

On Article 6 : A violation of human rights and the labor rights.

Prada Japan Fired for Reporting Sexual Harassment

Rejection of Job Applications by Major Corporations in Fashion Industry

for reasons of Lawsuit

< In The Lawsuit of Sexual Harassment Related Firing >

Ms. Rina Bovrisse (38 years old) joined CHANEL New York after studying at universities in Paris, London and New York majoring in International Politics and Fashion. She has received a Bachelor of Business Administration degree in Design Marketing Major with Fashion Concentration from Parsons School of Design in New York in 1998. She then worked in the management in New York, Tokyo and Hawaii for almost 9 years and she moved to Japan. She arrived in Tokyo at Prada Japan on April 16, 2009. She was appointed as Senior Retail Operations Manager overseeing the Operations division to manage the 42 boutiques of Prada Japan, Guam and Saipan and the Customer Relations division of Prada and Miu Miu brands.

She reported to Prada Milan headquarters requesting for a safe work environment after experiencing sexual harassment, power harassment, discrimination on grounds of being a woman, forceful employee purchase and wrongful human resources management, she was suddenly fired, accused for unexcused absences and was forced to resign.

She filed for a complaint at Tokyo District Court but the case could not be settled and she received a disciplinary dismissal. She has now move on to a lawsuit with 2 more former boutique managers in March, 2012 and this lawsuit is still proceeding at Tokyo District Court.

Prada filed a defamation lawsuit against her with a statement, "Speaking lies at press conferences and NGO actions about this case as a social problem hurt the brand logo" in July, 2010, which is still proceeding along with her lawsuit.

During this period, she tried to work to support her family by using her skills, and she applied to many corporations but as below, she was rejected as her Prada lawsuit was seen as negative action. We find both sexual harassment firing and the rejection for reason of the lawsuit regarding the wrongful firing is a violation of human rights and the labor rights.

< Rejection of job applications due to the lawsuit >

A) Sudden rejection on the day lawsuit article was published on newspaper

1)March 13, 2010 Gucci (Balenciaga Division) Tokyo Headquarters

2) December 20, 2011 Yves Saint Laurent · Paris Headquarters

A message from an international headhunting company based in Tokyo

“I just received feedback from YSL.”

“Also HQ in France was not really comfortable with your situation with Prada. So unfortunately, at this time, they would not like to go further in the recruiting process.”

B) Refusal of the job application verbally giving a feedback Prada lawsuit as a negative action

December, 2011

BURBERRY (Tokyo Headquarters)

MONCLAIR (Tokyo Headquarters)

C) Corporation that rejected to hire using Prada lawsuit being “not yet settled” as one of the reasons:

TORY BURCH (New York Headquarters)

D) Corporations that raised questions about lawsuit during work interview:

Goldman Sachs (Tokyo Headquarters)

CITIBANK (Tokyo Headquarters)

H&M (First Retailing · Tokyo Headquarters)

Disney (Tokyo Headquarters)

Yves Saint Laurent (Tokyo Headquarters)