

Allegations of Age Discrimination at Tata Consultancy Services Ltd.



A federal lawsuit has been filed against Tata Consultancy Services Ltd. (TCS), a Mumbai-based information technology firm, alleging discriminatory practices targeting older American workers in its US operations.

TCS's Employment Practices Under Scrutiny

TCS, a prominent user of H-1B specialty occupation visas, has faced previous legal challenges regarding its employment practices, particularly accusations of bias towards South Asian workers.

Allegations by Randy Devorin

The lawsuit, filed by former employee Randy Devorin, claims that TCS has systematically terminated older White workers, such as Devorin himself, to make room for recent graduates on temporary work visas. Devorin, who was laid off in 2023 after a decade with the company, asserts that the layoffs disproportionately affected non-Indian workers over 40 years old.

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Legal Claims and Demands

Devorin's complaint alleges violations of the Age Discrimination in Employment Act and Section 1981 of the 1866 Civil Rights Act. The lawsuit seeks unspecified damages and attorney's fees.

Context and Previous Allegations

The lawsuit follows a series of complaints lodged against Tata, as reported by the Wall Street Journal, where at least 22 American workers accused the company of race and age-based discrimination in favor of Indian workers on temporary visas. Devorin was among those who filed complaints with the US Equal Employment Opportunity Commission (EEOC) and the Florida Commission on Human Relations.

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Legal Representation and Response

Devorin is represented by Morgan & Morgan, P.A. Tata Consultancy Services Ltd. has yet to respond to requests for comment on the lawsuit.

Case Details

The case, identified as Devorin v. Tata Consultancy Services Ltd, is filed in the US District Court for the Southern District of Florida under case number 9:24-cv-80435, with the complaint filed on April 9, 2024.

Don't be a silent ninja! Let us know your thoughts in the comment section below.