to her entire team? No according to the Code of Ethics.
4. Did I contribute to her behavior & conduct? No I'm very professional & have morals & believe in remaining this way at all times
5. Had the management be reported? She had been reported numerous times by other managers & employees. I reported her to Sr. Manager & before I could get

To Human Resources she put me on a program met with her and asked why was I being harassed that way she said she would deny it. I told her our last meeting she was hostile & unprofessional.

6. Has this manager harassed and demeaned other employees in the department? Yes it was a daily occurrence.
7. Was upper management informed of the behavior? Yes
8. Was I subjected to retaliation after reporting? Yes things got worse.
9. How would you describe my work performed prior to the discrimination? I received all good performance rating, raises & bonuses and the extra bonus for particular projects.

10. Was I denied equal opportunity in Management promotion due to my race or color? yes plus I tracked her when she came.

11. Am I over 40 years old? yes I was in my late 60s she was 40 white female.

12. Did her behavior cause hostile work environment? Yes I dreaded going to work for fear of how I would be treated.

13. Does Amer. prohibit against bullying, discrimination & hostile environment? Yes

14. Was your case filed with EEOC? Yes first then they told me to file with Missouri Dept. of Human Services since it took me some time to find an attorney. After getting letters of Right to sue, I was told by the Courts to then file with Supreme Court.

LIST OF PARTIES

All parties appear in the caption of the case on the cover page.

All parties **do not** appear in the caption of the case on the cover page. A list of all parties to the proceeding in the court whose judgment is the subject of this petition is as follows:

RELATED CASES

TABLE OF AUTHORITIES CITED

CASES

PAGE NUMBER

See Page 5 of Response
to Judgement Dated
April 11, 2025

STATUTES AND RULES
Title VII of the Civil Rights Act of 1964
Title VII enforces discrimination against race, color, age (40 and over), National origin, sex and orientation. Section 2302(b) of Title 5 of the United States Code should not be discriminated on the basis of race, color, religion, sex, national origin, age, disability, marital status or political affiliation.

OTHER
Act of 1964 - prohibits against promotion, job training. Chapter 160.775
work place Bullying - Employers should not be bullied behavior that intimidates, offends, or humiliates a worker, often in front of other workers.

Original Signatures

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Petition & Supporting Documentation

RECEIVED

AUG 21 2025

OFFICE OF THE CLERK
SUPREME COURT, U.S.

JURISDICTION

[] For cases from **federal courts**:

The date on which the United States Court of Appeals decided my case was May 19, 2025

No petition for rehearing was timely filed in my case.

[] A timely petition for rehearing was denied by the United States Court of Appeals on the following date: _____, and a copy of the order denying rehearing appears at Appendix _____.

[] An extension of time to file the petition for a writ of certiorari was granted to and including _____ (date) on _____ (date) in Application No. A _____.

The jurisdiction of this Court is invoked under 28 U. S. C. § 1254(1).

*United States Court of Appeals
for the Eighth Circuit - Missouri*

[] For cases from **state courts**:

The date on which the highest state court decided my case was _____. A copy of that decision appears at Appendix _____.

[] A timely petition for rehearing was thereafter denied on the following date: _____, and a copy of the order denying rehearing appears at Appendix _____.

[] An extension of time to file the petition for a writ of certiorari was granted to and including _____ (date) on _____ (date) in Application No. A _____.

The jurisdiction of this Court is invoked under 28 U. S. C. § 1257(a).

IN THE
SUPREME COURT OF THE UNITED STATES
PETITION FOR WRIT OF CERTIORARI

Petitioner respectfully prays that a writ of certiorari issue to review the judgment below.

OPINIONS BELOW

[] For cases from **federal courts**:

The opinion of the United States court of appeals appears at Appendix A to the petition and is

reported at US Court of Appeals, Eighth Circuit, or,
[] has been designated for publication but is not yet reported; or,
[] is unpublished.

The opinion of the United States district court appears at Appendix _____ to the petition and is

[] reported at _____; or,
[] has been designated for publication but is not yet reported; or,
[] is unpublished.

[] For cases from **state courts**:

The opinion of the highest state court to review the merits appears at Appendix _____ to the petition and is

[] reported at _____; or,
[] has been designated for publication but is not yet reported; or,
[] is unpublished.

The opinion of the _____ court appears at Appendix _____ to the petition and is

[] reported at _____; or,
[] has been designated for publication but is not yet reported; or,
[] is unpublished.

CONSTITUTIONAL AND STATUTORY PROVISIONS INVOLVED

See Table of Authorities Cited

STATEMENT OF THE CASE

See Attachment 1

REASONS FOR GRANTING THE PETITION

See Attachment 1

STATEMENT OF THE CASE/REASON FOR GRANTING PETITION/CONCLUSION

AUGUST 2, 2025

This is a formal request for the Supreme Court to review this file in reference to a discrimination case filed in St. Louis, Missouri. I had filed the Partition, and it was assigned Case No. 4:4-cv-01001PLC. Later I submitted a Response in the end trying to get the courts in Missouri to help me get this case reviewed by the courts; however, the Missouri Courts would continue to dismiss, and I had to file an appeal also. The Appeal Casee No. is 25-1222 which I provided a Response to Judgement dated April 11, 2025, and have provided a copy in this packet.

I tried to obtain an Attorney in the state of Missouri and also reached out to a couple of Attorney's in Washington and Illinois but unfortunately, I was told that their firm normally do not accept cases whereby the Plaintiff has gone so far down the road with the case. I think since Ameren is a large corporation and operates out of Missouri and Illinois, I felt the Courts didn't want to pursue my case for that reason; however, because I felt I was discriminated against due to age, race and color and retaliated against once management had been reported to our Sr. Manager for her behavior.

I feel I helped the department become successful and was the first person hired for this area once Ameren developed a Contracts Administration department and had to train the next person that came on board and assisted with other training for the other new employees brought into the area.

After advising Sr. Management of this person's behavior, thing started going down-hill and management would say I was not a team player, management started putting things on my review that was not true and when I rebuttal on it then things got worst. I felt I had to defend myself because upper management appeared to let our manager do what she wanted and be ugly to attorneys and co-workers.

Due to the continued stress and headaches, I had started having every morning before logging in or reporting to the office, I decided to retire and felt that was management's end goal to force me to retire. My health was more important to me but I'm still having to take the medication that was prescribed to me during this time because of the depression and headaches I had started to experience.

I was afraid initially to go to Human Resources but when I decided to go it was too late, she had gone and asked that I be put on a PIP which I have never experienced in any such thing in my entire career. But again, I had to sign in order to afford myself some time to retire and get the

benefits that were due to me because I was always afraid, I would be let go because of management's behavior.

Since Missouri Courts didn't support me in this case and since I had problems getting an attorney because they didn't specialize in the discrimination arena.

I am a hard worker and deserved to be treated better than that in the end. If you ask anyone at the company, they will tell you that I am and I'm nice and respectful to everyone. I feel it was not fair for management to allow this type of behavior to go on in the department. Also, when surveys were completed, we were advised they were confidential, but management would assume certain personnel reported negative information in the surveys because of their race and the color of their skin.

I would really be grateful if this case was pushed all the way through and that I get compensated for the retaliation and discrimination I experienced with this company because Ameren is a company that has been reported for such behavior in the past and during my tenor there.

Employees should not have to experience being bullied while at work because it might affect their productivity and make them not want to go to lunch with the team or be a part of certain work-related events because of how they are being treated. I feel if Ameren gets away with this type of behavior it will continue for years to come and swept under the rug.

CONCLUSION

The petition for a writ of certiorari should be granted.

Respectfully submitted,

Kathy Conley
8/15/2025

Date: 8/15/2025