

Daily Labor Report ®

BDO Sued by Former Partner Fired After Leave for Son's Stroke

July 8, 2025, 1:26 PM EDT

- **COURT:** S.D.N.Y
- **TRACK DOCKET:** [No. 1:25-cv-05613](#)

A former tax partner at BDO USA, PC claims the firm discriminated and retaliated against her after she took medical leave to care for her son who was recovering from a stroke.

The lawsuit filed in the US District Court for the Southern District of New York on Tuesday said the tax firm cut the partner's pay by roughly \$100,000 and fired her just before she was due to receive millions of dollars from an employee stock ownership plan transaction.

Eleni Lagos' termination in April 2023 coincided with the timing of BDO's corporate restructuring from a partnership to an ESOP company. The transaction is being challenged in lawsuits by employees, and BDO is defending itself against the allegations.

Lagos would have been entitled to millions in compensation as a full equity partner in the ESOP arrangement had she not been fired from her position, the complaint says.

Lagos is suing BDO and several employees of the company under a slew of statutes including the Family and Medical Leave Act, the Americans with Disabilities Act, the Consolidated Omnibus Budget Reconciliation Act and New York state human rights laws, as well as for breach of contract and retaliation. She seeks over \$75 million in damages and attorney fees.

The complaint said Lagos' partnership units were cut by 100 in August 2022, during her four-month medical leave to take care of her son who suffered from a brain stem stroke, despite having her most successful fiscal year before she took FMLA leave.

In October 2022, "feeling pressured to return to work," Lagos told BDO she would work part-time during her son's recovery from surgery. BDO partners "ignored these personal details" and pressured Lagos to determine when she would return at "100%," with one partner adding the measurement for full time work is not 40 hours but 50 to 80 hours per week, according to the complaint.

In another allegedly retaliatory move by BDO, Lagos' core tax revenue goals for the following fiscal year was set to \$1.25 million, while no other partner's goal was set above \$700,000, according to the complaint. When asked about her higher goal, a BDO partner told Lagos "we're not giving you a pass just because you were on leave," the complaint said.

The lawsuit claims BDO allowed for a more informal leave accommodation process for male workers compared to the situation Lagos experienced, part of bias based on her sex, caregiver status, and association with her disabled son.

Another female employee advised Lagos against complaining and told her to "let it go" due to BDO's history of retaliatory conduct, while another female partner told her she was disgusted but "not surprised," the complaint stated.

The lawsuit also claims BDO illegally denied COBRA coverage to Lagos, leaving her without health insurance as she cared for her son who suffered another stroke in January 2025.

A spokesperson for BDO declined to comment on the lawsuit.

Lagos is represented by Filippatos PLLC and Mesidor PLLC.

The case is Tserpelis v. BDO, S.D.N.Y., No. 1:25-cv-05613, complaint filed 7/8/25.

To contact the reporter on this story: Rebecca Klar in Washington at rklar@bloombergindustry.com

To contact the editor responsible for this story: Rebekah Mintzer at rmintzer@bloombergindustry.com

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