

FOR IMMEDIATE RELEASE
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KAUPP & FEINBERG, LLP

GENDER BIAS AT PAYPAL: PAYPAL PROMOTES LESS QUALIFIED MAN OVER WOMAN BECAUSE SHE HAS SMALL CHILDREN EVEN THOUGH THE MAN IS THE FATHER OF A SMALL CHILD, ACCORDING TO COMPLAINT

On April 25, 2019, the law firm of Kaupp & Feinberg, LLP filed a gender discrimination and retaliation lawsuit in San Francisco Superior Court against PayPal Holdings, Inc.

Plaintiff Theresa Pasirosky alleges that she was denied a promotion because of her gender and the expressed bias of PayPal's hiring Vice President for the position, Julian King. According to the Complaint, Mr. King's stated reason for denying Ms. Pasirosky the promotion was as follows: "The position requires lots of international travel, and you have small kids at home." Mr. King's comments reveal a blatant bias that Ms. Pasirosky, as a mother of small children, would be unqualified because of her family responsibilities. The Complaint further alleges that Mr. King instead promoted a less qualified male colleague, even though he also had a young child and was openly discussing adopting another child, thereby reinforcing Mr. King's bias against Ms. Pasirosky because she is a woman.

Ms. Pasirosky had a long and successful marketing career with Xoom, which became a division of PayPal in 2015. Prior to Mr. King promoting her male colleague, Ms. Pasirosky had traveled extensively for work, going so far as moving her family to Europe for three months in early 2017 to do market research for Xoom's pending international expansion.

Ms. Pasirosky decided to take action and courageously submit a detailed complaint of gender discrimination to the human resources department. However, after approximately two months, she was told her complaint was unsubstantiated with no explanation for that determination. The Complaint alleges that Ms. Pasirosky's grievance only made things worse for her: the decision-maker she complained about largely stopped giving her assignments and engaging with her. The Complaint further alleges that soon after PayPal's "sham" investigation concluded, she was fired. To add insult to injury, the Complaint alleges that PayPal timed her termination in order to prevent hundreds of thousands of dollars from vesting despite her nearly 12-year career with Xoom and PayPal.

"The Complaint alleges that for Ms. Pasirosky, like many women in the workplace, being a woman and a mother became a liability as she wanted to grow with the company," said Ms. Pasirosky's attorney Gordon Kaupp. "This is especially troubling in an industry that is known for disfavoring women in leadership positions," Mr. Kaupp said. Mr. Kaupp continued, "PayPal is certainly not

doing anything to change the abysmal track record for women in tech, if the allegations are proven true.”

Another troubling aspect of Ms. Pasinosky’s employment with PayPal, according to her attorney, is the arbitration clause in her contract. “Once again, another employer is seeking to bury the truth from the public and leverage its power as an employer dangling the promise of a job as a means of coercing employees into signing away their right to a jury trial,” added Kaupp. Ms. Pasinosky and her attorney are challenging PayPal to follow the wave of other industry leaders, such as Google, and abolish the arbitration provision from its contracts and not compel arbitration against those employees who file lawsuits in court.

Plaintiff brings claims under the California Fair Employment and Housing Act and California common law. A copy of the complaint is attached.

For more information, contact Gordon Kaupp at (415) 896-4588.