Ramin R. Younessi, Esq. (SBN 175020) 1 LAW OFFICES OF RAMIN R. YOUNESSI Superior Court of Galifornia County of Los Angeles 3435 Wilshire Boulevard, Suite 2200 2 Los Angeles, California 90010 3 Telephone: (213) 480-6200 MAY 2 0 2015 Facsimile: (213) 480-6201 4 Sherri R. Carter, Executive Officer/Clerk By Cristina Ginaly Deputy 5 Attorney for Plaintiff, Cristina Grijalva SUDARSHNA PRASAD 6 7 Malcolm Mack 8 SUPERIOR COURT OF THE STATE OF CALLED RIVA, 9 FOR THE COUNTY OF LOS ANGELES, CENTRAL DISTRICT 10 SUDARSHNA PRASAD, an individual, 11 Case No 12 COMPLAINT FOR DAMAGES Plaintiffs, 13 DISCRIMINATION IN VIOLATION OF GOV'T CODE §§12940 ET SEQ.; 14 VS. 2. FAILURE TO PREVENT; 15 **DISCRIMINATION IN VIOLATION OF GOV'T CODE §§12940(K)**; 16 KAISER FOUNDATION HOSPITALS, a 3. RELIATION IN VIOLATION OF 17 California corporation; and DOES I through GOV'T CODE §§12940 ET SEQ.; 20, inclusive, 4. FAILURE TO PROVIDE 18 REASONABLE ACCOMMODATIONS IN VIOLATION OF GOV'T CODE 19 Defendants. §§12940 ET SEQ.; 20 5. FAILURE TO ENGAGE IN A GOOD FAITH INTERACTIVE PROCESS IN 21 VIOLATION OF GOV'T CODE §§12940 ET SEQ.; 22 6. WRONGFUL TERMINATION IN 23 VIOLATION OF PUBLEGROEICY; 7. DECLARATORY JUDGMENT 24 ூ25 **Demand over \$25,000** ~ 26 **DEMAND FOR JURY TRIA** ⊕²⁷ 28 N (<u>0</u>) نبيز

COMPLAINT FOR DAMAGES

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COMES NOW PLAINTIFF, SUDARSHNA PRASAD, and for causes action against the Defendants and each of them, alleges as follows:

JURISDICTION

1. This Court is the proper court, and this action is properly filed in Los Angeles County, because Defendants' obligations and liability arise therein, because Defendants maintain offices and transact business within Los Angeles County, and because the incident that is the subject of this suit took place in Los Angeles County.

THE PARTIES

- 2. Plaintiff SUDARSHNA PRASAD (hereinafter referred to as "Plaintiff"), at all times relevant to this action, resided in Glendale, California.
- 3. The acts pleaded herein were committed against Plaintiff in the City of Los Angeles, California.
- 4. Defendant KAISER FOUNDATION HOSPITALS (hereinafter referred to as "KAISER") is a California corporation with its principal place of business in Los Angeles, California.
 - 5. Defendant KAISER operates medical centers in southern California.
- 6. KAISER was Plaintiff's employer within the meaning of Government Code §§ 12926, subdivision (d), 12940, subdivisions (a),(h),(1), (h)(3)(A), and (i), and 12950, and regularly employs five (5) or more persons and is therefore subject to the jurisdiction of this Court.
- The true names and capacities, whether individual, corporate, associate, or otherwise, of the Defendants named herein as DOES 1 through 20, inclusive, are unknown to Plaintiff at this time and therefore said Defendants are sued by such fictitious names. Plaintiff will seek leave to amend this Complaint to insert the true names and capacities of said Defendants when the same become known to Plaintiff. Plaintiff is informed and believes, and based thereupon alleges, that each of the fictitiously named Defendants is responsible for the wrongful acts alleged herein, and is therefore liable to Plaintiff as alleged hereinafter.

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- 8. Plaintiff is informed and believes, and based thereupon alleges, that at all times relevant hereto, Defendants, and each of them, were the agents, employees, managing agents, supervisors, coconspirators, parent corporation, joint employers, alter ego, and/or joint ventures of the other Defendants, and each of them, and in doing the things alleged herein, were acting at least in part within the course and scope of said agency, employment, conspiracy, joint employer, alter ego status, and/or joint venture and with the permission and consent of each of the other Defendants.
- 9. Plaintiff is informed and believes, and based thereupon alleges, that Defendants, and each of them, including those Defendants named as DOES 1 through 20, acted in concert with one another to commit the wrongful acts alleged herein, and aided, abetted, incited, compelled, and/or coerced one another in the wrongful acts alleged herein, and/or attempted to 30 so, including pursuant to Government Code §12940(i). Plaintiff is further informed and believes, and based thereupon alleges, that Defendants, and each of them, formed and executed a conspiracy or common plan pursuant to which they would commit the unlawful acts alleged herein, with all such acts alleged herein done as part of and pursuant to said conspiracy, intended to cause and actually causing Plaintiff harm.
- 10. Whenever and wherever reference is made in this Complaint to any act or failure to act by a Defendant or co-Defendant, such allegations and references shall also be deemed to mean the acts and/or failures to act by each Defendant acting individually, jointly and severally.
- 11. Plaintiff has filed complaints of discrimination, retaliation, failure to prevent discrimination, and retaliation, failure to accommodate, failure to engage in the interactive process, denial of employment and wrongful termination and/or constructive termination under Government Code §§12940, et seq., the California Fair Employment and Housing Act (the "FEHA"), with the California Department of Fair Employment and Housing (the "DFEH"), and have satisfied their administrative prerequisites with respect to these and all related filings. On September 16, 2014, Plaintiff received a Notice of Case Closure and Right to Sue Letter from the DFEH.

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ALTER EGO, AGENCY AND JOINT EMPLOYER

- 12. Plaintiff is informed and believes, and based thereon alleges, that there exists such a unity of interest and ownership between KAISER and DOES 1 through 20 that the individuality and separateness of Defendants have ceased to exist.
- 13. Plaintiff is informed and believes, and based thereon alleges, that despite the formation of purported corporate existence, KAISER and DOES 1 through 20 are, in reality, one and the same, including, but not limited to because:
- a. KAISER is completely dominated and controlled by DOES 1 through 20, who personally committed the frauds and violated the laws as set forth in this complaint, and who have hidden and currently hide behind KAISER to perpetrate frauds, circumvent statutes, or accomplish some other wrongful or inequitable purpose.
- b. DOES 1 through 20 derive actual and significant monetary benefits by and through PSM'S unlawful conduct, and by using KAISER as the funding source for their own personal expenditures.
- c. Plaintiff is informed and believes that KAISER and DOES 1 through 20, while really one and the same, were segregated to appear as though separate and distinct for purposes of perpetrating a fraud, circumventing a statute, or accomplishing some other wrongful or inequitable purpose.
- d. Plaintiff is informed and believes that KAISER and DOES 1 through 20 do not comply with all requisite corporate formalities to maintain a legal and separate corporate existence.

Plaintiff is informed and believes, and based thereon alleges, that the business affairs of KAISER and DOES 1 through 20 are, and at all times relevant were, so mixed and intermingled that the same cannot reasonably be segregated, and the same are in inextricable confusion. KAISER is, and at all times relevant hereto was, used by DOES 1 through 20 as a mere shell and conduit for the conduct of certain of Defendants' affairs, and is, and was, the alter ego of DOES 1 through 20. The recognition of the separate existence of KAISER and DOES 1 through 20 from one another would not promote justice, in that it would permit Defendants to insulate themselves from liability to Plaintiff for violations of the Government Code, Labor Code, and other statutory

violations. The corporate existence of KAISER and DOES 1 through 20 should be disregarded in equity and for the ends of justice because such disregard is necessary to avoid fraud and injustice to Plaintiff herein.

- 14. Accordingly, KAISER and DOES 1 through 20 constitute the alter egos of one another, and the fiction of their separate corporate existence must be disregarded.
- 15. As a result of the aforementioned facts, Plaintiff is informed and believes, and based thereon alleges that KAISER and DOES 1 through 20 are Plaintiff's joint employers by virtue of a joint enterprise, and that Plaintiff was an employee of KAISER and DOES 1 through 20. Plaintiff performed services for each and every one of Defendants, and to the mutual benefit of all Defendants, and all Defendants shared control of Plaintiff as an employee, either directly or indirectly, and the manner in which Defendants' business was and is conducted.

FACTUAL ALLEGATIONS

- 16. On July 23, 2013, Plaintiff was extended a conditional offer of employment with KAISER to work as a storeroom worker at KAISER'S sunset Medical Center in the city of Los Angeles.
 - 17. She was scheduled to begin work on August 20, 2013.
 - 18. Her hourly wage was set at \$14.50.
- 19. Prior to her scheduled start date, Plaintiff informed KAISER that she suffered from a health condition called atopic dermatitis, which causes her to break out into rashes when she is exposed to certain open chemicals and solvents.
- 20, On August 13, 2013, Plaintiff provided KAISER with a note from Dr. Frank Kwong, which stated that Plaintiff could safely perform the essential job demands of the storeroom worker position, but that she should not be exposed to open chemicals and solvents.
- 21. On September 20, 2013, KAISER informed Plaintiff that it was revoking her conditional offer of employment because it allegedly could not accommodate her disability.
- 22. As a result of Defendant's action, Plaintiff has suffered and will continue to suffer general and special damages, including emotion distress and other physical ailments, as well as medical

expenses, expenses for psychological counseling and treatment, and past and future lose wages and benefits.

- 23. As a result of the above, Plaintiff is entitled to past and future lost wages, bonuses, commissions, and benefits.
- 24. Plaintiff claims general damages for emotional and mental distress and aggravation in a sum of excess of the jurisdictional minimum of this Court.
- 25. Because the acts taken toward Plaintiff were carried out by managerial employees acting in a deliberate, cold, callous, cruel and international manner, in conscious disregard of Plaintiff's rights and in order to injure and damage her, Plaintiff requests that punitive damages be levied against Defendants and each of them, in sums in excess of the jurisdictional minimum of this Court.

FIRST CAUSE OF ACTION

DISCRIMINATION IN VIOLATION OF GOV'T CODE §§12940 ET SEQ. (AGAINST KAISER AND DOES 1 THROUGH 20, INCLUSIVE)

- 26. Plaintiff incorporates, by reference, all the foregoing paragraphs of this Complaint, as though fully set forth herein.
- 27. At all times hereto, the FEHA was in full force and effect and was binding upon Defendants and each of them.
- 28. As such term in used under FEHA, "on the bases enumerated in this part means or refers to discrimination on the bases of one or more of the protected characteristics under FEHA.
- 29. FEBIA requires Defendants to refrain from discriminating against an employee on the basis of race, color, national origin, sex, perceived sexual orientation, and disability; and to prevent discrimination and harassment on the basis of race, color, national origin, sex, perceived sexual orientation, disability, use of medical leave, and engagement in protected activities from occurring.
- 30. Plaintiff was a member of multiple protected classes as a woman with a disability and/or medical condition.

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- 31. Plaintiff suffered the adverse employment actions of discrimination and retaliation, denial of a good faith interactive process, failure to prevent discrimination, termination, failure to hire and was harmed thereby.
- 32. Plaintiff is informed and believes that her disability and/or medical condition and/or some combination of these protected characteristics under Government Code §12926(j) were motivating reasons and/or factors in the decisions to subject Plaintiff to the aforementioned adverse employment actions.
- 33. Said conduct violates the FEHA, and such violations were a proximate cause in Plaintiff's damage as stated below.
- 34. The foregoing conduct of Defendants individually, or by through their managing agents, was intended by the Defendants to cause injury to the Plaintiff or was despicable conduct carried on by the Defendants with a willful and conscious disregard of the rights of Plaintiff or subjected Plaintiff to cruel and unjust hardship in conscious disregard of Plaintiff's right such as to constitute malice, oppression, or fraud under Civil Code §3294, thereby entitling Plaintiff to punitive damages in an amount appropriate to punish or make an example of Defendants.
- 35. Pursuant to Government Code §12965(b), Plaintiff requests a reasonable award of attorneys' fees and costs, including expert fees pursuant to the FEHA.

SECOND CAUSE OF ACTION

FAILURE TO PREVENT DISCRIMINATION AND RETALIATION IN VIOLATION OF GOV'T CODE §12940(K)

(AGAINST KAISER AND DOES 1 THROUGH 20, INCLUSIVE)

- 36. Plaintiff incorporates, by reference, all the foregoing paragraphs of this Complaint, as though fully set forth herein.
- 37. At all times hereto, the FEHA, including in particular Government Code §12940(k), was in full force and effect and was binding upon Defendants. This subsection imposes a duty on Defendants to take all reasonable steps necessary to prevent discrimination and retaliation from occurring. As alleged

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above, Defendants violated this subsection and breached their duty by failing to take all reasonable steps necessary to prevent discrimination and retaliation from occurring.

- 38. The above said acts of Defendants constitute violations of the FEHA, and were a proximate cause in Plaintiff's damage as stated below.
- 39. The foregoing conduct of Defendants individually, or by and through their managing agents, was intended by the Defendant to cause injury to the Plaintiff or was despicable conduct carried on by the Defendants with a willful and conscious disregard of the rights of Plaintiff or subjected Plaintiff to cruel and unjust hardship in conscious disregard of Plaintiff's right such as to constitute malice, oppression, or fraud under Civil Code §3294, thereby entitling Plaintiff to punitive damages in an amount appropriate to punish or make an example of Defendants
- 40. Pursuant to Government Code §12965(b), Plaintiff request a reasonable award of attorneys' fees and costs, including expert fees pursuant to the FELA.

THIRD CAUSE OF ACTION

RETALIATION IN VIOLATION OF GOV'T CODE §§12940 ET SEQ. (AGAINST KAISER AND DOES 1 THROUGH 20, INCLUSIVE)

- 41. Plaintiff incorporates, by reference, all the foregoing paragraphs of this Complaint, as though fully set forth herein.
- 42. At all times hereto, the FEHA was in full force and effect and was binding upon Defendants and each of them.
- 43. These laws set forth in the preceding paragraph require Defendants to refrain from retaliating against an employee for engaging in protected activity.
- 44. Plaintiff engaged in the protected activities of reporting her disability and/or medical condition.
- 45. Plaintiff suffered the adverse employment actions of unlawful discrimination, refusal to properly investigate discrimination, failure to prevent discrimination, and termination, and was harmed thereby.

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- 46. Plaintiff is informed and believes that reporting her disability and/or medical condition was a motivating reason and/or factor in the decisions to subject her to the aforementioned adverse employment actions.
- 47. Defendants violated the FEHA by retaliating against Plaintiff and terminating her for exercising or attempting to exercise her protected rights, as set forth hereinabove.
- 48. Plaintiff is informed and believes, and based thereon alleges, that the above acts of retaliation committed by Defendants were done with the knowledge, consent, and/or ratification of, or at the direction of, each other defendant and the other Managers.
- 49. The above said acts of Defendants constitute violations of the FEHA, and were a proximate cause in Plaintiff's damage as stated below.
- 50. The foregoing conduct of Defendants individually or by and through their managing agents, was intended by the Defendants to cause injury to the Plaintiff or was despicable conduct carried on by the Defendants with a willful and conscious disregard of the rights of Plaintiff or subjected Plaintiff to cruel and unjust hardship in conscious disregard of Plaintiff's right such as to constitute malice, oppression, or fraud under Civil Code §3294, thereby entitling Plaintiff to punitive damages in an amount appropriate to punish or make an example of Defendants.
- 51. Pursuant to Government Code §12965(b), Plaintiff requests a reasonable award of attorneys' fees and costs, including expert fees pursuant to the FEHA.

FOURTH CAUSE OF ACTION

FAILURE TO PROVIDE REASONABLE ACCOMMODATIONS IN VIOLATION OF GOV'T CODE §§12940 ET SEQ.

(AGAINST KAISER AND DOES 1 THROUGH 20, INCLUSIVE)

- 52. Plaintiff incorporates, by reference, all the foregoing paragraphs of this Complaint, as though fully set forth herein.
- 53. At all times hereto, the FEHA, including in particular Government Code §12940(m), was in full force and effect and was binding upon Defendants. This subsection imposes a duty on Defendants to make reasonable accommodation for the known physical disability of an employee.

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- 54. At all relevant times, Plaintiff was a member of a protected class within the meaning of particular Government Code §§12940(a) & 12986(1) et seq. because she had disabilities that affected her major life activities, of which Defendants had both actual and constructive knowledge.
- 55. At all times herein, Plaintiff was willing and able to perform the duties and functions of the position in which she was hired, or could have performed the duties and functions of those positions with reasonable accommodations. At no time would the performance of the functions of the employment positions, with reasonable accommodations for Plaintiff's disabilities or her disabilities as they were perceived by Defendants, have been a danger to Plaintiff or any other person's health or safety.

 Accommodation of Plaintiff's disabilities or disabilities as they were perceived by Defendants would not have imposed an undue hardship on Defendants. Defendants failed and refused to accommodate Plaintiff and failed to engage in the interactive process with Plaintiff.
- 56. The above said acts of Defendants constitute violations of the FEHA, and were a proximate cause in Plaintiff's damages as stated below.
- 57. The foregoing conduct of Defendants individually, or by and through their managing agents, was intended by Defendants to cause injury to Plaintiff or was despicable conduct carried on by Defendants with a willful and conscious disregard of the rights of Plaintiff or subjected Plaintiff to cruel and unjust hardship in conscious disregard of Plaintiff's right such as to constitute malice, oppression, or fraud under Civil Code §3294, thereby entitling Plaintiff to punitive damages in an amount appropriate to punish or make an example of Defendants.
- 58. Pursuant to Government Code §12965(b), Plaintiff requests a reasonable award of attorneys' fees and costs, including expert fees pursuant to the FEHA.

FIFTH CAUSE OF ACTION

FOR FAILURE TO ENGAGE IN A GOOD FAITH INTERACTIVE PROCESS IN VIOLATION OF GOV'T CODE §§12940 ET SEQ.

(AGAINST KAISER AND DOES 1 THROUGH 20, INCLUSIVE)

59. Plaintiff incorporates, by reference, all the foregoing paragraphs of this Complaint, as though fully set forth herein.

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- 60. At all times hereto, the FEHA; including in particular Government Code §12940(n), was in full force and effect and was binding upon Defendants. This subsection imposes a duty on Defendants to engage in a timely, good faith, interactive process with the employee to determine effective reasonable accommodations, if any, in response to a request for reasonable accommodation by an employee with a known physical disability or known medical condition.
- 61. At all relevant times, Plaintiff was a member of a protected class within the meaning of particular Government Code §§12940(a) & 12986(1) et seq. because she had disabilities of which Defendants had both actual and constructive knowledge.
- 62. Plaintiff reported her disabilities to Defendants, triggering Defendants' obligation to engage in the interactive process with Plaintiff, but at all times herein, Defendants failed and refused to do so.
- 63. The above said acts of Defendants constitute violations of the FEHA, and were a proximate cause in Plaintiff's damages as stated below.
- 64. The foregoing conduct of Defendants individually, or by and through their managing agents, was intended by Defendants to cause injury or Plaintiff or was despicable conduct carried on by Defendants with a willful and conscious disregard of the rights of Plaintiff or subjected Plaintiff to cruel and unjust hardship in conscious disregard of Plaintiff's rights such as to constitute malice, oppression, or fraud under Civil Code §3294, thereby entitling Plaintiff to punitive damages in an amount appropriate to punish or make an example of Defendants.
- 65. Pursuant to Government Code §12965(b), Plaintiff requests a reasonable award of attorneys' fees and costs, including expert fees pursuant to the FEHA.

SIXTH CAUSE OF ACTION

WRONGFUL TERMINATION

IN VIOLATION THE PUBLIC POLICY OF THE STATE OF CALIFORNIA (AGAINST KAISER AND DOES 1 THROUGH 20, INCLUSIVE)

66. Plaintiff incorporates, by reference, all the foregoing paragraphs of this Complaint, as though fully set forth herein.

- 67. At all relevant times mentioned in this complaint, the FEHA was in full force and effect and was binding on Defendants. This law requires Defendants to refrain, among other things, from discriminating against any employee on the basis of race, color, national origin, sex, perceived sexual orientation, disability, and use of medical leave, and from retaliating against any employee who engages in protected activity. At all times mentioned in this complaint, Article I, Section 8 of the California Constitution was in full force and effect and binding on Defendants. This law requires Defendants to refrain from disqualifying a person from pursuing employment on the basis of face, color, national origin, or sex.
- 68. At all times mentioned in this complaint, it was a fundamental policy of the State of California that Defendants cannot discriminate and/or retaliate against any employee on the basis of race, color, national origin, sex, perceived sexual orientation, disability, use of medical leave, or engagement in protected activity.
- 69. Plaintiff believes and thereon alleges that her disability and/or medical condition and her engaging in protected activity with respect to these protected classes, and/or some combination thereof, were factors in Defendants' conduct as alleged hereinabove.
- 70. Such discrimination and retaliation, resulting in the discharge of Plaintiff's employment on the basis of her disability, Plaintiff's engagement in protected activity, and/or some combination of these factors, were a proximate cause in Plaintiff's damages as stated below.
- 71. The above said acts of Defendants constitute violations of the Government Code and the public policy of the State of California embodied therein as set forth above. Defendants violated these laws by discriminating and retaliating against Plaintiff and terminating her employment in retaliation for exercise of protected rights.
- 72. The foregoing conduct of Defendants individually, or by and through their managing agents, was intended by Defendants to cause injury to Plaintiff or was despicable conduct carried on by Defendants with a willful and conscious disregard of the rights of Plaintiff or subjected Plaintiff to cruel and unjust hardship in conscious disregard of Plaintiff's rights such as to constitute malice, oppression, or fraud under Civil Code §3294, thereby entitling Plaintiff to punitive damages in an amount appropriate to punish or make an example of Defendants.

SEVENTH CAUSE OF ACTION

DECLARATORY JUDGMENT

(AGAINST KAISER AND DOES 1 THROUGH 20, INCLUSIVE)

- 73. Plaintiff incorporates, by reference, all the foregoing paragraphs of this Complaint, as though fully set forth herein.
 - 74. Government Code §12920 sets forth the public policy of the State of California as follows:

It is hereby declared as the public policy of this state that it is necessary to protected and safeguard the right and opportunity of all persons to seek, obtain, and hold employment without discrimination or abridgment on account of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, or sexual orientation.

It is recognized that the practice of denying employment opportunity and discriminating in terms of employment for these reasons foments strife and unrest, deprives the state of the fullest utilization of its capacities for development and advancement, and substantially and adversely affects the interests of employees, employers, and the public in general.

Further, the practice of discrimination because of race, color, religion, sex, gender expression, sexual orientation, marital status, national origin, ancestry, familial status, source of income, disability, or genetic information in housing accommodations is declared to be against public policy.

It is the purpose of this part to provide effective remedies that will eliminate these discriminatory practices.

This part shall be deemed an exercise of the police power of the state for the protection of the welfare, health, and peace of the people of this state.

75. Government Code §12920.5 embodies the intent of the California legislature and states:

In order to eliminate discrimination, it is necessary to provide effective remedies that will both prevent and deter unlawful employment practices and redress the adverse effects of those practices on aggrieved persons. To that end, this part shall be deemed

an exercise of the Legislature's authority pursuant to Section 1 of Article XIV of the California Constitution.

Moreover, Government Code §12921, subdivision (a) says in pertinent part: The opportunity to seek, obtain, and hold employment without discrimination because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, or sexual orientation is hereby recognized as and declared to be a civil right.

76. An actual controversy has arisen and now exists between Plaintiff and Defendants concerning their respective rights and duties as it is believed that Defendants may allege that they did not harass or discriminate against Plaintiff; that Plaintiff was not terminated as a result of her race, color, national origin, sex, perceived sexual orientation, disability, use of medical leave, engagement in protected activities, and/or some combination of these protected characteristics. Plaintiff contends that Defendants did discriminate against her on the basis on her disability, engagement in protected activities, and/or some combination of these protected characteristics; and that she was retaliated against and, ultimately wrongfully terminated as a result of her disability, engagement in protected activities, and/or some combination of these protected characteristics. Plaintiff is informed and believes, and on that basis alleges, that Defendants shall dispute Plaintiff's contentions.

77. Pursuant to Code of Civil Procedure §1060, Plaintiff desires a judicial determination of her rights and duties, and a declaration that defendants discriminated against her on the basis disability, use of medical leave, retaining a workers' compensation attorney, engagement in protected activity, and/or some combination of these protected characteristics.

- 78. Fursuant to Code of Civil Procedure §1060, Plaintiff seeks a judicial determination of her rights and duties, and a declaration that her disability, use of medical leave, engagement in protected, and/or some combination of these protected characteristics was a substantial motivating factor in the decision to subject her to the aforementioned adverse employment actions.
- 79. A judicial declaration is necessary and appropriate at this time under the circumstances in order that Plaintiff, for herself and on behalf of employees in the State of California and in conformity with the public policy of the State, obtain a judicial declaration of the wrongdoing of Defendants and to

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condemn such discriminatory employment policies or practices prospectively. *Harris v. City of Santa Monica* (2013) 56 Cal.4th 203.

- 80. A judicial declaration is necessary and appropriate at this time such that Defendants may also be aware of their obligations under the law to not engage in discriminatory practice and to not violate the law in the future.
- 81. Government Code §12965(b) provides that an aggrieved party, such as the Plaintiff herein, may be awarded reasonable attorney's fees and costs: "In civil actions brought under this section, the court, in its discretion, may award to the prevailing party, including the department, reasonable attorney's fees and costs, including expert witnesses fees." Such fees and costs expended by an aggrieved party may be awarded for the purpose of redressing, preventing, or deterring discrimination.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff seeks judgment against Defendants, and each of them, as follows:

- 1. For a money judgment representing compensatory damages including lost wages, earnings, commissions, retirement benefits, and other employee benefits, and all other sums of money, together with interest on these amounts; for other special damages; and for general damages for mental pain and anguish and emotional distress;
- 2. For prejudgment interest on each of the foregoing at the legal rate from the date the obligation became due through the date of judgment in this matter;
- 3. For a declaratory judgment reaffirming Plaintiff's equal standing under the law and condemning Defendants' discriminatory practices;
- For injunctive relief barring Defendants' discriminatory employment policies and practices in the future;
- 5. For punitive damages, pursuant to Civil Code §§3294 respectively, in amounts sufficient to punish Defendants for the wrongful conduct alleged herein and to deter such conduct in the future;
- 6. For costs of suit, attorneys' fees, and expert witness fees pursuant to the FEHA, the Civil Code, and/or any other basis;
 - 7. For post-judgment interest; and

~ 1	8. For any other relief that is just and proper.
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3	Dated: May / , 2015 LAW OFFICES OF RAMIN R. YOUNESSI
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6	By:
7	Ramin R. Younessi, Esq. Attorney for Plaintiff
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9	DEMAND FOR JURY TRIAL
10	Plaintiff demands a trial by jury on all claims as provided by California Law.
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12	Dated: May 19 2015 LAW OFFICES OF RAMIN R. YOUNESSI
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15	By:
16	Ramin R. Younessi, Esq. Attorney for Plaintiff
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COMPLAINT FOR DAMAGES

ATTORNEY OR PARTY WITHOUT ATTORNEY	(Name, State Bar number, and address):	Jin 3.13			
Ramin R. Younessi, Esq.	SBN 175020	FOR COURT USE ONLY			
Law Offices of Ramin Younessi	551(175020	200 a a			
3435 Wilshire Blvd, Suite 2200		FILED			
Los Angeles, CA 90010		Superior Court of California			
TELEPHONE NO.:213-480-6200	FAX NO.:213-480-6201	County of Los Angeles			
ATTORNEY FOR (Name): Sudarshna Prasad		1442/ 0 0 0 0 0			
SUPERIOR COURT OF CALIFORNIA, COUNT STREET ADDRESS:111 N. Hill Street	Y OF Los Angeles	MAY 2 0 2015			
MAILING ADDRESS: same as above		Sherri P. Cortor Everythin Office			
CITY AND ZIP CODE: Los Angeles, Calif	ornia 90012	By A. t.			
BRANCH NAME: Stanley Mosk - Ce	ntral District	Sherri R. Carter, Executive Officer/Clerk By Cristina Singles Deputy Cristina Grijalva			
CASE NAME:		Chama Ghjaiva			
Sudarshna Prasad v. Kaiser Foundation Ho	ospitals, a California corporation				
CIVIL CASE COVER SHEET	· · · · · · · · · · · · · · · · · · ·	CASE NUMBER:			
Unlimited Limited	Complex Case Designation				
(Amount (Amount	Counter Joinder	JUDG 5 6 2 5 0 4			
demanded demanded is	Filed with first appearance by defendant	DODGE O S S S & 4			
exceeds \$25,000) \$25,000 or less)	(Cal. Rules of Court, rule 3.402)	DEPT:			
Items 1-5 belo	w must be completed (see instructions on page 2)				
1. Check one box below for the case type that b		1			
Auto Tort	Contract Provi	sionally Complex Civil Litigation			
Auto (22)	Dieacif of contract warranty (00)	Rules of Court, rules 3.400-3.403)			
Uninsured motorist (46)	Collections (09)	Antitrust/Trade regulation (03)			
Other PI/PD/WD (Personal Injury/Property	Insurance coverage (18)	Construction defect (10)			
Damage/Wrongful Death) Tort	Other contract (37)	Mass tort (40)			
Asbestos (04)	Real Property	Securities litigation (28)			
Product liability (24)	Eminent domain/inverse	Environmental/Toxic tort (30)			
Medical malpractice (45)	condemnation (14)	Insurance coverage claims arising from the above listed provisionally complex			
Other PI/PD/WD (23)		the above listed provisionally complex case types (41)			
Non-PI/PD/WD (Other) Tort	Other real property (26)	cement of Judgment			
Business tort/unfair business practice ((07)Unlawful Detainer	Enforcement of judgment (20)			
Civil rights (08)	Commercial (31)	Illaneous Civil Complaint			
Defamation (13)	I i Residential (32)	RICO (27)			
Fraud (16)	1 1/Mugs (38)	` '			
Intellectual property (19)	JIM CIAL REVIEW	Other complaint (not specified above) (42)			
Professional negligence (25)	Asset forfeiture (05)	Illaneous Civil Petition			
Other non-PI/PD/WD tort (35)	Petition re: arbitration award (11)	Partnership and corporate governance (21)			
Employment Writ of mandate (02) Other petition (not specified above) (43)					
Wrongful termination (36) Other judicial review (39)					
Other employment (15)					
2. This case is is not complex	under rule 3.400 of the California Rules of Court. I	f the case is complex, mark the			
factors requiring exceptional judicial managem	nent:				
a. Large number of separately represen	-				
b. Extensive motion practice raising diffi		ted actions pending in one or more courts			
issues that will be time-consuming to resolve in other counties, states, or countries, or in a federal court					
c. Substantial amount of documentary evidence f. Substantial post judgment judicial supervision					
3. Type of remedies sought (check all that apply)					
a. X monetary b. Number of causes of action (specify): 7 (seven)					
4. Number of causes of action (specify): 7 (seven) 5. This case is is is not a class action suit.					
6. If there are any known related cases, file and serve a notice of related case. (You may use form CM-015.) Date: May /9 2015					
Ramin R. Younessi, Esq.					
(TYPE OR PRINT NAMI	E) (SIGNATURE OF	PARTY OR ATTORNEY FOR PARTY)			
NOTICE NOTICE					
Plaintiff must file this cover sheet with the first paper filed in the action or proceeding (except small claims cases or cases filed					
under the Probate Code, Family Code, or We	Ifare and Institutions Code). (Cal. Rules of Court, I	rule 3.220.) Failure to file may result			
File this cover sheet in addition to any cover sheet.	sheet required by local court rule.				
	q. of the California Rules of Court, you must serve	a copy of this cover sheet on all			
other parties to the action or proceeding.					
*Unless this is a complex case, this cover sheet will be used for statistical purposes only. Page 1 of 2					

A 5 2

INSTRUCTIONS ON HOW TO COMPLETE THE COVER SHEET

To Plaintiffs and Others Filing First Papers

If you are filing a first paper (for example, a complaint) in a civil case, you must complete and file, along with your first paper, the Civil Case Cover Sheet contained on page 1. This information will be used to compile statistics about the types and numbers of cases filed. You must complete items 1 through 5 on the sheet. In item 1, you must check one box for the case type that best describes the case. If the case fits both a general and a more specific type of case listed in item 1, check the more specific one. If the case has multiple causes of action, check the box that best indicates the primary cause of action. To assist you in completing the sheet, examples of the cases that belong under each case type in item 1 are provided below. A cover sheet must be filed only with your initial paper. You do not need to submit a cover sheet with amended papers. Failure to file a cover sheet with the first paper filed in a civil case may subject a party, its counsel, or both to sanctions under rules 2.30 and 3.220 of the California Rules of Court.

To Parties in Complex Cases

In complex cases only, parties must also use the Civil Case Cover Sheet to designate whether the case is complex. If a plaintiff believes the case is complex under rule 3.400 of the California Rules of Court, this must be indicated by completing the appropriate boxes in items 1 and 2. If a plaintiff designates a case as complex, the cover sheet must be served with the complaint on all parties to the action. A defendant may file and serve no later than the time of its first appearance a joinder in the plaintiff's designation, a counter-designation that the case is not complex, or, if the plaintiff has made no designation, a designation that the case is complex.

Auto Tort

Auto (22)-Personal Injury/Property Damage/Wrongful Death Uninsured Motorist (46) (if the case involves an uninsured motorist claim subject to arbitration, check this item instead of Auto)

Other PI/PD/WD (Personal Injury/ Property Damage/Wrongful Death) Tort

Asbestos (04)
Asbestos Property Damage Asbestos Personal Injury/Wrongful Death Product Liability (not asbestos or toxic/environmental) (24) Medical Malpractice (45) Medical Malpractice-Physicians & Surgeons Other Professional Health Care Malpractice Other PI/PD/WD (23) Premises Liability (e.g., slip and fall) Intentional Bodily Injury/PD/W/D (e.g., assault, vandalism) Intentional Infliction of **Emotional Distress** Negligent Infliction øf Emotional Distress Other PI/PD/WD

Non-PI/PD/WD (Other) Tort

Practice (07) Civil Rights (e.g., discrimination, false arrest) (not civil harassment) (08) Defamation (e.g., slander, libel) (13) Fraud (16) Intellectual Property (19)
Professional Negligence (25) Legal Malpractice Other Professional Malpractice (not medical or legal) Other Non-PI/PD/WD Tort (35)

Business Tort/Unfair Business

Employment

Wrongful Termination (36) Other Employment (15)

CASE TYPES AND EXAMPLES

Contract Breach of Contract/Warranty (06) Breach of Rental/Lease Contract (not unlawful detaine or wrongful eviction)
Contract/Warranty Breach-Seller Plaintiff (not fraud or negligence) Negligent Breach of Contract Warranty
Other Breach of Contract/Warranty
Collections (e.g., money owed, open book accounts) (09) Collection Case Seller Plaintiff Other Promissory Note/Collections

Case Insurance Coverage (not provisionally comptex) (18) Auto Subjogation

Other Coverage Other Contract (37) Contractual Fraud Other Contract Dispute

Real Property Eminent Domain/inverse Condemnation (14) Wrongful Eviction (33)

Other Real Property (e.g., quiet title) (26) Writ of Possession of Real Property Mortgage Foreclosure

Quite Title

Other Real Property (not eminent domain, landlord/tenant, or foreclosure)

Unlawful Detainer Commercial (31)

Residential (32) Drugs (38) (if the case involves illegal drugs, check this item; otherwise, report as Commercial or Residential)

Judicial Review

Asset Forfeiture (05) Petition Re: Arbitration Award (11) Writ of Mandate (02) Writ-Administrative Mandamus Writ-Mandamus on Limited Court Case Matter Writ-Other Limited Court Case Review

Other Judicial Review (39) Review of Health Officer Order Notice of Appeal-Labor Commissioner Appeals

Provisionally Complex Civil Litigation (Cal. Rules of Court Rules 3.400-3.403)

Antitrust/Trade Regulation (03) Construction Defect (10) Claims Involving Mass Tort (40) Securities Litigation (28) Environmental/Toxic Tort (30) Insurance Coverage Claims (arising from provisionally complex case type listed above) (41)

Enforcement of Judgment

Enforcement of Judgment (20) Abstract of Judgement (Out of County) Confession of Judgement (nondomestic relations) Sister State Judgment Administrative Agency Award (not unpaid taxes) Petition/Certification of Entry of Judgment on Unpaid Taxes Other Enforcement of Judgment

Case Miscellaneous Civil Complaint

RICO (27) Other Complaint (not specified above) (42) Declaratory Relief Only Injunctive Relief Only (nonharassment) Mechanics Lien Other Commercial Complaint Case (non-tort/non-complex) Other Civil Complaint (non-tort/non-complex)

Miscellaneous Civil Petition

Partnership and Corporate Governance (21)
Other Petition (not specified above) (43)Civil Harassment Workplace Violence Elder/Dependent Adult Abuse **Election Contest** Petition for Name Change Petition for Relief for Late Claim

Other Civil Petition

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SHORT TITLE:	CASE NUMBER
Prasad v. Kaiser Foundation Hospitals	

CIVIL CASE COVER SHEET ADDENDUM A $66\,5\,8\,2\,5\,0\,4$ STATEMENT OF LOCATION (CERTIFICATE OF GROUNDS FOR ASSIGNMENT TO COURTHOUSE LOCATION)

This form is required pursuant to Local Rule 2.0 in all new civil case filings in the Los Angeles Superior Court.
tem I. Check the types of hearing and fill in the estimated length of hearing expected for this case:
JURY TRIAL? $igtigtigtigtigtigtigtigtigtigt$
tem II. Indicate the correct district and courthouse location (4 steps - If you checked "Limited Case", skip to item III, Pg. 4
Step 1: After first completing the Civil Case Cover Sheet Form, find the main civil case cover sheet heading for your case in the left margin below, and, to the right in Column A, the Civil Case Cover Sheet case type you selected.
Step 2: Check one Superior Court type of action in Column B below which best describes the nature of this case.
Step 3: In Column C, circle the reason for the court location choice that applies to the type of action you have checked. For any exception to the court location, see Local Rule 2.0.
Applicable Reasons for Choosing Courthouse Location (see Column C below)
 Class Actions must be filed in the Stanley Mosk Courthouse, Central District. May be filed in Central (Other county, or no Bodily Injury/Property Damage). Location where cause of action arose. Location where bodily injury, death or damage occurred. Location where performance required or defendant resides. Location of property or permanently garaged vehicle. Location where petitioner resides. Location where petitioner resides. Location where in defendant/respondent functions wholly. Location where one or more of the parties reside. Location of Labor Commissioner Office.

Step 4: Fill in the information requested on page 4 Item III; complete Item IV. Sign the declaration.

A Civil Case Cover Sheet Category No.	B Type of Action (Check only one)	C Applicable Reasons - See Step 3 Above
Auto (22)	A7100 Motor Vehicle - Personal Injury/Property Damage/Wrongful Death	1.,2.,4.
Uninsured Motorist (46)	A7110 Personal Injury/Property Damage/Wrongful Death - Uninsured Motorist	1.,2.,4.
Asbestos (04)	☐ A6070 Asbestos Property Damage	2.
7.0505.05 (0.4)	A7221 Asbestos - Personal Injury/Wrongful Death	2.
Product Liability (24)	A7260 Product Liability (not asbestos or toxic/environmental)	1., 2., 3., 4., 8.
Medical Malpractice (45)	A7210 Medical Malpractice - Physicians & Surgeons	1.,4.
Wedical Walpractice (40)	☐ A7240 Other Professional Health Care Malpractice	1.,4.
Other	A7250 Premises Liability (e.g., slip and fall)	1.,,4.
Personal Injury Property Damage	A7230 Intentional Bodily Injury/Property Damage/Wrongful Death (e.g., assault, vandalism, etc.)	1.,,4.
Wrongful Death (23)	A7270 Intentional Infliction of Emotional Distress	1.,3.
(45)	A7220 Other Personal Injury/Property Damage/Wrongful Death	1.,4.

Other Personal Injury/ Property Damage/Wrongful Death Tort

SHORT T	TITL	E:		
Dracad	17	Kaiser	Foundation	Hospitals

CASE NUMBER

	A Civil Case Cover Sheet Category No.	B Type of Action (Check only one)	C Applicable Reasons - See Step 3 Above
ξέ	Business Tort (07)	A6029 Other Commercial/Business Tort (not fraud/breach of contract)	1.,3.
Non-Personal Injury/ Property Damage/ Wrongful Death Tort	Civil Rights (08)	A6005 Civil Rights/Discrimination	1.,2.,3.
I De	Defamation (13)	A6010 Defamation (slander/libel)	1.,2.,3.
il Inju	Fraud (16)	☐ A6013 Fraud (no contract)	1.,2.,3.
sona / Wrc	Professional Negligence (25)	A6017 Legal Malpractice	1.,2.,3.
ո-Per nage	Fiolessional Negligence (23)	☐ A6050 · Other Professional Malpractice (not medical or legal)	1.,2.,3.
Nor	Other (35)	☐ A6025 Other Non-Personal Injury/Property Damage tort	2.,3.
nent	Wrongful Termination (36)	□ A6037 Wrongful Termination	1.,2.,3.
loyn	Other Employment (15)	A6024 Other Employment Complaint Case	1.,2.,3.
Employment	Other Employment (13)	A6109 Labor Commissioner Appeals	10.
		☐ A6004 Breach of Rental/Lease Contract not unlawful detainer or wrongful	2.,5.
	Breach of Contract/ Warranty	eviction) A6008 Contract/Warranty Breach Seller Plaintiff (no fraud/negligence)	2.,5.
	(06) (not insurance)	☐ A6019 Negligent Breach of Contract/Warranty (no fraud)	1.,2.,5.
		A6028 Other Breach of Contract/Warranty (not fraud or negligence)	1.,2.,5.
ract	Collections (09)	☐ A6002 Collections Case-Seller Plaintiff	2.,5.,6.
Contract	Collections (09)	☐ A6012 Other Promissory Note/Collections Case	2.,5.
	Insurance Coverage (18)	A6015 fosurance Coverage (not complex)	1., 2., 5., 8.
		A6009 Contractual Fraud	1., 2., 3., 5.
	Other Contract (3?)	A6031 Tortious Interference	1., 2., 3., 5.
		A6027 Other Contract Dispute (not breach/insurance/fraud/negligence)	1., 2., 3., 8.
>	Eminent Domain/Inverse Condemnation (14)	A7300 Eminent Domain/Condemnation Number of parcels	2.
perty	Wrongful Eyiction (33)	☐ A6023 Wrongful Eviction Case	2.,6.
Real Pro		A6018 Mortgage Foreclosure	2.,6.
Real	Other Real Property (26)	☐ A6032 Quiet Title	2.,6.
_		A6060 Other Real Property (not eminent domain, landlord/tenant, foreclosure)	2.,6.
iner ©	Unlawful Detainer-Commercial (31)	A6021 Unlawful Detainer-Commercial (not drugs or wrongful eviction)	2.,6.
Detainer } ⊆ ⊡	Unlawful Detainer-Residential (32)	A6020 Unlawful Detainer-Residential (not drugs or wrongful eviction)	2.,6.

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Unlawful Detainer

Post-Foreclosure (34) Unlawful Detainer-Drugs (38) ☐ A6020F Unlawful Detainer-Post-Foreclosure

☐ A6022 Unlawful Detainer-Drugs

2.,6.

2.,6.



SHORT TITLE:	CASE NUMBER
Prasad v Kaiser Foundation Hospitals	

			7
	A Civil Case Cover Sheet Category No.	B Type of Action (Check only one)	C Applicable Reasons - See Step 3 Above
	Asset Forfeiture (05)	A6108 Asset Forfeiture Case	2.,6.
Judicial Review	Petition re Arbitration (11)	A6115 Petition to Compel/Confirm/Vacate Arbitration	2.,5.
		A6151 Writ - Administration Mandamus	2.,8.
cial	Writ of Mandate (02)	A6152 Writ - Mandamus on Limited Court Case Matter	2.
Judi		A6153 Writ - Other Limited Court Case Review	2.
	Other Judicial Review (39)	A6150 Other Writ/Judicial Review	2.,8.
	Antitrust/Trade Regulation (03)	A6003 Antitrust/Trade Regulation	1.,2.,8.
plex	Construction Defect (10)	A6007 Construction Defect	1.,2.,3.
, Com ion	Claims Involving Mass Tort (40)	☐ A6006 Claims Involving Mass Tort	1.,2.,8.
ionally Co Litigation	Securities Litigation (28)	☐ A6035 Securities Litigation Case	1.,2.,8.
Provisionally Complex Litigation	Toxic Tort Environmental (30)	A6036 Toxic Tort/Environmental	1., 2., 3., 8.
P.	Insurance Coverage Claims from Complex Case (41)	A6014 Insurance Coverage/Subrogation (complex case only)	1., 2., 5., 8.
	Enforcement of Judgment (20)	A6141 Sister State Judgment	2.,9.
ent		A6160 Abstract of Judgment	2.,6.
Enforcement of Judgment		A6107 Confession of Judgment (non-domestic relations)	2.,9.
forc		A6140 Administrative Agency Award (not unpaid taxes)	2.,8.
En of		A6114 Petition/Certificate for Entry of Judgment on Unpaid Tax	2.,8.
		A6112 Other Enforcement of Judgment Case	2.,8.,9.
S	RICO (27)	A6033 Racketeering (RICO) Case	1.,2.,8.
cellaneous Complaints	~	A6030 Declaration Relief Only	1.,2.,8.
llan omp	Other Complaints	A6040 Injunctive Relief Only (not domestic/harassment)	2.,8.
ο :=	(Not Specified Above) (42)	A6011 Other Commercial Complaint Case (non-tort/non-complex)	1.,2.,8.
Civi		A6000 Other Civil Complaint (non-tort/non-complex)	1.,2.,8.
•	Partnership Corporation Governance (21)	A6113 Partnership and Corporate Governance Case	2.,8.
		A6121 Civil Harassment	2.,3.,9.
Miscellaneous 'Civil Petitions		A6123 Workplace Harassment	2.,3.,9.
ane etiti	Other Detitions	A6124 Elder/Dependent Adult Abuse Case	2.,3.,9.
scel rii P	Other Petitions (Not Specified Above)	A6190 Election Contest	2.
Ciš	(43)	A6110 Petition for Change of Name	2.,7.
Ņ		A6170 Petition for Relief from Claim Law	2., 3., 4., 8.
<u> </u>		A6100 Other Civil Petition	2.,9.
المسيوا			

<u> </u>				
SHORT TIT				CASE NUMBER
<u>Prasad</u>	v. Kaiser Foundation Ho	spitals		
ltem III. circumsta				ent, party's residence or place of business, performance, or other per reason for filing in the court location you selected.
1 O 1 O Coult and a country of the state of			-141 6	ADDRESS: 4715 Sunset Blvd.
□1.	☑ 2. □ 3. □ 4. □ 5. □ 6. □	7 . □8.	□ 9. □ 10.	·
CITY:		STATE:	ZIP CODE:	
Los An	geles	CA	90029	
<u>Central</u>	ect and that the above-entitled i	matter is p Los Angele	roperly filed for es Superior Co	under the laws of the State of California that the foregoing is true and r assignment to the Stanley Mosk courthouse in the ourt of California, County of Los Angeles [Code Civ. Proc. § 392]
PLEAS	SE HAVE THE FOLLOWING I		MPLETED AN	Ramin R. Younessi, Esq. (SIGNATURE OF ATTORNEY/FILING PARTY) D. READY TO BE FILED IN ORDER TO PROPERLY
	Original Complaint or Petition			
2.	If filing a Complaint, a comp	leted Sur	nmons form t	for issuance by the Clerk.
3.	Civil Case Cover Sheet for	CM-010.	()'>	
	 Civil Case Cover Sheet Addendum and Statement of Location form, LACIV 109, LASC Approved 03-04 (Rev 03/11). 			
5.	Payment in full of the filing t	ee unles	s fees have t	peen waived.
6.	A signed ordered appointing minor under 18 years of age	the Gua will be r	rdian as Liter equired by Co	m, Judical Council form CIV-010, if the plaintiff or petitioner is a ourt in order to issue a summons.
				by the Clerk. Copies of the cover sheet and this addendum plaint, or other initiating pleading in the case.
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