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FILED
SAN MATEO COUNTY

MAR 16 2015

Clerk of the Superior Court
By  DEPUTY CLERK

7 SUPERIOR COURT OF THE STATE OF CALIFORNIA
8 IN AND FOR THE COUNTY OF SAN MATEO
9 (Unlimited Jurisdiction)

10 CHIA HONG,

11)
12) Plaintiff,

13) vs.

14) FACEBOOK, INC., ANIL WILSON, and
15) DOES ONE through FIFTY, inclusive,

16) Defendants.
17)
18)
19)
20)
21)

No.

CIV 532943

COMPLAINT FOR DAMAGES ARISING FROM SEX DISCRIMINATION, DISCHARGE IN VIOLATION OF PUBLIC POLICY, SEX HARASSMENT, RACE/NATIONAL ORIGIN DISCRIMINATION, RACE/NATIONAL ORIGIN HARASSMENT, RETALIATION, INTENTIONAL INFLICTION OF EMOTIONAL DISTRESS, INJUNCTIVE RELIEF, FOR ATTORNEYS' FEES AND COSTS AND FOR PUNITIVE DAMAGES

JURY TRIAL DEMANDED

BY FAX

*Amount Demanded Exceeds
\$25,000 (Gov't. Code § 72055)*

22
23 Plaintiff CHIA HONG complains against defendants, and each of them, demands a trial by
24 jury of all issues and for causes of action alleges:

25 **FACTS COMMON TO MORE THAN ONE CAUSE OF ACTION**

26 1. Plaintiff is ignorant of the true names or capacities of the defendants sued here under
27 the fictitious names DOE ONE through DOE FIFTY, inclusive. Plaintiff is informed and believes
28 that each of DOE defendants was responsible in some manner for the occurrences and injuries alleged

1 in this complaint.

2 2. At all times mentioned in the causes of action into which this paragraph is
3 incorporated by reference, each and every defendant was the agent or employee of each and every
4 other defendant. In doing the things alleged in the causes of action into which this paragraph is
5 incorporated by reference, each and every defendant was acting within the course and scope of this
6 agency or employment and was acting with the consent, permission, and authorization of each of the
7 remaining defendants. All actions of each defendant alleged in the causes of action into which this
8 paragraph is incorporated by reference were ratified and approved by the officers or managing agents
9 of every other defendant.

10 3. At the pertinent times mentioned in this complaint, defendant FACEBOOK, INC. was
11 a corporation incorporated in the State of California. Defendant FACEBOOK, INC. will be referred
12 to as "FACEBOOK."

13 4 At the pertinent times mentioned in this complaint, defendant ANIL WILSON was
14 a resident of the State of California. This defendant will be referred to as the "individual defendant"
15 or by his name.

16 5. On or about June 10, 2010, defendant FACEBOOK hired plaintiff for the position of
17 Program Manager.

18 6. In or about October of 2012, plaintiff was transferred to the position of Technology
19 Partner. Plaintiff received raises recognizing her satisfactory performance throughout her employment.

20 7. During her employment and other than any events immediately prior to her
21 termination, plaintiff received no significant criticism of her work.

22 8. At all times, plaintiff performed her job in a satisfactory manner and received
23 satisfactory performance evaluations. Roughly every six months during the entirety of her
24 employment with FACEBOOK, plaintiff received positive feedback on her professional contributions
25 in formal performance evaluations and was given corresponding raises and addition restricted stock
26 units.

27 9. Plaintiff was discriminated against, harassed, and retaliated against during her
28 employment and was terminated on or about October 17, 2013.

1 **FIRST CAUSE OF ACTION**
2 **Sex Discrimination in Violation of the**
3 **California Fair Employment and Housing Act**

4 As a first, separate and distinct cause of action, plaintiff complains against defendants
5 FACEBOOK, and DOES ONE through THIRTY, and each of them, and for a cause of action alleges:

6 10. Plaintiff hereby incorporates by reference Paragraphs 1 through 9, inclusive, as though
7 set forth here in full.

8 11. Defendants FACEBOOK and DOES ONE through THIRTY are employers in the State
9 of California, as defined in the California Fair Employment and Housing Act ("FEHA")

10 12. Defendants FACEBOOK and DOES ONE through THIRTY discriminated against
11 plaintiff on the basis of her sex, female, and discharged plaintiff because of her sex, female, in
12 violation of the California Fair Employment and Housing Act. The discrimination included, but was
13 not limited to, plaintiff being belittled at work and asked why she did not just stay home and take care
14 of her children; being admonished when she exercised her right under company policy to take time
15 off to visit her child at school; being ordered to organize parties and serve drinks to male colleagues,
16 which was not a part of her job description and not something that was requested of males with whom
17 she worked; and being replaced by a less qualified, less experienced male. Defendants engaged in
18 a pattern and practice of discrimination. The policies of defendants which were neutral on their face
19 resulted in a disparate impact on the class of female employees and plaintiff was treated differently
20 because of her sex, female.

21 13. Plaintiff filed a charge of sex discrimination with the California Department of Fair
22 Employment and Housing within one year of the discrimination. The Department issued plaintiff a
23 right-to-sue letter within one year of the filing of this complaint. Plaintiff has exhausted her
24 administrative remedies.

25 14. Plaintiff suffered damages legally caused by these defendants' discrimination as stated
26 in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if
27 set forth here in full.

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1 **SECOND CAUSE OF ACTION**
2 **Discharge in Violation of**
3 **Public Policy**

4 As a second, separate and distinct cause of action, plaintiff complains against defendants
5 FACEBOOK and DOES ONE through THIRTY, and each of them, and for a cause of action alleges:

6 15 Plaintiff hereby incorporates by reference Paragraphs 1 through 9, inclusive, and
7 paragraph 12 as though set forth here in full.

8 16 At all times herein mentioned, plaintiff was a female person fully competent to
9 perform the duties to which she was assigned

10 17. Defendants FACEBOOK and DOES ONE through THIRTY discriminated against
11 plaintiff on the basis of her sex, female, and discharged plaintiff because of her sex, female, in
12 violation of public policy.

13 18. Said discharge and discrimination violated the public policy of the State of California
14 as stated in the California Fair Employment and Housing Act, California common law and plaintiff's
15 constitutional rights under the California Constitution, Article 1, section 8, which states that a person
16 may not be disqualified from entering or pursuing a business, profession, vocation, or employment
17 because of sex, race, creed, color, or national or ethnic origin.

18 19. Plaintiff suffered damages legally caused by these defendants' wrongful acts as stated
19 in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if
20 set forth here in full.

21 **THIRD CAUSE OF ACTION**
22 **Sex Harassment in Violation of the**
23 **California Fair Employment and Housing Act**

24 As a third, separate and distinct cause of action, plaintiff complains against defendants
25 FACEBOOK, ANIL WILSON, and DOES ONE through THIRTY, and each of them, and for a cause
26 of action alleges:

27 20. Plaintiff hereby incorporates by reference Paragraphs 1 through 9, inclusive, and
28 paragraph 12 as though set forth here in full.

21. Defendants FACEBOOK and DOES ONE through THIRTY are employers in the State

1 of California, as defined in the California Fair Employment and Housing Act ("FEHA"). Defendant
2 ANIL WILSON acted as an agent, directly or indirectly, of defendant FACEBOOK in violating the
3 FEHA.

4 22 Defendants FACEBOOK, ANIL WILSON and DOES ONE through THIRTY
5 harassed plaintiff on the basis of her sex, female, and discharged plaintiff because of her sex, female,
6 in violation of the California Fair Employment and Housing Act. The harassment included, but was
7 not limited to, ANIL WILSON regularly ignoring or belittling plaintiff's professional opinions and
8 input at group meetings in which she was the only woman or one of very few; asking plaintiff why
9 she did not just stay home and take care of her child instead of having a career; admonishing plaintiff
10 for taking one personal day per month to volunteer at her child's school, which was permitted under
11 company policy; ordering plaintiff to organize parties and serve drinks to male colleagues, which was
12 not a part of plaintiff's job description and not something that was requested of males with whom she
13 worked; and telling plaintiff he had heard she was an "order taker," by which he meant that she did
14 not exercise independent discretion in the execution of her job duties. Defendants engaged in a
15 pattern and practice of harassment. The policies of defendants which were neutral on their face
16 resulted in a disparate impact on the class of female employees and plaintiff was treated differently
17 because of her sex, female.

18 23. Plaintiff filed a charge of sex harassment with the California Department of Fair
19 Employment and Housing within one year of the harassment. The Department issued plaintiff a
20 right-to-sue letter within one year of the filing of this complaint. Plaintiff has exhausted her
21 administrative remedies.

22 24. Plaintiff suffered damages legally caused by these defendants' harassment as stated
23 in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if
24 set forth here in full.

25
26 **FOURTH CAUSE OF ACTION**
27 **Discharge in Violation of**
Public Policy

28 As a FOURTH, separate and distinct cause of action, plaintiff complains against defendants

1 FACEBOOK, ANIL WILSON, and DOES ONE through THIRTY, and each of them, and for a cause
2 of action alleges:

3 25. Plaintiff hereby incorporates by reference Paragraphs 1 through 9, inclusive, and
4 paragraph 22 as though set forth here in full.

5 26. At all times herein mentioned, plaintiff was a female person fully competent to
6 perform the duties to which she was assigned.

7 27. Defendants FACEBOOK, ANIL WILSON and DOES ONE through THIRTY
8 harassed plaintiff on the basis of her sex, female, and discharged plaintiff because of her sex, female
9 in violation of public policy.

10 28. Said discharge and harassment violated the public policy of the State of California as
11 stated in the California Fair Employment and Housing Act, California common law and plaintiff's
12 constitutional rights under the California Constitution, Article 1, section 8, which states that a person
13 may not be disqualified from entering or pursuing a business, profession, vocation, or employment
14 because of sex, race, creed, color, or national or ethnic origin.

15 29. Plaintiff suffered damages legally caused by these defendants' wrongful acts as stated
16 in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if
17 set forth here in full.

18
19 **FIFTH CAUSE OF ACTION**
20 **Race/National Origin Discrimination in Violation of the**
21 **California Fair Employment and Housing Act**

22 As a fifth, separate and distinct cause of action, plaintiff complains against defendants
23 FACEBOOK, and DOES ONE through THIRTY, and each of them, and for a cause of action alleges:

24 30. Plaintiff hereby incorporates by reference Paragraphs 1 through 9, inclusive, as though
25 set forth here in full.

26 31. Defendants FACEBOOK and DOES ONE through THIRTY are employers in the State
27 of California, as defined in the California Fair Employment and Housing Act ("FEHA").

28 32. Defendants FACEBOOK and DOES ONE through THIRTY discriminated against
plaintiff on the basis of her race/national origin, Taiwanese, and discharged plaintiff because of her

1 race/national origin, Taiwanese, in violation of the California Fair Employment and Housing Act.
2 The discrimination included, but was not limited to, plaintiff having her professional opinions
3 belittled or ignored at group meetings in which she was one of the only employees of Chinese descent;
4 plaintiff being told that she was not integrated into the team because she looks different and talks
5 differently than other team members, and plaintiff being replaced by a less qualified, less experienced
6 Indian male. Defendants engaged in a pattern and practice of discrimination. The policies of
7 defendants which were neutral on their face resulted in a disparate impact on the class of Taiwanese
8 employees and plaintiff was treated differently because of her race/national origin, Taiwanese.

9 33. Plaintiff filed a charge of sex discrimination with the California Department of Fair
10 Employment and Housing within one year of the discrimination. The Department issued plaintiff a
11 right-to-sue letter within one year of the filing of this complaint. Plaintiff has exhausted her
12 administrative remedies.

13 34 Plaintiff suffered damages legally caused by these defendants' discrimination as stated
14 in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if
15 set forth here in full.

16
17 **SIXTH CAUSE OF ACTION**
18 **Discharge in Violation of**
19 **Public Policy**

20 As a sixth, separate and distinct cause of action, plaintiff complains against defendants
21 FACEBOOK and DOES ONE through THIRTY, and each of them, and for a cause of action alleges:

22 35 Plaintiff hereby incorporates by reference Paragraphs 1 through 9, inclusive, and
23 paragraph 32 as though set forth here in full.

24 36. At all times herein mentioned, plaintiff was a Taiwanese person fully competent to
25 perform the duties to which she was assigned.

26 37. Defendants FACEBOOK and DOES ONE through THIRTY discriminated against
27 plaintiff on the basis of her race/national origin, Taiwanese, and discharged plaintiff because of her
28 race/national origin, Taiwanese, in violation of public policy.

38. Said discharge and discrimination violated the public policy of the State of California

1 as stated in the California Fair Employment and Housing Act, California common law and plaintiff's
2 constitutional rights under the California Constitution, Article 1, section 8, which states that a person
3 may not be disqualified from entering or pursuing a business, profession, vocation, or employment
4 because of sex, race, creed, color, or national or ethnic origin.

5 39. Plaintiff suffered damages legally caused by these defendants' wrongful acts as stated
6 in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if
7 set forth here in full

8
9 **SEVENTH CAUSE OF ACTION**
10 **Race/National Origin Harassment in Violation of the**
11 **California Fair Employment and Housing Act**

12 As a seventh, separate and distinct cause of action, plaintiff complains against defendants
13 FACEBOOK, ANIL WILSON, and DOES ONE through THIRTY, and each of them, and for a cause
14 of action alleges:

15 40. Plaintiff hereby incorporates by reference Paragraphs 1 through 9, inclusive, as though
16 set forth here in full.

17 41. Defendants FACEBOOK, and DOES ONE through THIRTY are employers in the
18 State of California, as defined in the California Fair Employment and Housing Act ("FEHA").
19 Defendant ANIL WILSON acted as an agent, directly or indirectly, of defendant FACEBOOK in
20 violating the FEHA.

21 42 Defendants FACEBOOK, ANIL WILSON and DOES ONE through THIRTY
22 harassed plaintiff on the basis of her race/national origin, Taiwanese, and discharged plaintiff because
23 of her race/national origin, Taiwanese, in violation of the California Fair Employment and Housing
24 Act The harassment included, but was not limited to, plaintiff having her professional opinions
25 belittled or ignored at group meetings in which she was one of the only employees of Chinese descent;
26 plaintiff being told that she was not integrated into the team because she looks different and talks
27 differently than other team members; plaintiff being told she was an order taker, i.e. did not exercise
28 independent discretion in the execution of her job duties; and plaintiff being replaced by a less
qualified, less experienced Indian male. Defendants engaged in a pattern and practice of harassment.

1 The policies of defendants which were neutral on their face resulted in a disparate impact on the class
2 of female employees and plaintiff was treated differently because of her sex, female.

3 43. Plaintiff filed a charge of race/national origin harassment with the California
4 Department of Fair Employment and Housing within one year of the harassment. The Department
5 issued plaintiff a right-to-sue letter within one year of the filing of this complaint. Plaintiff has
6 exhausted her administrative remedies.

7 44. Plaintiff suffered damages legally caused by these defendants' harassment as stated
8 in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if
9 set forth here in full.

10
11 **EIGHTH CAUSE OF ACTION**
12 **Discharge in Violation of**
13 **Public Policy**

14 As an eighth, separate and distinct cause of action, plaintiff complains against defendants
15 FACEBOOK, ANIL WILSON, and DOES ONE through THIRTY, and each of them, and for a cause
16 of action alleges:

17 45. Plaintiff hereby incorporates by reference Paragraphs 1 through 9, inclusive, and
18 paragraph 42 as though set forth here in full.

19 46. At all times herein mentioned, plaintiff was a Taiwanese person fully competent to
20 perform the duties to which she was assigned.

21 47. Defendants FACEBOOK, ANIL WILSON and DOES ONE through THIRTY
22 harassed plaintiff on the basis of her race/national origin, Taiwanese, and discharged plaintiff because
23 of her race/national origin, Taiwanese, in violation of public policy.

24 48. Said discharge and harassment violated the public policy of the State of California as
25 stated in the California Fair Employment and Housing Act, California common law and plaintiff's
26 constitutional rights under the California Constitution, Article 1, section 8, which states that a person
27 may not be disqualified from entering or pursuing a business, profession, vocation, or employment
28 because of sex, race, creed, color, or national or ethnic origin.

49. Plaintiff suffered damages legally caused by these defendants' wrongful acts as stated

1 in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if
2 set forth here in full

3
4 **NINTH CAUSE OF ACTION**
5 **Retaliation in Violation of the**
6 **California Fair Employment and Housing Act**

7 As a ninth, separate and distinct cause of action, plaintiff complains against defendants
8 FACEBOOK, ANIL WILSON and DOES ONE through THIRTY, and each of them, and for a cause
9 of action alleges:

10 50. Plaintiff hereby incorporates by reference Paragraphs 1 through 9, inclusive, as though
11 set forth here in full.

12 51. Defendants FACEBOOK, and DOES ONE through THIRTY are employers in the
13 State of California, as defined in the California Fair Employment and Housing Act ("FEHA").
14 Defendant ANIL WILSON acted as an agent, directly or indirectly, of defendant FACEBOOK in
15 violating the FEHA.

16 52. Defendants FACEBOOK and DOES ONE through THIRTY retaliated against plaintiff
17 on the basis of her complaining about the discrimination and harassment to which she was subjected
18 and discharged plaintiff because of her complaining about the discrimination and harassment to which
19 she was subjected in violation of the California Fair Employment and Housing Act. The retaliation
20 included, but was not limited to, giving plaintiff unwarranted negative feedback in a performance
21 evaluation shortly before her termination and terminating plaintiff's employment. Defendants engaged
22 in a pattern and practice of retaliation. The policies of defendants which were neutral on their face
23 resulted in a disparate impact on the class of people who complained about discrimination and
24 harassment and plaintiff was treated differently because of her complaints.

25 53. Plaintiff filed a charge of retaliation with the California Department of Fair
26 Employment and Housing within one year of the retaliation. The Department issued plaintiff a
27 right-to-sue letter within one year of the filing of this complaint. Plaintiff has exhausted her
28 administrative remedies.

54. Plaintiff suffered damages legally caused by these defendants' retaliation as stated in

1 the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if set
2 forth here in full.

3
4 **TENTH CAUSE OF ACTION**
5 **Discharge in Violation of**
6 **Public Policy**

7 As a tenth, separate and distinct cause of action, plaintiff complains against defendants
8 FACEBOOK, ANIL WILSON, and DOES ONE through THIRTY, and each of them, and for a cause
9 of action alleges:

10 55. Plaintiff hereby incorporates by reference Paragraphs 1 through 9, inclusive, and
11 paragraph 52 as though set forth here in full.

12 56. At all times herein mentioned, plaintiff was a person fully competent to perform the
13 duties to which she was assigned.

14 57. Defendants FACEBOOK, ANIL WILSON and DOES ONE through THIRTY
15 retaliated against plaintiff on the basis of her complaints regarding the discrimination and harassment
16 to which she was subjected, and discharged plaintiff because of her complaints in violation of public
17 policy

18 58. Said discharge and retaliation violated the public policy of the State of California as
19 stated in the California Fair Employment and Housing Act.

20 59. Plaintiff suffered damages legally caused by these defendants' wrongful acts as stated
21 in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if
22 set forth here in full.

23 **ELEVENTH CAUSE OF ACTION**
24 **Intentional Infliction of**
25 **Emotional Distress**

26 As an eleventh, separate and distinct cause of action, plaintiff complains against all
27 defendants, and each of them, and for a cause of action alleges:

28 60. Plaintiff hereby incorporates by reference Paragraphs 1 through 59, inclusive, as
though set forth here in full.

61 On or about June 10, 2010, plaintiff accepted employment with defendant

1 FACEBOOK. Plaintiff was assured job security and that she would not be discriminated against,
2 harassed or retaliated against, and thereafter remained in her employment in reliance on those
3 assurances.

4 62. Defendants FACEBOOK, ANIL WILSON and DOES ONE through THIRTY were
5 in a position of power over plaintiff, with the potential to abuse that power. Plaintiff was in a
6 vulnerable position because of her relative lack of power, because of her reliance on defendants'
7 assurances and forbearance of the possibility of becoming employed elsewhere, because she had
8 placed her trust in defendants, because she depended on her employment for her self esteem and sense
9 of belonging, because she relied upon her employment as a source of income for her support, because
10 a wrongful termination of plaintiff's employment would likely harm plaintiff's ability to find other
11 employment, and because of the great disparity in bargaining power between plaintiff and her
12 employer. Defendants were aware of plaintiff's vulnerability and the reasons for it.

13 63. On or about October 17, 2013, defendants discharged plaintiff or caused her to be
14 discharged, and confirmed and ratified the discharge. Defendants' discharge of plaintiff and the
15 manner in which they accomplished it was outrageous in that plaintiff was discriminated against,
16 subjected to a hostile work environment, and ultimately terminated because of her sex - female,
17 race/national origin - Taiwanese, and in that plaintiff was retaliated against because she complained
18 about the discrimination and harassment to which she was subjected. Defendants' discharge of
19 plaintiff and the manner in which they accomplished it was also outrageous in that defendants at all
20 times intended to discriminate against, harass, retaliate against, and discharge plaintiff, leaving
21 plaintiff without her employment and without the income, sense of self worth, and security which she
22 derived from her employment, and which defendants knew that she derived from her employment.

23 64. This conduct by defendants was intended to cause plaintiff emotional distress or was
24 done with reckless disregard of the probability of causing plaintiff emotional distress.

25 65. Plaintiff suffered severe emotional distress as a legal result of defendants' outrageous
26 conduct. Plaintiff suffered severe mental distress, suffering and anguish as a legal result of
27 defendants' outrageous conduct, reacting to her discharge with humiliation, embarrassment, anger,
28 disappointment and worry, all of which is substantial and enduring.

1 **DAMAGES**

2 66. As a legal result of the conduct by defendants of which plaintiff complains, plaintiff
3 suffered substantial losses in earnings and other employee benefits. Plaintiff will seek leave to amend
4 this complaint to state the amount or will proceed according to proof at trial.

5 67. At the time plaintiff entered into the employment agreement and continuing thereafter,
6 all parties to the agreement contemplated and it was reasonably foreseeable that breach of the
7 agreement would cause plaintiff to suffer emotional distress. At all times, it was likely in the ordinary
8 course of things that breach of the employment agreement would cause plaintiff to suffer emotional
9 distress. The terms of the employment agreement related to matters which directly concerned
10 plaintiff's comfort, happiness and personal welfare, and defendants were aware of this at the time they
11 entered into the agreement and continuing thereafter. The subject matter of the employment
12 agreement was such as to directly affect plaintiff's self esteem and emotional well being, and
13 defendants were aware of this at the time they entered into the agreement and continuing thereafter.

14 68. Plaintiff suffered emotional distress as a legal result of the conduct by defendants of
15 which plaintiff complains. Plaintiff suffered mental distress, suffering and anguish as a legal result
16 of defendants' outrageous conduct, reacting to her discharge with humiliation, embarrassment, anger,
17 disappointment and worry, all of which is substantial and enduring. Plaintiff will seek leave to amend
18 this complaint to state the amount or will proceed according to proof at trial.

19 69 At all material times, defendants, and each of them, knew that plaintiff depended on
20 her wages and other employee benefits as a source of earned income. At all material times,
21 defendants were in a position of power over plaintiff, with the potential to abuse that power. Plaintiff
22 was in a vulnerable position because of her relative lack of power, because of her reliance on
23 defendants' assurances and forbearance of the possibility of becoming employed elsewhere, because
24 she had placed her trust in defendants, because she depended on her employment for her self esteem
25 and sense of belonging, because she relied upon her employment as a source of income for her
26 support, because a wrongful termination of plaintiff's employment would likely harm plaintiff's ability
27 to find other employment, and because of the great disparity in bargaining power between plaintiff
28

1 and her employer. Defendants were aware of plaintiff's vulnerability and the reasons for it.

2 70. Notwithstanding such knowledge, defendants, and each of them, acted oppressively,
3 fraudulently, and maliciously, in willful and conscious disregard of plaintiff's rights, and with the
4 intention of causing or in reckless disregard of the probability of causing injury and emotional distress
5 to the plaintiff.

6 71. Further, defendants were informed of the oppressive, fraudulent and malicious conduct
7 of their employees, agents and subordinates, and ratified, approved, and authorized that conduct.

8 72. The foregoing conduct of defendants, and each of them, was intentional, willful and
9 malicious and plaintiff is entitled to punitive damages in an amount to conform to proof.

10 73. Plaintiff also is entitled to attorneys' fees and costs pursuant to California Labor Code
11 §218.5.

12 INJUNCTIVE RELIEF

13
14 74. Plaintiff has suffered irreparable injury and immediate harm due to defendants' acts.
15 Plaintiff has no other legal remedy. In addition to the other relief requested in this Complaint,
16 plaintiff seeks injunctive relief to insure that defendants do not discriminate against, harass, and/or
17 retaliate against other employees because of their sex, race/national origin, or complaining about
18 discriminatory, harassing, and/or retaliatory conduct.

19 PRAYER

20
21 Wherefore plaintiff prays for judgment against defendants, and each of them, as follows:

22 1. For a money judgment representing compensatory damages including lost wages,
23 earnings, retirement benefits and other employee benefits, and all other sums of money, together with
24 interest on these amounts, according to proof;

25 2. For a money judgment for mental pain and anguish and emotional distress, according
26 to proof;

27 3. For an award of punitive damages, according to proof;

28 4. For costs of suit and attorney fees;

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- 5. For prejudgment and postjudgment interest;
- 6. For injunctive relief;
- 7. For any other relief that is just and proper;
- 8. For attorney fees pursuant to C.C.P. § 1021.5 and Gov't. Code § 12965(b).

Dated: March 12, 2015

LAWLESS & LAWLESS

By Barbara A. Lawless
Barbara A. Lawless
Therese M. Lawless
Attorneys for Plaintiff

JURY TRIAL DEMANDED

Plaintiff demands trial of all issues by jury.

Dated: March 12, 2015

LAWLESS & LAWLESS

By Barbara A. Lawless
Barbara A. Lawless
Therese M. Lawless
Attorneys for Plaintiff