

UNITED STATES DISTRICT COURT FOR THE WESTERN DISTRICT OF VIRGINIA

Stephanie Boudreaux v. Booz Allen Hamilton, Inc.

Boudreaux · No. 3:25-cv-00051 · Decided March 20, 2026

SUMMARY

The United States District Court for the Western District of Virginia considered Booz Allen Hamilton’s motion to dismiss Stephanie Boudreaux’s amended employment-discrimination complaint under Federal Rule of Civil Procedure 12(b)(6). The court held that certain pre-November 17, 2022 allegations were untimely, while Boudreaux exhausted her Title VII retaliation claim and claims based on later allegations. The court nevertheless concluded that Boudreaux failed to state claims for Title VII sex discrimination and Title VII retaliation, and granted the motion to dismiss.

CASE DETAILS

|                       |                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| COURT                 | United States District Court for the Western District of Virginia                                                                                                                                                                                                                                                                                                                                                   |
| WRITING FOR THE COURT | Jasmine H. Yoon                                                                                                                                                                                                                                                                                                                                                                                                     |
| JURISDICTION          | United States District Court for the Western District of Virginia                                                                                                                                                                                                                                                                                                                                                   |
| DECIDED               | March 20, 2026                                                                                                                                                                                                                                                                                                                                                                                                      |
| DOCKET                | 3:25-cv-00051                                                                                                                                                                                                                                                                                                                                                                                                       |
| DISPOSITION           | other                                                                                                                                                                                                                                                                                                                                                                                                               |
| PROCEDURAL POSTURE    | Defendant moved under Federal Rule of Civil Procedure 12(b)(6) to dismiss Plaintiff's amended complaint alleging Title VII gender discrimination, ADA retaliation, Title VII retaliation, and Virginia Human Rights Act retaliation.                                                                                                                                                                                |
| STANDARD OF REVIEW    | On a Rule 12(b)(6) motion, the court considers whether the complaint is legally sufficient and pleads factual content sufficient to state a claim for relief that is plausible on its face. The court accepts well-pleaded factual allegations as true, draws reasonable inferences in the plaintiff's favor, and generally considers only the complaint and documents incorporated by reference or integral to it. |
| PRECEDENTIAL VALUE    | Unpublished district court memorandum opinion; persuasive value only.                                                                                                                                                                                                                                                                                                                                               |
| PARTIES               | Stephanie Boudreaux v. Booz Allen Hamilton, Inc.                                                                                                                                                                                                                                                                                                                                                                    |

## TOPICS

motions to dismiss

title vii

retaliation

ada discrimination

civil procedure

## PRACTICE AREAS

employment law

civil rights

disability discrimination

gender discrimination

## QUESTIONS PRESENTED

1. Whether allegations concerning events before November 17, 2022, were untimely for purposes of Boudreaux's federal Title VII and ADA claims.
2. Whether Boudreaux exhausted administrative remedies for her Title VII retaliation claim despite not expressly identifying that claim in her EEOC charge.
3. Whether allegations concerning events between January and March 2023 were administratively exhausted because they were reasonably related to the EEOC charge or would naturally have arisen from an EEOC investigation.
4. Whether Boudreaux plausibly stated a Title VII gender-discrimination claim based on alleged constructive discharge, retention on Graham's team, and reduction of work hours.
5. Whether Boudreaux plausibly stated a Title VII retaliation claim by alleging a causal connection between protected activity and an adverse employment action.
6. Whether Boudreaux plausibly stated a Virginia Human Rights Act retaliation claim by identifying a decisionmaker with knowledge of her protected activity and alleging causation.

## HOLDINGS

1. In Virginia, Title VII and ADA claims based on discrete unlawful employment acts must be supported by an EEOC charge filed within 300 days of the challenged act. The continuing-violation theory does not save Boudreaux's pre-November 17, 2022 allegations because she did not assert a hostile-work-environment claim.
2. Boudreaux exhausted her administrative remedies for her Title VII retaliation claim because the claim was reasonably related to the conduct described in her EEOC charge and would naturally have arisen from an investigation of that charge.
3. Boudreaux's January-to-March 2023 allegations were not procedurally barred because they involved the same employer, actor, and alleged retaliatory course of conduct described in her EEOC charge and could naturally have been uncovered by an EEOC investigation.
4. Boudreaux failed to state a Title VII gender-discrimination claim because she did not plausibly allege that an adverse employment action occurred because of her sex.
5. Boudreaux failed to state a Title VII retaliation claim because she did not identify the decisionmaker responsible for the alleged adverse action or allege facts showing that the decisionmaker knew of her protected activity, and therefore did not plausibly plead causation.

6. Boudreaux failed to state a Virginia Human Rights Act retaliation claim because she did not identify a decisionmaker who performed the alleged adverse actions or knew of her protected activity, and the alleged five-to-six-month gap between accommodation requests and adverse actions was insufficient by itself to establish causation.

#### KEY QUOTATIONS

*“For the foregoing reasons, the court will grant BAH’s motion to dismiss. All counts will be dismissed without prejudice. The court will grant Boudreaux leave to file an amended complaint within fourteen (14) days of the court’s order.”*

#### FACTUAL BACKGROUND

Stephanie Boudreaux, a disabled female employee of Booz Allen Hamilton, reported alleged timecard fraud by a male coworker and later complained about treatment by her supervisor, Jeff Graham. She alleged that Graham berated her, treated her differently from male colleagues, interfered with disability-accommodation efforts, and later reduced her hours on a government contract. She alleged that these events constructively discharged her on March 24, 2023. Boudreaux filed an EEOC charge on September 13, 2023, received a notice of right to sue on February 26, 2025, and then pursued federal claims for gender discrimination and retaliation, as well as related state-law retaliation.

#### PROCEDURAL HISTORY

Boudreaux originally filed suit in Charlottesville Circuit Court. Booz Allen Hamilton removed the action to the United States District Court for the Western District of Virginia on June 24, 2025. After Boudreaux filed an amended complaint with consent, Booz Allen Hamilton moved to dismiss under Rule 12(b)(6). The court granted the motion, dismissed all counts without prejudice, and granted leave to amend within fourteen days.

#### DISPOSITION

other

#### CASES CITED

- Edwards v. City of Goldsboro, 178 F.3d 231, 243 (4th Cir. 1999)
- Bing v. Brivo Sys., LLC, 959 F.3d 605, 616, 618 (4th Cir. 2020)
- King v. Rubenstein, 825 F.3d 206, 214 (4th Cir. 2016)
- Ashcroft v. Iqbal, 556 U.S. 662, 678 (2009)
- Bell Atl. Corp. v. Twombly, 550 U.S. 544, 570 (2007)
- Goines v. Valley Cmty. Servs. Bd., 822 F.3d 159, 166–67 (4th Cir. 2016)
- Tellabs, Inc. v. Makor Issues & Rights, Ltd., 551 U.S. 308, 322 (2007)
- Sec’y of State for Defence v. Trimble Nav. Ltd., 484 F.3d 700, 705 (4th Cir. 2007)
- Goldfarb v. Mayor of Balt., 791 F.3d 500, 508 (4th Cir. 2015)
- Bowie v. Univ. of Md. Med. Sys., No. ELH-14-03216, 2015 WL 1499465, at \*3 n.4 (D. Md. Mar. 31, 2015)

- Broome v. Iron Tiger Logistics, No. 7:17-cv-444, 2019 WL 6719495, at \*8 (W.D. Va. Dec. 10, 2019)
- Nat'l R.R. Passenger Corp. v. Morgan, 536 U.S. 101, 105, 115 (2002)
- Bell v. Univ. of Md. Coll. Park Campus Facilities Mgmt., No. PX-17-1655, 2018 WL 3008325, at \*6 (D. Md. June 14, 2018)
- Tang v. Becerra, No. SAG-21-2739, 2022 WL 4465899, at \*5 (D. Md. Sept. 26, 2022)
- Holland v. Washington Homes, Inc., 487 F.3d 208, 219 (4th Cir. 2007)
- Guessous v. Fairview Prop. Invs., LLC, 828 F.3d 208, 221 n.5 (4th Cir. 2016)
- Allen v. TV One, LLC, No. DKC 15-1960, 2016 WL 337533, at \*10 n.4 (D. Md. Jan. 28, 2016), *aff'd*, 481 F. App'x 819 (4th Cir. 2012)
- Chacko v. Patuxent Inst., 429 F.3d 505, 506, 509, 511–12 (4th Cir. 2005)
- Alvarado v. Bd. of Trs. of Montgomery Cmty. Coll., 848 F.2d 457, 460 (4th Cir. 1988)
- Sydnor v. Fairfax Cnty., 681 F.3d 591, 594 (4th Cir. 2012)
- Smith v. First Union Nat'l Bank, 202 F.3d 234, 247 (4th Cir. 2000)
- Walton v. Harker, 33 F.4th 165, 172 (4th Cir. 2022)
- Parker v. Reema Consulting Servs., Inc., 915 F.3d 297, 306 (4th Cir. 2019)
- Franovich v. Hanson, 687 F. Supp. 3d 670, 683 (D. Md. 2023)
- McCleary-Evans v. Md. Dep't of Transp., State Highway Admin., 780 F.3d 582, 584–85 (4th Cir. 2015)
- Kennedy v. NYX Ent., Inc., No. 8:25-cv-02035, 2025 WL 3017226, at \*4 (D. Md. Oct. 28, 2025)
- James v. Booz–Allen & Hamilton, Inc., 368 F.3d 371, 375 (4th Cir. 2004)
- Bristow v. Daily Press, Inc., 770 F.2d 1251, 1255 (4th Cir. 1985)
- McKinley v. Salvation Army, 685 F. App'x 227, 228 (4th Cir. 2017)
- Williams v. Giant Food Inc., 370 F.3d 423, 434 (4th Cir. 2004)
- Stewart v. Ross, Nos. 1:18-cv-01369, 1:16-cv-00213, 2020 WL 1907471, at \*16 (E.D. Va. Apr. 17, 2020), *aff'd*, 833 F. App'x 995 (4th Cir. 2021)
- Woods v. City of Greensboro, 855 F.3d 639, 648 (4th Cir. 2017)
- Olarewaju v. Allied Universal, No. DKC 21-3250, 2022 WL 3027991, at \*4 (D. Md. Aug. 1, 2022)
- Jones v. HCA, 16 F. Supp. 3d 622, 634–35 (E.D. Va. 2014)
- Laughlin v. Metro. Washington Airports Auth., 149 F.3d 253, 259 (4th Cir. 1998)
- Barnhill v. Bondi, 138 F.4th 123, 132 (4th Cir. 2025)
- Johnson v. United Parcel Serv., Inc., 839 F. App'x 781, 784 (4th Cir. 2021)
- Cuffee v. Tidewater Cmty. Coll., 409 F. Supp. 2d 709, 721 (E.D. Va. 2006)
- Peters v. Mundelein Consol. High Sch. Dist. No. 120, No. 21 C 0336, 2022 WL 393572, at \*5 (N.D. Ill. Feb. 9, 2022)
- Roberts v. Glenn Indus. Grp., Inc., 998 F.3d 111, 124–25 (4th Cir. 2021)
- Jennings v. Frostburg State Univ., 679 F. Supp. 3d 240, 281 (D. Md. 2023)
- Moore v. Copper River Shared Servs., LLC, 2024 WL 5454690, at \*1, \*4 (Va. Cir. Ct. Jan. 30, 2024)
- Pascual v. Lowe's Home Centers, Inc., 193 F. App'x 229, 233 (4th Cir. 2006)

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