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FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF LOS ANGELES

MAR 11 2011

John A. Clarke, Executive Officer/Clerk
BY *Mary Flores*, Deputy

8 **SUPERIOR COURT FOR THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF LOS ANGELES – CENTRAL DISTRICT**

CY FAX

11 **DAVID COPPEDGE**, an Individual,

12 Plaintiff,

13 vs.

14 **JET PROPULSION LABORATORY**, form
15 unknown; **CALIFORNIA INSTITUTE OF**
16 **TECHNOLOGY**, form unknown;
17 **GREGORY CHIN**, an Individual; **CLARK**
18 **A. BURGESS**, an Individual; **KEVIN**
KLENK, an Individual; and **Does 1** through
25, inclusive,

19 Defendants.

CASE NO.: BC435600

Dept. 54

SECOND AMENDED COMPLAINT

1. RELIGIOUS DISCRIMINATION – FEHA
2. DISCRIMINATION PURSUANT TO LABOR CODE §§ 98.6 AND 1101
3. RETALIATION – FEHA
4. RETALIATION – PUBLIC POLICY
5. HARASSMENT
6. FAILURE TO PREVENT DISCRIMINATION AND HARASSMENT
7. WRONGFUL DEMOTION – FEHA
8. WRONGFUL DEMOTION – PUBLIC POLICY
9. WRONGFUL TERMINATION – FEHA
10. WRONGFUL TERMINATION – PUBLIC POLICY (TAMENY)
11. WRONGFUL TERMINATION – PUBLIC POLICY (RELIGIOUS DISCRIMINATION ART. I, § 8 CAL. CONST.)

JURY TRIAL DEMANDED

1 Plaintiff, David Coppedge, by and through his attorneys of record herein, brings this
2 Complaint against the above-named Defendants, and in support thereof alleges the following:

3 **PARTIES**

4 1. Plaintiff, David Coppedge, (hereinafter "Plaintiff") is and at all relevant times was
5 a resident of Los Angeles County and an employee of Defendant, Jet Propulsion Laboratory.

6 2. Defendant, Jet Propulsion Laboratory (hereinafter "JPL"), is managed for the
7 National Aeronautics and Space Administration ("NASA") by the non-profit California Institute
8 of Technology ("Caltech"), and is the lead U.S. center for exploration of the solar system. Upon
9 information and belief, JPL is an operating division of Caltech. As used in this pleading, the term
10 "JPL" shall collectively refer to all of the non-individual Defendants, and alternatively referred
11 to as Plaintiff's "employer." The exact name and business form of Plaintiff's employer will be
12 the subject of discovery.
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14 3. Defendant Caltech operates JPL pursuant to a written contract as a NASA
15 Federally Funded Research and Development Center (FFRDC). All JPL personnel are employed
16 by Caltech, not the government. The exact name and business form of Caltech will be the
17 subject of discovery. (Defendants JPL and Caltech will occasionally be referred to herein as
18 "JPL/Caltech.")
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20 4. Defendant, Gregory Chin, (hereinafter "Chin") is and at all relevant times was an
21 employee of JPL, and was at all relevant times manager of the Cassini Mission Support and
22 Services Office. At all relevant times, Chin was Plaintiff's direct supervisor with the power to
23 direct Plaintiff's work activities, and the authority to hire, transfer, and discharge employees, or
24 the responsibility to direct them, and at all relevant times alleged herein had broad discretionary
25 authority over decisions that ultimately determine JPL's policy regarding the actions alleged.
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1 5. Defendant, Clark A. Burgess, (hereinafter "Burgess") at all relevant times was an
2 employee of JPL and Plaintiff's Group Supervisor. At all relevant times, Burgess had the power
3 to direct Plaintiff's work activities and the authority to hire, transfer, and discharge employees or
4 the responsibility to direct them, and at all relevant times alleged herein had broad discretionary
5 authority over decisions that ultimately determine JPL's policy regarding the actions alleged.
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7 6. Defendant, Kevin Klenk (hereinafter "Klenk") is and at all relevant times was an
8 employee of JPL, Manager of IT Resources for the Chief Information Officer, Section 173, and
9 Plaintiff's Section Manager. At all relevant times, Klenk had the power to direct Plaintiff's
10 activities and the authority to hire, transfer, and discharge employees, or the responsibility to
11 direct them, and at all relevant times alleged herein had broad discretionary authority over
12 decisions that ultimately determine JPL's policy regarding the actions alleged.
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14 7. The true names and capacities of Defendants sued herein as Does 1 through 25,
15 inclusive, are unknown to Plaintiff, who therefore sues such Defendants by such fictitious names
16 pursuant to Code.Civ.Proc. § 474. Plaintiff alleges that each fictitiously named Defendant acted
17 or failed to act in such a manner that each has contributed in proximately causing the damages to
18 Plaintiff as herein alleged. Plaintiff will seek leave of Court to amend this Complaint to set forth
19 their true names and capacities when ascertained.
20

21 8. Plaintiff is informed and believes, and thereon alleges, that each of the Defendants
22 sued herein, including those named herein as Does, are the agents, servants, employees,
23 licensees, guarantees, invitees, or assignees of each other, and in doing the things herein alleged
24 acted within the course and scope of such agency, employment guaranty, assignment, license,
25 invitation and/or relationship and with the full knowledge and consent of the remaining
26 Defendants.
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1 stigmatized in such a way that career advancement opportunities had been foreclosed to him, and
2 he endured each working day under a cloud of suspicion and a threat of termination lest he say
3 anything by which someone might take offense.

4 12. On January 24, 2011, after 14.3 years with JPL, Plaintiff was told that he was
5 being laid off. He was unceremoniously escorted off the restricted lab facility, and stripped of
6 his badge and future access.

7 13. At all times relevant to the allegations and claims in this action, Defendants'
8 hostility toward Plaintiff's protected expressive activities was based on a belief that Plaintiff was
9 engaged in religious expression. Defendants' hostility on this basis was the motivating and
10 substantial factor behind the adverse employment decisions to which Plaintiff was subjected.

11 14. This action is brought for the purpose of vindicating Plaintiff's employment rights
12 arising from the adverse employment action taken against him and to reverse the injustice he is
13 forced to endure as a result of the deprivation of his constitutional right to freely speak, write and
14 publish his sentiments.

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17 **FACTS COMMON TO ALL ALLEGATIONS**
18 **RELATING TO ORGANIZATIONAL STRUCTURE**

19 **A. Plaintiff's Employment Environment At JPL.**

20 15. JPL, Plaintiff's former employer, is a Federally-Funded Research and
21 Development Center under contract with NASA for the purpose of exploring the solar system
22 with unmanned spacecraft. Its missions are designed to discover the origin of the universe,
23 whether life exists elsewhere in the universe or is improbably confined to Earth, and whether
24 conditions necessary for life to exist reside elsewhere in the universe.

25 16. At all relevant times Plaintiff was employed as a System Administrator,
26 Department 173A, Computer Systems Administration & Engineering, with the Cassini mission
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1 to Saturn (hereinafter "Cassini"), described by NASA/JPL as "the most ambitious effort in
2 planetary space exploration ever mounted." Launched in October 1997, a sophisticated robotic
3 spacecraft is orbiting the ringed planet and studying it, its rings and magnetosphere, its large
4 moon Titan and the icy satellites. Cassini is the largest interplanetary mission ever launched,
5 with the largest technical staff and the participation of 18 countries. The Cassini orbiter was
6 designed, developed and assembled at JPL, which manages the mission for NASA's Science
7 Mission Directorate, Washington, D.C.
8

9 **B. Plaintiff's Role In System Administration At JPL.**

10 17. In September 1996, Plaintiff was hired as a System Administrator ("SA") through
11 a contract with an outside agency. From March 1997 to his January 24, 2011 wrongful
12 termination, Plaintiff was employed as an SA for the Cassini Program. In January 2003, at the
13 request of Chin, Plaintiff was hired as a full-time JPL/Caltech employee. Plaintiff's duties, title
14 and responsibilities remained unchanged in the transition from contractor to employee. Plaintiff
15 served on the Cassini mission longer than any other SA on the program. His participation in the
16 program began prior to launch in October 1997, and continued through the seven-year
17 interplanetary cruise, the four-year Prime Mission, and into the Second Extended Mission. In the
18 role of SA, he worked with a team of five to 10 SAs, supporting the computer and network
19 infrastructure ("ground systems") for the Cassini mission within the Space Flight Operations
20 Facility at JPL.
21

22
23 18. During Plaintiff's employment, the SA team was responsible for almost all the
24 computers and networks in the Program. System administration involved complex and varied
25 processes and functions, including configuration of the operating systems; data storage and
26 networking of computers; controlling authentication, authorization, and access to systems;
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1 ensuring robust protection against security threats; provisioning, servicing, and monitoring
2 computer equipment; capacity planning; inventorying; troubleshooting; consulting; assisting
3 users; evaluating and testing new products; working with vendors; providing system backups;
4 building application platforms such as web servers; database administration; virtualization of
5 resources; firewalls; encryption; cooperating with JPL IT and security directives; and many other
6 technical tasks.

7
8 19. The Cassini ground systems included over 200 Unix workstations and servers, 15
9 routers, several high-capacity data storage units, and other peripheral equipment, including
10 equipment at ten instrument sites across America and four in Europe. SAs have "superuser
11 access" to all these systems and physical access to server rooms and network hubs, and are
12 expected to be knowledgeable and trustworthy.

13 **C. Plaintiff's Duties As "Team Lead."**

14
15 20. In March 2000, Plaintiff was designated "Cassini's Team Lead SA" ("Team
16 Lead"), a role he served for nine years until his demotion in April 2009. A Team Lead was
17 recognized as someone who possessed exceptional judgment and proven aptitude, and was a
18 position in which the individual holding it enjoyed enhanced reputation and stature. In exchange
19 for the prestige associated with the title and position, a Team Lead was trusted with additional
20 responsibilities.

21
22 21. As Cassini's Team Lead, Plaintiff was responsible for coordinating the work of
23 the other SAs, representing their interests and concerns to the Office Manager and other Team
24 Leads at weekly and monthly meetings, providing weekly and monthly reports to management,
25 representing SAs at meetings, communicating management decisions to the team, interviewing
26 prospective SAs, making recommendations to management, interacting with JPL's IT and
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1 security offices, acting as the SA representative to other offices in the program, and developing
2 and delivering presentations about technical capabilities of new systems and upgrades. Plaintiff
3 led weekly meetings for the SAs and was responsible for motivating them and keeping them
4 united in spirit. In addition, Plaintiff tutored the SAs on various technical subjects to enhance
5 their skills.

6
7 **D. Management Structure.**

8 22. JPL uses a "matrix organization" in which individuals are responsible to two lines
9 of management, each with their respective organization charts. Project Management directs the
10 work (e.g., task assignments for a space mission), while Line Management is responsible for
11 employee issues (e.g., evaluations, salary and raises, project assignments, discipline). Line
12 Managers typically assign employees to projects when they are hired, and have the authority to
13 shift them from one project to another.

14
15 23. In Line Management, the employee's most direct contact is the Group Supervisor,
16 who reports to a Section Manager, who reports to a Division Manager, who reports to the
17 manager of a Directorate, under the JPL Director. Plaintiff's Line Management included
18 Defendant Burgess, Group Supervisor, who reported to Defendant Klenk, Section Manager.

19 24. In Project Management, the employee's most direct contact is the Office
20 Manager, who reports to the Project (or Program) Manager. Plaintiff's Project Management
21 included Defendant Chin, Office Manager (Mission Support and Services Office, or MSSO),
22 who reported to Program Manager Bob Mitchell. Some "Offices" are organized into teams, each
23 with a designated Team Lead. From 2000 to 2009, Plaintiff served as Team Lead for the System
24 Administration (SA) Team under MSSO.
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1 25. Team Leads are not supervisors with the ability to hire, fire, evaluate, compensate
2 or discipline their team members, but do have influence through their reporting and
3 recommendations. In his capacity as Team Lead, Plaintiff interviewed prospective SAs and
4 recommended candidates for hiring. These recommendations were given to Office Manager
5 Greg Chin, who worked out arrangements for hiring them through their respective Line
6 Managers or Contract Managers.
7

8 **FACTS COMMON TO ALL ALLEGATIONS RELATING TO**
9 **PLAINTIFF'S EXPRESSIVE ACTIVITY**

10 **A. Plaintiff's Interest In ID.**

11 26. Consistent with the goal of JPL's space exploration missions, Plaintiff has a
12 sincere interest in the scientific evidence behind life's origin, an interest that led to an
13 appreciation for ID, a theory supported by empirical scientific evidence that life and the
14 existence of the universe derive not from undirected material processes (blind chance) but from
15 an intelligent cause. The DVD "Unlocking the Mystery of Life," for instance, provides a
16 biological explanation for ID by exploring the way in which DNA delivers codified instructions
17 to proteins to create cellular function, operating much the way computer software works to
18 instruct mechanical functions. Using animation, the film illustrates the nanotechnology in cells,
19 such as the bacterial flagellar motor with its thirty-part rotary engine. The DVD "The Privileged
20 Planet" presents a cosmological explanation for ID, demonstrating how the universe is "fine-
21 tuned" to allow the factors necessary to sustain life on Earth to be present. The film illustrates
22 how Earth is not only exquisitely fit to support life, but also to give humans the best view of the
23 universe for further scientific exploration.
24

25 27. Plaintiff's interest in ID led him to occasionally engage co-workers in
26 conversation concerning it and to offer them a chance to gain a better understanding and
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1 appreciation for it by viewing the DVDs. If a co-worker was interested in learning more about it,
2 Plaintiff would offer the co-worker a DVD to view. Plaintiff never forced a co-worker to take a
3 DVD and he did not coerce or compel anyone to discuss the subject of ID.

4 **B. Plaintiff's Religious Beliefs.**

5 28. Plaintiff is an evangelical Christian, whose religious beliefs are sincerely held.
6 He believes that God created the universe, that according to the Bible, gay marriage and
7 homosexuality are immoral and sinful, and that Christmas, which celebrates the birth of Jesus
8 Christ, has been a federal holiday for more than 240 years. These are traditional and popular
9 views that remain the general consensus in the United States. Defendants, and each of them,
10 were aware of Plaintiff's sincerely held religious convictions but were remarkably intolerant of
11 them.
12

13 29. Plaintiff was singled out due to his religious convictions generally, and
14 specifically for his belief in God as the Creator of the universe, his support for California's
15 Proposition 8, which was adopted by voters in November 2008, and his request that JPL's annual
16 "Holiday Party" be renamed the "Christmas Party," as it had been called in the past.
17

18 30. In or about 2005 or 2006, Carmen Vetter ("Vetter"), an administrative assistant
19 who reported directly to JPL's project manager for the Cassini mission, complained that David
20 had "harassed" her by requesting that the annual office Holiday Party be renamed the "Christmas
21 Party." She has testified that she additionally felt "harassed" by Plaintiff because on the
22 infrequent times she had contact with him, he would always discuss religion with her, which
23 made her feel uncomfortable. Vetter reported her complaint that Plaintiff had "harassed" her to
24 Chin.
25

1 31. Vetter seized upon a second chance to accuse Plaintiff of harassment and to report
2 him to management by informing Chin that Plaintiff had "harassed" a scientist, whose office was
3 adjacent to hers. In November 2009, Plaintiff was engaged in a conversation with Scott
4 Edgington ("Edgington"), a scientist, concerning various matters when the subject of Proposition
5 8 came up. Plaintiff presented Edgington with a flyer containing arguments for the measure.
6 The discussion grew heated and Edgington ordered Plaintiff to leave his office. After Plaintiff
7 left Edgington's office, Vetter approached Edgington to ask whether he desired to have Plaintiff
8 reported to management for "harassment." Edgington authorized Vetter to report it to Chin.
9

10 32. Another co-worker, Margaret Weisenfelder ("Weisenfelder"), complained to Chin
11 on March 2, 2009, that in the preceding November Plaintiff had "harassed" her by briefly
12 discussing Proposition 8 with her and on February 26, 2009, by offering to loan her the ID
13 documentary "Unlocking the Mystery of Life." Chin was also personally threatened by
14 Plaintiff's sincerely held religious beliefs. When Plaintiff gave him a religious DVD as a
15 Christmas gift in 2008, Chin set it aside without viewing it and never acknowledged the gift to
16 Plaintiff.
17

18 33. Chin, Weisenfelder, Vetter and Edgington share a worldview that clashes with
19 Plaintiff's. Weisenfelder and Vetter are friends, who teach a course on the JPL campus called
20 "True Colors." The course is intended to assist employees in their ability to communicate with
21 each other more effectively. Weisenfelder and Vetter obtained their certification together.
22 Vetter and Edgington share adjacent offices. Vetter, Edgington, Chin and Weisenfelder all
23 disagreed with Proposition 8 and voted against it. Vetter, Edgington and Chin question religion
24 and do not practice it. Although they once practiced the Christian faith, Vetter, Edgington nor
25 Chin proclaim Jesus Christ as their savior and have abandoned their Christian faith. Weisenfelder
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1 obtained a "mail-order" ordination in an organization entitled the "Metaphysical Interfaith
2 Church," and believes that religion should never be discussed in the workplace under any
3 circumstances. With one exception, they are all members of the Democratic Party.

4 **FACTS COMMON TO ALL ALLEGATIONS RELATING TO**
5 **ADVERSE EMPLOYMENT ACTION**

6 **A. Plaintiff's Demotion From Team Lead.**

7 **1) Chin Accuses Plaintiff Of Pushing His Religious Views On Co-Workers By**
8 **Handing Out DVDS Regarding ID.**

9 34. The adverse employment action to which Plaintiff was subjected to consisted of a
10 series of subtle yet damaging injuries, rather than one swift blow. On the morning of March 2,
11 2009, Weisenfelder approached Chin at her first opportunity to complain that she had
12 experienced two "uncomfortable incidents" with Plaintiff. The first incident involved Plaintiff's
13 approaching her to discuss Proposition 8, the California ballot measure amending the California
14 Constitution to affirm the definition of marriage as the union between one man and one woman.
15 The second incident involved a Post-It note on the back of the "Unlocking the Mystery of Life"
16 DVD packaging that she had borrowed over the previous weekend. Weisenfelder observed that
17 the words "try again" appeared alongside a name on the note. The note somehow made her feel
18 "uncomfortable" and "harassed." Chin reported Weisenfelder's comments to Vetter, who had
19 previously complained about Plaintiff harassing her.
20

21 35. Later that day, on the basis of his meeting with Weisenfelder, Defendant Chin
22 advised Plaintiff that "co-workers" had complained to him that Plaintiff was pushing his
23 religious views on them by discussing ID and offering them the DVDs to view. Chin threatened
24 Plaintiff that if he persisted in "pushing [his] religion," he would lose his job. Chin additionally
25 ordered Plaintiff not to discuss politics or religion with anyone in the office. During the
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1 meeting, Chin grew increasingly angry and belligerent, repeatedly asserting in a rude, hostile and
2 demeaning manner over Plaintiff's dissent that "Intelligent Design is religion." Chin's tone and
3 conduct were abusive and harassing in nature.

4 36. Plaintiff advised Chin that he would abide by his directives to the extent that they
5 did not violate the laws of the United States or his conscience. However, Plaintiff complained
6 that Chin's order interfered with Plaintiff's right of conscience and constitutional rights. Plaintiff
7 complied with Chin's order at all times prior to his termination.
8

9 37. The experience caused Plaintiff to feel great anxiety and stress, leading him to
10 wonder whether his views on any subject could be expressed in polite conversation without it
11 leading to further unattributed false claims of harassment, harassment by Chin or adverse
12 employment action. Such overt discrimination and harassment had a powerful impact on
13 Plaintiff, since it clearly communicated to him the message that his views were misunderstood
14 and not to be tolerated. Plaintiff's right of expression in the workplace was effectively chilled.
15 Chin's threatening order immediately created a work environment hostile to expressions of
16 viewpoints that Chin and possibly others unreasonably found to be offensive. In effect, Chin's
17 conduct created an atmosphere that made Plaintiff feel like an outsider and unwelcome on
18 account of views he and others perceived to be religious in nature.
19

20 38. At no time did Chin ever inform Plaintiff of the instances of complaints made
21 against him by Vetter, Edgington and Weisenfelder.
22

23 **2) Plaintiff Contacts The Company's Chief Ethics Officer Regarding The**
24 **Incident with Chin.**

25 39. Immediately following the meeting with Chin, Plaintiff met with JPL's Chief
26 Ethics Officer, Doug Sanders (hereinafter "Sanders"), to complain about Chin's conduct and to
27 inquire into whether Chin's scornful, abusive, disrespectful and hostile behavior was at all
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1 justified under JPL policies. Sanders advised that JPL had no policy regarding religious
2 expression in the workplace and that Chin's admonitions appeared to him to be out of line and
3 excessive.

4 40. Unbeknownst to Plaintiff, Chin was simultaneously reporting the matter to HR,
5 his supervisors, Plaintiff's supervisors and even to Vetter, the very same administrative assistant
6 who complained to him years prior that Plaintiff had "harassed" her by requesting a name change
7 to the Holiday Party. At all times, Chin knew or should have known that by reporting Plaintiff to
8 his superiors, he would be subjecting Plaintiff to disciplinary action, including adverse
9 employment action consisting of demotion and/or termination.
10

11 **3) Plaintiff Is Contacted By An Employee Relations Investigator.**

12 41. The following day, March 3, 2009, Plaintiff was contacted by Jhertaune Huntley
13 ("Huntley"), a "Human Resources Generalist" with JPL's Employee Relations Office (Human
14 Resources; hereinafter "HR") to meet for an undisclosed purpose.
15

16 42. On March 5, 2009, Huntley interviewed Plaintiff for more than an hour
17 concerning the incident with Chin. Huntley led Plaintiff to believe that she was engaged in a
18 "conflict resolution" process designed to reconcile differences between Chin and Plaintiff arising
19 from their meeting, and did not inform him that her real purpose in conducting the interview was
20 in response to Chin's contacting HR to report Plaintiff. In fact, at no time did Huntley reveal the
21 true purpose of her investigation leading up to Plaintiff's discipline and demotion, and Plaintiff
22 was unaware that he was under investigation for harassing co-workers by expressing his views
23 concerning ID and sharing DVDs with them. The March 5 meeting was the only meeting
24 Huntley had with Plaintiff, and the first in a series of interviews she conducted of individuals
25 referred to her by Chin.
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1 43. On information and belief, Huntley interviewed only Chin, who reported his
2 grievance to HR; Burgess, Plaintiff's Group Supervisor; and Vetter, Edgington and
3 Weisenfelder, the three individuals who reported their complaints concerning Plaintiff to Chin.
4 After completing these interviews, Huntley did not return to Plaintiff to advise him of what was
5 being said about him, or provide him with any opportunity to respond to the specific information
6 she obtained during her investigation.
7

8 **4) Plaintiff Is Disciplined And Demoted For Violating JPL's Harassment Policy**
9 **And Ethics And Business Conduct Policy.**

10 44. At all relevant times, Plaintiff complied with Chin's directive and did not discuss
11 ID, politics or religion in the workplace. On various occasions in March and April 2009,
12 Plaintiff sought information concerning Huntley's investigation and its purpose, but was
13 unsuccessful in learning anything. On April 9, 2009, Plaintiff was contacted by Defendant
14 Klenk ostensibly to meet in response to Plaintiff's inquiries.

15 45. On April 13, 2009, Plaintiff met with Defendants Burgess and Klenk. Plaintiff
16 sought and was granted permission by Burgess and Klenk to tape-record the meeting. At the
17 outset of the meeting, Plaintiff was handed a document entitled "Written Warning." The
18 document stated that the Employee Relations Office had completed an investigation concerning
19 allegations that Plaintiff had approached various co-workers during JPL business hours to
20 discuss his religious and political beliefs, and that they found his requests to watch DVDs
21 expressing his personal views to be unwelcome.
22

23 46. The document further stated that Plaintiff's actions were reported as harassing in
24 nature, that Plaintiff had acknowledged that he had approached various coworkers during work
25 hours to inquire if they were interested in watching his DVDs, which expressed his personal
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1 views, that he had engaged various co-workers in conversations about his personal views, and
2 that he failed to stop these activities when he was told they were unwelcome and disruptive.

3 47. On the basis of the facts described, the document concluded that Plaintiff had
4 violated JPL's Unlawful Harassment policy by creating a substantial disruption in the workplace
5 and that he had violated JPL's Ethics and Business Conduct Policy by engaging in behavior
6 "inconsistent with a professional business environment." The document commanded Plaintiff to
7 "refrain from discussions which are argumentative, disruptive and/or harassing to your co-
8 workers." The document threatened Plaintiff that he was being given a Written Warning, but
9 "[s]hould another incident of this nature occur, you will be subject to further disciplinary action
10 up to and including termination."
11

12 48. Plaintiff discussed the document with Burgess and Klenk for more than an hour.
13 Although he sought specific information concerning the nature of the complaints made against
14 him, he was offered no specific details of the charges allegedly made by other co-workers, how
15 many of them registered any objection, what the nature of the complaints were, who the alleged
16 co-workers who complained were or anything else to which Plaintiff could offer rebuttal. In
17 short, Plaintiff was told to stop expressing all personal views on politics, religion and ID in the
18 workplace or he would be fired.
19

20 49. Plaintiff advised that he had never been told by a co-worker that his discussion of
21 ID was unwelcome or was disruptive to their work and learned of the allegations for the first
22 time when he met with Chin on March 2, 2009. Burgess and Klenk remarked that it was
23 Plaintiff's duty to interpret a co-worker's "body language" and that in some cases there would be
24 no objective way of knowing whether a co-worker was feeling "extraordinarily uncomfortable."
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1 In short, Plaintiff was left with no understanding as to the nature of the alleged complaints
2 against him or how he could avoid a violation of the policies in the future.

3 50. The lengthy meeting ended when Plaintiff was advised for the first time that,
4 effective immediately, he was being removed from the Team Lead position in order to "lessen
5 the strife in your area" because "HR" had advised that "this has gone on too long, they can't
6 believe this is prevalent, this point of view out there, as much as it is."

7
8 51. During the meeting, Plaintiff reported that he had complained to Chin that his
9 rights were being violated.

10 52. During the meeting, there was no discussion of poor job performance.

11 **5) Plaintiff's Demotion Is Announced.**

12 53. On April 20, 2009, Chin caused to be distributed a memo announcing that
13 "Effective April 20, 2009, Dave Coppedge will be passing the MSSO Lead SA coordinator
14 responsibilities to Nick Patel. Dave has been responsible for leading the SA team for the past
15 decade and has guided the group through numerous GDS challenges. Dave will continue to
16 provide support to the MSSO SA group. Nick has been with the team for a similar amount of
17 time ... and has been a solid contributor to many of the GDS development and operational
18 efforts. Please welcome and support Nick on his new assignment."

19
20 54. The memo humiliated and embarrassed Plaintiff, leaving unaddressed the reason
21 for the demotion, and implying that Plaintiff voluntarily assented to the change. It additionally
22 placed him in fear of becoming among the first to be let go in a downsizing or incapable of
23 finding other work at JPL. While characterizing his replacement as a "solid contributor," the
24 memo uncereemoniously observed that Plaintiff had "guided the group through numerous ...
25 challenges" but failed to convey any sense of gratitude for or recognition of any particular
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1 achievements. The memo further placed Plaintiff in a position of vulnerability, as though
2 marked with a Scarlet Letter or the mark of Cain, suggesting to his co-workers that he had done
3 something improper to deserve the demotion.

4 **6) Plaintiff Attempts To Appeal The Discipline/Demotion.**

5 55. Between April 13, 2009, and August 24, 2009, Plaintiff continuously attempted to
6 learn whether he could make use of an internal appeal process to challenge the adverse action
7 taken against him, but was given misinformation and led to believe that no such process existed.
8 On May 18, 2009, he met with JPL's Human Resources Director, Karen Saidiner, and on August
9 24, 2009, he met with Klenk a second time. Both meetings were ostensibly arranged in order to
10 provide Plaintiff with a forum to appeal, but did nothing to advance an appellate process and
11 were arranged simply to placate Plaintiff and to confirm the finality of the disciplinary decisions.
12 Neither meeting resulted in reversing the adverse employment action against him, nor provided
13 Plaintiff with any process for mounting an internal appeal.
14

15 **7) The Written Warning Is Expunged Almost One Year Later.**

16 56. On April 6, 2010, almost one year from the April 18, 2009, issuance of the
17 Written Warning, Plaintiff was invited again to meet with Defendants Burgess and Klenk. The
18 purpose of the meeting was not made known to Plaintiff in advance. During the meeting, Klenk
19 told Plaintiff that Defendants had revisited the matter, and concluded that the issuance of a
20 Written Warning had been inappropriate and that it would be expunged from Plaintiff's
21 personnel file.
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23 57. Notwithstanding the expungement, Plaintiff was advised that he would not be
24 restored to his Team Lead position, that the company continued to believe that Plaintiff's
25 conduct in distributing the DVDs and advancing his views on ID was inappropriate, and that
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1 Plaintiff would remain restricted in his ability to discuss ID with others in the workplace due to a
2 fear that other co-workers would not welcome a discussion of it. Thus, Defendants' harassment
3 of Plaintiff was continuing and ongoing up to the date of his termination.

4 58. The decision to revoke the Written Warning, to expunge it from Plaintiff's
5 personnel file and to characterize it as "inappropriate" constitutes an admission of wrongdoing.
6

7 **8) Plaintiff's Termination.**

8 59. On January 24, 2011, after more than 14 years with JPL, Plaintiff was told that,
9 effective immediately, he was being "laid off." None of Plaintiff's supervisors had earlier
10 advised him that he was under consideration as a potential reduction in workforce casualty.
11 Plaintiff was escorted off the JPL campus, ordered to turn over his badge and advised that he
12 would no longer have access to the lab facilities.
13

14 **FIRST CAUSE OF ACTION**

15 **DISCRIMINATION BASED ON RELIGIOUS ACTIVITY**

16 (Against All Defendants and Does 1 through 25)

17 60. The allegations of each of the preceding paragraphs are realleged and
18 incorporated herein by reference.

19 61. At all times herein mentioned, the Fair Employment and Housing Act, Govt. Code
20 §§ 12900-12996 (hereinafter "FEHA"), was in full force and effect and binding on Defendants.
21 These statutes required Defendants to refrain from discriminating against any employee on the
22 basis of religion, including demoting such employees. Within the time provided under FEHA,
23 Plaintiff filed complaints against Defendants with the Department of Fair Employment and
24 Housing alleging wrongful demotion based on religious discrimination, harassment and
25 retaliation in full compliance with these sections, and received right-to-sue letters. Attached
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1 hereto and incorporated herein by reference as Exhibit "A" are true and correct copies of the
2 charges filed. Attached hereto and incorporated herein by reference as Exhibit "B" are true and
3 correct copies of the right-to-sue notices received by Plaintiff.

4 62. FEHA makes it an unlawful employment practice for an employer to discriminate
5 against an employee "in terms, conditions, or privileges of employment" on the basis of the
6 employee's religion. It is also unlawful for an employer to discriminate against an employee
7 based upon the employer's perception that the employee is a member of a protected class, e.g., is
8 an adherent to a religious faith or creed. Govt.Code § 12926(m). It is also unlawful for an
9 employer to discriminate against an employee based upon the employer's perception that the
10 employee is taking or has taken certain actions because the employee is a member of a protected
11 class, i.e., is speaking to co-workers about certain matters because the employee professes or
12 adheres to a religious faith or creed. Plaintiff falls within the protected category of Govt.Code §
13 12926(m) as an individual subjected to adverse employment action on account of religious creed.
14
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16 63. The California Constitution, Art. I, §2 (a) provides that "Every person may freely
17 speak, write and publish his or her sentiments on all subjects, being responsible for the abuse of
18 this right." Art I, §4 provides that "[f]ree exercise and enjoyment of religion without
19 discrimination or preference are guaranteed."
20

21 64. Defendants discriminated against Plaintiff on the basis of religion because they
22 perceived him to be and asserted that he was engaged in religious speech and ordered him to
23 discontinue it. A motivating factor in JPL's decision to demote and to terminate Plaintiff was his
24 expression of sentiments protected by the California Constitution, including, without limitation,
25 matters involving religion, politics and Intelligent Design.
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1 65. Defendants' conduct constituted adverse employment action and represented a
2 materially adverse change in the terms of Plaintiff's employment.

3 66. The claim that he violated Defendants' policies or significantly interfered with
4 work is false and pretextual in part because the subject matter of Plaintiff's communications with
5 co-workers is consistent with Defendant JPL's interest in exploring the origin of life and the
6 universe, and an inherent part of the business it famously conducts and for which it seeks
7 government and non-government financial and other support, and publishes to the world.
8

9 67. Plaintiff's communications with co-workers at all relevant times involved matters
10 of public concern, and were relevant to Defendant JPL's scientific interest in life's origin and the
11 origin of the universe.

12 68. As a proximate result of Defendants' conduct, Plaintiff has suffered special
13 damages in the form of lost earnings, benefits and/or out of pocket expenses in an amount
14 according to proof at the time of trial. As a further direct and proximate result of these
15 Defendants' conduct, Plaintiff will suffer additional special damages in the form of lost future
16 earnings, benefits and/or other prospective damages in an amount according to proof at the time
17 of trial.
18

19 69. As a further direct and proximate result of these Defendants' conduct, Plaintiff
20 has suffered loss of financial stability, peace of mind and future security, and has suffered
21 embarrassment, humiliation, mental and emotional pain and distress and discomfort, all to his
22 detriment and damage in amounts not fully ascertained but within the jurisdiction of this court
23 and subject to proof at the time of trial.
24

25 70. By reason of the conduct of Defendants herein, Plaintiff has retained attorneys to
26 prosecute his claims under FEHA. Plaintiff is therefore entitled to recover reasonable attorneys'
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1 fees and costs pursuant to Govt.Code § 12965(b), in addition to other damages as provided by
2 law and as alleged herein.

3 71. Defendants, and each of them, committed the acts alleged herein oppressively and
4 maliciously, with the wrongful intention of injuring Plaintiff, from an evil and improper motive
5 amounting to malice, and in conscious disregard of Plaintiff's rights, in that Defendants, and
6 each of them, refused to allow Plaintiff to engage in constitutionally protected speech despite the
7 fact that they knew that Plaintiff was able to perform the essential functions of his position.
8 Thus, Plaintiff is entitled to recover punitive damages from Defendants.
9

10 **SECOND CAUSE OF ACTION**

11 **DISCRIMINATION BASED ON POLITICAL ACTIVITY**
12 **AND THE EXERCISE OF PROTECTED RIGHTS**

13 (Lab.Code §§ 98.6 And 1101)

14 (Against All Defendants and Does 1 through 25)

15 72. The allegations of each of the preceding paragraphs are realleged and
16 incorporated herein by reference.

17 73. Employers may not discharge or discriminate against an employee for engaging in
18 political activities or the exercise of any rights afforded him.
19

20 74. In November 2008, prior to the political election that month, Plaintiff sought to
21 engage co-workers in a discussion of Proposition 8, a ballot measure requiring an amendment to
22 the California Constitution affirming the definition of marriage as between one man and one
23 woman. Plaintiff intended to present information concerning Proposition 8 for the purpose of
24 influencing the decisions of co-workers to vote for the ballot measure. On separate occasions
25 within days of the election, Plaintiff approached Weisenfelder and Edgington to present them
26 with a flyer containing arguments in support of the measure. Both Weisenfelder and Edgington
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1 advised Plaintiff that they opposed the ballot measure. Both discussions were brief, and Plaintiff
2 did not discuss the issue with them thereafter.

3 75. Although Weisenfelder and Edgington disagreed with Plaintiff's position, it was
4 not enough for them to simply advise Plaintiff of that fact. Rather, they were so intolerant of
5 Plaintiff's position that they unfairly and maliciously reported the discussions to Chin for the
6 purpose of punishing Plaintiff. Vetter, who overheard the conversation between Plaintiff and
7 Edgington, offered to report Plaintiff to Chin on Edgington's behalf. By reporting Plaintiff,
8 Weisenfelder, Edgington and Vetter knew or should have known that they would be placing
9 Plaintiff's job at risk.
10

11 76. Plaintiff's conduct was reasonable under the particular circumstances, and was
12 neither severe, persistent, likely to interfere significantly with an individual's work, abusive, nor
13 demeaning, intimidating, threatening or injurious to any individual's personal characteristics or
14 beliefs.
15

16 77. As a proximate result of Defendants' conduct, Plaintiff has suffered special
17 damages in the form of lost earnings, benefits and/or out of pocket expenses in an amount
18 according to proof at the time of trial. As a further direct and proximate result of these
19 Defendants' conduct, Plaintiff will suffer additional special damages in the form of lost future
20 earnings, benefits and/or other prospective damages in an amount according to proof at the time
21 of trial.
22

23 78. As a further direct and proximate result of Defendants' conduct, Plaintiff has
24 suffered a loss of financial stability, peace of mind and future security, and has suffered
25 embarrassment, humiliation, mental and emotional pain and distress and discomfort, all to his
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1 detriment and damage in amounts not fully ascertained but within the jurisdiction of this court
2 and subject to proof at the time of trial.

3 79. By reason of the conduct of Defendants herein, Plaintiff has retained attorneys to
4 prosecute his claims under the FEHA. Plaintiff is therefore entitled to recover reasonable
5 attorneys' fees and costs pursuant to Govt.Code § 12965(b), in addition to other damages as
6 provided by law and as alleged herein.
7

8 80. Defendants, and each of them, committed the acts alleged herein oppressively and
9 maliciously, with the wrongful intention of injuring Plaintiff, from an evil and improper motive
10 amounting to malice, and in conscious disregard of Plaintiff's rights, in that Defendants, and
11 each of them, refused to allow Plaintiff to engage in constitutionally protected speech despite the
12 fact that they knew that Plaintiff was able to perform the essential functions of his position.

13 Thus, Plaintiff is entitled to recover punitive damages from Defendants.
14

15 **THIRD CAUSE OF ACTION**

16 **RETALIATION IN VIOLATION OF THE CALIFORNIA**
17 **FAIR EMPLOYMENT AND HOUSING ACT**

18 (Against All Defendants and Does 1 through 25)

19 81. The allegations of each of the preceding paragraphs are realleged and
20 incorporated herein by reference.

21 82. Defendants retaliated against Plaintiff because he opposed discrimination and
22 harassment in the workplace by Defendants engaging in a course of conduct in violation of
23 Govt.Code § 12940(h). Such conduct included subjecting Plaintiff to retaliation and further
24 harassment because of Plaintiff's complaints about discrimination and harassment, demoting him
25 and terminating him.
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1 83. At all times material hereto, Defendants were prohibited from discriminating
2 against employees who oppose practices forbidden by FEHA.

3 84. At all times relevant hereto, Plaintiff's complaints of harassment and
4 discrimination were based on his protected status as a person lawfully engaged in
5 constitutionally protected expressive activity concerning religion, politics and other matters. In
6 complaining to his supervisors, Plaintiff was opposing practices forbidden by FEHA and was
7 thus engaged in a protected activity under California law.
8

9 85. Plaintiff originally filed this action in April 2010. Subsequent to the filing of this
10 action, Plaintiff was terminated from his position at JPL. Plaintiff's termination was based upon
11 Defendants' continuous and ongoing course of conduct to harass Plaintiff and to retaliate against
12 him for asserting his right to engage in protected speech activity. Plaintiff's termination
13 therefore constitutes a further – and the most extreme – example of retaliation.
14

15 86. Such conduct as described herein violates Govt.Code § 12940(h), which makes it
16 unlawful to discriminate against an employee because he has opposed discriminatory and
17 harassing practices.

18 87. As a proximate result of Defendants' conduct, Plaintiff has suffered special
19 damages in the form of lost earnings, benefits and/or out of pocket expenses in an amount
20 according to proof at the time of trial. As a further direct and proximate result of Defendants'
21 conduct, Plaintiff will suffer additional special damages in the form of lost future earnings,
22 benefits and/or other prospective damages in an amount according to proof at the time of trial.
23

24 88. As a further direct and proximate result of these Defendants' conduct, Plaintiff
25 has suffered loss of financial stability, peace of mind and future security, and has suffered
26 embarrassment, humiliation, mental and emotional pain and distress and discomfort, all to his
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1 detriment and damage in amounts not fully ascertained but within the jurisdiction of this court
2 and subject to proof at the time of trial.

3 89. By reason of the conduct of Defendants herein, Plaintiff has retained attorneys to
4 prosecute his claims under the FEHA. Plaintiff is therefore entitled to recover reasonable
5 attorneys' fees and costs pursuant to Govt.Code § 12965(b), in addition to other damages as
6 provided by law and as alleged herein.
7

8 90. Defendants, and each of them, committed the acts alleged herein oppressively and
9 maliciously, with the wrongful intention of injuring Plaintiff, from an evil and improper motive
10 amounting to malice, and in conscious disregard of Plaintiff's rights, in that Defendants, and
11 each of them, refused to allow Plaintiff to engage in constitutionally protected speech despite the
12 fact that they knew that Plaintiff was able to perform the essential functions of his position.
13 Thus, Plaintiff is entitled to recover punitive damages from Defendants.
14

15 **FOURTH CAUSE OF ACTION**

16 **RETALIATION IN VIOLATION OF PUBLIC POLICY**

17 (Against All Defendants and Does 1 through 25)

18 91. The allegations of each of the preceding paragraphs are realleged and
19 incorporated herein by reference.

20 92. The discharge of an employee in retaliation for resisting employer violations of
21 laws that secure important public policies contravenes those policies, and gives rise to a common
22 law action in tort.
23

24 93. Plaintiff was demoted and subsequently terminated for asserting his statutory and
25 constitutional rights to engage in protected expressive activity. Defendants' violation of
26 Plaintiff's statutory and constitutional rights is inconsistent and hostile to the public's interest in
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1 expressing religious, political and other views, and has a chilling effect on such protected
2 activity.

3 94. Defendants' arguments for demoting and terminating Plaintiff are pretextual in
4 nature and calculated to disguise the motivating basis of the adverse employment action to which
5 Plaintiff was subjected.

6 95. As a proximate result of Defendants' conduct, Plaintiff has suffered special
7 damages in the form of lost earnings, benefits and/or out of pocket expenses in an amount
8 according to proof at the time of trial. As a further direct and proximate result of Defendants'
9 conduct, Plaintiff will suffer additional special damages in the form of lost future earnings,
10 benefits and/or other prospective damages in an amount according to proof at the time of trial.

11 96. As a further direct and proximate result of Defendants' conduct, Plaintiff has
12 suffered loss of financial stability, peace of mind and future security, and has suffered
13 embarrassment, humiliation, mental and emotional pain and distress and discomfort, all to his
14 detriment and damage in amounts not fully ascertained but within the jurisdiction of this court
15 and subject to proof at the time of trial.

16 97. By reason of the conduct of Defendants herein, Plaintiff has retained attorneys to
17 prosecute his claims under the FEHA. Plaintiff is therefore entitled to recover reasonable
18 attorneys' fees and costs pursuant to Govt.Code § 12965(b), in addition to other damages as
19 provided by law and as alleged herein.

20 98. Defendants, and each of them, committed the acts alleged herein oppressively and
21 maliciously, with the wrongful intention of injuring Plaintiff, from an evil and improper motive
22 amounting to malice, and in conscious disregard of Plaintiff's rights, in that Defendants, and
23 each of them, refused to allow Plaintiff to engage in constitutionally protected speech despite the
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1 fact that they knew that Plaintiff was able to perform the essential functions of his position.

2 Thus, Plaintiff is entitled to recover punitive damages from Defendants

3 **FIFTH CAUSE OF ACTION**

4 **HARASSMENT**

5 (Govt.Code § 12940 et seq.; Cal.Const., Art. I, §§ 2, 4)

6 (Against All Defendants and Does 1 through 25)

7
8 99. The allegations of each of the preceding paragraphs are realleged and
9 incorporated herein by reference.

10 100. Plaintiff's viewpoints, which Defendants perceived to be religious speech, are
11 protected speech under the California Constitution. Defendants harassed Plaintiff by engaging in
12 a severe and pervasive scheme to suppress his constitutional and statutory right to engage in
13 protected speech activity, by threatening him with and by executing against him punitive and
14 adverse employment action, including demotion and termination. Defendants created, tolerated
15 and condoned a work environment that is pervasively hostile to Plaintiff on account of
16 viewpoints he holds regarding religion, politics and ID. Defendants failed and refused to remedy
17 this hostile work environment, and permitted Plaintiff to be harassed by both administrators and
18 co-workers on account of his viewpoints. Defendants engaged in an ongoing and continuous
19 course of harassment based on Plaintiff's protected speech under the California Constitution.
20

21 101. The conduct of the Defendants as alleged in this Complaint was sufficiently
22 pervasive to alter the terms and conditions of employment and the work environment such that it
23 created a hostile environment, hostile to the Plaintiff and other employees.
24

25 102. The unlawful conduct alleged above was engaged in by supervisors and/or
26 managing agents of Defendants JPL/Caltech and/or who were acting at all times relevant to this
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1 Complaint within the scope and course of their employment. Defendants JPL/Caltech are,
2 therefore, strictly liable for the conduct of said agents and employees.

3 103. As a direct and proximate result of Defendants' conduct, Plaintiff has suffered
4 special damages in the form of lost earnings, benefits and/or out of pocket expenses in an amount
5 according to proof at the time of trial. As a further direct and proximate result of Defendants'
6 conduct, Plaintiff will suffer additional special damages in the form of lost future earnings,
7 benefits and/or other prospective damages in an amount according to proof at the time of trial.
8

9 104. As a further direct and proximate result of Defendants' conduct, Plaintiff has
10 suffered loss of financial stability, peace of mind and future security, and has suffered
11 embarrassment, humiliation, mental and emotional pain and distress and discomfort, all to his
12 detriment and damage in amounts not fully ascertained but within the jurisdiction of this court
13 and subject to proof at the time of trial.
14

15 105. By reason of the conduct of Defendants herein, Plaintiff has retained attorneys to
16 prosecute his claims under the FEHA. Plaintiff is therefore entitled to recover reasonable
17 attorneys' fees and costs pursuant to Govt.Code § 12965(b), in addition to other damages as
18 provided by law and as alleged herein.
19

20 106. Defendants, and each of them, committed the acts alleged herein oppressively and
21 maliciously, with the wrongful intention of injuring Plaintiff, from an evil and improper motive
22 amounting to malice, and in conscious disregard of Plaintiff's rights, in that Defendants, and
23 each of them, refused to allow Plaintiff to engage in constitutionally protected speech despite the
24 fact that they knew that Plaintiff was able to perform the essential functions of his position.
25 Thus, Plaintiff is entitled to recover punitive damages from Defendants.
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1 **SIXTH CAUSE OF ACTION**

2 **FAILURE TO PREVENT DISCRIMINATION AND HARASSMENT**

3 (Against All Defendants and Does 1 through 25)

4 107. The allegations of each of the preceding paragraphs are realleged and
5 incorporated herein by reference.

6 108. Defendants JPL/Caltech employ an Unlawful Harassment Policy, which provides,
7 inter alia:

8 "Harassment is the creation of a hostile or intimidating environment in which verbal or
9 physical conduct, because of its **severity and/or persistence, is likely to interfere**
10 **significantly with an individual's work**. Abusive or harassing behavior, verbal or
11 physical, which demeans, intimidates, threatens, or injures another because of his or her
12 personal characteristics or beliefs, is subject to JPL's disciplinary process. Examples of
13 personal characteristics or beliefs include ... religion...."

14 "Harassment must be distinguished from behavior which, even though unpleasant or
15 disconcerting, is appropriate to the carrying out of certain supervisory responsibilities or
16 as objectively reasonable under the circumstances.... Behavior evidently intended to
17 dishonor such characteristics as ... religious belief ... is contrary to the pursuit of inquiry
18 and may be discriminatory harassment violative of law and JPL policy."

19 (Emphasis added.)

20 109. Defendants JPL/Caltech failed to exercise reasonable care to prevent Defendant
21 Chin and certain co-workers from creating an environment within which Plaintiff was forbidden
22 from engaging in protected speech activity, including the expression of his religious, political
23 and scientific views. Defendants JPL/Caltech participated in the creation of a hostile and
24 intimidating environment, which, because of Plaintiff's Christian orientation and religious beliefs
25 – and the perception of religious beliefs – they sided with Chin in determining Plaintiff's views
26 concerning Intelligent Design, Proposition 8 and Christmas to be unwelcome.

27 110. As a proximate result of Defendants' conduct, Plaintiff has suffered special
28 damages in the form of lost earnings, benefits and/or out of pocket expenses in an amount

1 according to proof at the time of trial. As a further direct and proximate result of Defendants'
2 conduct, Plaintiff will suffer additional special damages in the form of lost future earnings,
3 benefits and/or other prospective damages in an amount according to proof at the time of trial.

4 111. As a further direct and proximate result of Defendants' conduct, Plaintiff has
5 suffered loss of financial stability, peace of mind and future security, and has suffered
6 embarrassment, humiliation, mental and emotional pain and distress and discomfort, all to his
7 detriment and damage in amounts not fully ascertained but within the jurisdiction of this court
8 and subject to proof at the time of trial.

9 112. By reason of the conduct of Defendants herein, Plaintiff has retained attorneys to
10 prosecute his claims under the FEHA. Plaintiff is therefore entitled to recover reasonable
11 attorneys' fees and costs pursuant to Govt.Code § 12965(b), in addition to other damages as
12 provided by law and as alleged herein.

13 113. Defendants, and each of them, committed the acts alleged herein oppressively and
14 maliciously, with the wrongful intention of injuring Plaintiff, from an evil and improper motive
15 amounting to malice, and in conscious disregard of Plaintiff's rights, in that Defendants, and
16 each of them, refused to allow Plaintiff to engage in constitutionally protected speech despite the
17 fact that they knew that Plaintiff was able to perform the essential functions of his position.
18 Thus, Plaintiff is entitled to recover punitive damages from Defendants.

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1 **SEVENTH CAUSE OF ACTION**

2 **WRONGFUL DEMOTION IN VIOLATION OF FEHA**

3 (Against Defendants JPL and Caltech Only)

4 114. The allegations of each of the preceding paragraphs are realleged and
5 incorporated herein by reference.

6 115. Pursuant to Govt.Code §§ 12940, et seq., employers shall not treat their
7 employees differently in terms, compensation, conditions and privileges of employment because
8 of religion.

9 116. Defendants violated Plaintiff's civil rights and violated Govt.Code §§ 12940, et
10 seq., when they demoted him on the declared and perceived belief and pretext that he was
11 engaged in religious activity by discussing ID and handing out DVDs concerning ID and other
12 activity. Said demotion consisted of the reclassification of Plaintiff's title and job duties to
13 remove him of the privileges associated with being a Team Lead SA.

14 117. As a proximate result of Defendants' conduct, Plaintiff has suffered special
15 damages in the form of lost earnings, benefits and/or out of pocket expenses in an amount
16 according to proof at the time of trial. As a further direct and proximate result of Defendants'
17 conduct, Plaintiff will suffer additional special damages in the form of lost future earnings,
18 benefits and/or other prospective damages in an amount according to proof at the time of trial.

19 118. As a further direct and proximate result of Defendants' conduct, Plaintiff has
20 suffered loss of financial stability, peace of mind and future security, and has suffered
21 embarrassment, humiliation, mental and emotional pain and distress and discomfort, all to his
22 detriment and damage in amounts not fully ascertained but within the jurisdiction of this court
23 and subject to proof at the time of trial.

1 119. By reason of the conduct of Defendants herein, Plaintiff has retained attorneys to
2 prosecute his claims under the FEHA. Plaintiff is therefore entitled to recover reasonable
3 attorneys' fees and costs pursuant to Govt.Code § 12965 (b), in addition to other damages as
4 provided by law and as alleged herein.

5 120. Defendants JPL/Caltech committed the acts alleged herein oppressively and
6 maliciously, with the wrongful intention of injuring Plaintiff, from an evil and improper motive
7 amounting to malice, and in conscious disregard of Plaintiff's rights, in that Defendants refused
8 to allow Plaintiff to engage in constitutionally protected speech despite the fact that they knew
9 that Plaintiff was able to perform the essential functions of his position. Thus, Plaintiff is
10 entitled to recover punitive damages from Defendants JPL/Caltech.
11

12 **EIGHTH CAUSE OF ACTION**

13 **WRONGFUL DEMOTION IN VIOLATION OF PUBLIC POLICY**

14 (Against Defendants JPL and Caltech Only)

15 121. The allegations of each of the preceding paragraphs are realleged and
16 incorporated herein by reference.
17

18 122. As alleged herein, Plaintiff's wrongful demotion was in violation of California
19 public policy as expressed in, among other things, the California Constitution's right to free
20 speech. The California Constitution, Art. I, §2 (a) provides that "Every person may freely speak,
21 write and publish his or her sentiments on all subjects, being responsible for the abuse of this
22 right." Art 1, §4 provides that "Free exercise and enjoyment of religion without discrimination or
23 preference are guaranteed."
24

25 123. As a proximate result of Defendants' conduct, Plaintiff has suffered special
26 damages in the form of lost earnings, benefits and/or out of pocket expenses in an amount
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1 according to proof at the time of trial. As a further direct and proximate result of Defendants'
2 conduct, Plaintiff will suffer additional special damages in the form of lost future earnings,
3 benefits and/or other prospective damages in an amount according to proof at the time of trial.

4 124. As a further direct and proximate result of Defendants' conduct, Plaintiff has
5 suffered loss of financial stability, peace of mind and future security, and has suffered
6 embarrassment, humiliation, mental and emotional pain and distress and discomfort, all to his
7 detriment and damage in amounts not fully ascertained but within the jurisdiction of this court
8 and subject to proof at the time of trial.
9

10 125. By reason of the conduct of Defendants herein, Plaintiff has retained attorneys to
11 prosecute his claims under the FEHA. Plaintiff is therefore entitled to recover reasonable
12 attorneys' fees and costs pursuant to Govt.Code § 12965(b), in addition to other damages as
13 provided by law and as alleged herein.
14

15 126. Defendants JPL/Caltech committed the acts alleged herein oppressively and
16 maliciously, with the wrongful intention of injuring Plaintiff, from an evil and improper motive
17 amounting to malice, and in conscious disregard of Plaintiff's rights, in that Defendants refused
18 to allow Plaintiff to engage in constitutionally protected speech despite the fact that they knew
19 that Plaintiff was able to perform the essential functions of his position. Thus, Plaintiff is
20 entitled to recover punitive damages from Defendants JPL/Caltech.
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1 **NINTH CAUSE OF ACTION**

2 **WRONGFUL TERMINATION IN VIOLATION OF FEHA**

3 (Against Defendants JPL and Caltech Only)

4 127. The allegations of each of the preceding paragraphs are realleged and
5 incorporated herein by reference.

6
7 128. Pursuant to Govt.Code §§ 12940, et seq., employers shall not treat their
8 employees differently in terms, compensation, conditions and privileges of employment because
9 of religion.

10 129. Defendants violated Plaintiff's civil rights and violated §§ 12940, et seq., when
11 they terminated him on the declared and perceived belief and pretext that he was engaged in
12 religious activity by discussing ID and handing out DVDs concerning ID and other protected
13 activity.

14
15 130. As a proximate result of Defendants' conduct, Plaintiff has suffered special
16 damages in the form of lost earnings, benefits and/or out of pocket expenses in an amount
17 according to proof at the time of trial. As a further direct and proximate result of Defendants'
18 conduct, Plaintiff will suffer additional special damages in the form of lost future earnings,
19 benefits and/or other prospective damages in an amount according to proof at the time of trial.

20 131. As a further direct and proximate result of Defendants' conduct, Plaintiff has
21 suffered loss of financial stability, peace of mind and future security, and has suffered
22 embarrassment, humiliation, mental and emotional pain and distress and discomfort, all to his
23 detriment and damage in amounts not fully ascertained but within the jurisdiction of this court
24 and subject to proof at the time of trial.
25

1 132. By reason of the conduct of Defendants herein, Plaintiff has retained attorneys to
2 prosecute his claims under the FEHA. Plaintiff is therefore entitled to recover reasonable
3 attorneys' fees and costs pursuant to Govt.Code § 12965(b), in addition to other damages as
4 provided by law and as alleged herein.

5 133. Defendants JPL/Caltech committed the acts alleged herein oppressively and
6 maliciously, with the wrongful intention of injuring Plaintiff, from an evil and improper motive
7 amounting to malice, and in conscious disregard of Plaintiff's rights, in that Defendants refused
8 to allow Plaintiff to engage in constitutionally protected speech despite the fact that they knew
9 that Plaintiff was able to perform the essential functions of his position. Thus, Plaintiff is
10 entitled to recover punitive damages from Defendants JPL/Caltech.
11

12 **TENTH CAUSE OF ACTION**

13 **WRONGFUL TERMINATION IN VIOLATION**
14 **OF PUBLIC POLICY (TAMENY)**

15 (Against Defendants JPL and Caltech Only)

16 134. The allegations of each of the preceding paragraphs are realleged and
17 incorporated herein by reference.
18

19 135. Govt.Code §§ 12940, et seq, embody a fundamental state public policy. These
20 statutes contain specific language which forbid an employer and its employees from
21 discriminating against an employee based on religious creed.

22 136. Plaintiff is informed and believes, and on that basis alleges, that Defendants, and
23 each of them, terminated Plaintiff's employment based upon the belief and pretext that he was
24 engaged in religious activity by discussing ID and handing out DVDs concerning ID and other
25 protected activity. Defendants, and each of them, and were actually and constructively aware of
26 the hostile environment created by said individual Defendants at all the times alleged herein.
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1 137. The termination of Plaintiff's employment occurred as a result of the protected
2 speech activity engaged in by Plaintiff.

3 138. As a direct, proximate, and foreseeable result of Defendants' conduct, Plaintiff
4 has suffered special damages in the form of back pay, front pay, lost benefits, out of pocket
5 expenses, and general damages in the form of emotional distress and anguish, and pain and
6 suffering all in amount according to proof at the time of trial.
7

8 139. Furthermore, Plaintiff is entitled to punitive damages in an amount appropriate to
9 punish Defendants for the wrongful conduct and set an example for others. Defendants acted
10 with a conscious disregard of Plaintiff's rights, and with the intent to vex, injure and annoy
11 Plaintiff so as to cause oppression, fraud and malice, as described in California Civ.Code § 3294.
12 Plaintiff is therefore entitled to punitive for exemplary damages in an amount sufficient to punish
13 and make an example of Defendants.
14

15 **ELEVENTH CAUSE OF ACTION**

16 **WRONGFUL TERMINATION IN VIOLATION OF PUBLIC POLICY**

17 (Religious Discrimination Art. I, § 8 Cal. Const.)

18 (Against Defendants JPL and Caltech Only)

19 140. The allegations of each of the preceding paragraphs are realleged and
20 incorporated herein by reference.
21

22 141. Art. I, § 8, of the California Constitution provides that a person may not be
23 disqualified from pursuing a profession or employment because of creed.

24 142. Plaintiff was terminated on the basis of his belief – and the perception of his
25 belief – in religion. Specifically, Plaintiff was terminated because of the narrow-minded and
26 intolerant behavior of Defendants. Defendants were demonstrably intolerant of Plaintiff's belief
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1 in God as the creator of the universe, his belief that gay marriage is immoral and violates
2 Christian tenets and his belief that Christmas should be celebrated in recognition of its purpose
3 as a federal holiday, rather than as a generic "holiday."

4 143. As a proximate result of Defendants' conduct, Plaintiff has suffered special
5 damages in the form of lost earnings, benefits and/or out of pocket expenses in an amount
6 according to proof at the time of trial. As a further direct and proximate result of Defendants'
7 conduct, Plaintiff will suffer additional special damages in the form of lost future earnings,
8 benefits and/or other prospective damages in an amount according to proof at the time of trial.
9

10 144. As a further direct and proximate result of Defendants' conduct, Plaintiff has
11 suffered loss of financial stability, peace of mind and future security, and has suffered
12 embarrassment, humiliation, mental and emotional pain and distress and discomfort, all to his
13 detriment and damage in amounts not fully ascertained but within the jurisdiction of this court
14 and subject to proof at the time of trial.
15

16 145. By reason of the conduct of Defendants herein, Plaintiff has retained attorneys to
17 prosecute his claims under the FEHA. Plaintiff is therefore entitled to recover reasonable
18 attorneys' fees and costs pursuant to Govt.Code § 12965(b), in addition to other damages as
19 provided by law and as alleged herein.
20

21 146. Defendants JPL/Caltech committed the acts alleged herein oppressively and
22 maliciously, with the wrongful intention of injuring Plaintiff, from an evil and improper motive
23 amounting to malice, and in conscious disregard of Plaintiff's rights, in that Defendants refused
24 to allow Plaintiff to engage in constitutionally protected speech despite the fact that they knew
25 that plaintiff was able to perform the essential functions of his position. Thus, Plaintiff is entitled
26 to recover punitive damages from Defendants JPL/Caltech.
27
28

PRAYER

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

1. General and compensatory damages, including prejudgment interest, according to proof;
2. Nominal damages;
3. Special damages according to proof, including, without limitation, lost salary, both front and back pay, bonuses, and any other benefits to which Plaintiff would have been entitled to by reason of his employment with Defendants, according to proof;
4. Equitable relief in the form of back pay;
5. Punitive and exemplary damages;
6. Attorney's fees and costs pursuant to California Govt.Code § 12965(b) and other applicable law;
7. An affirmative injunction mandating that Plaintiff be reinstated to employment with Defendants JPL/Caltech, including restoration of Plaintiff's former salary, duties and responsibilities, and that no further harassment, discrimination, or retaliation be perpetrated upon him;
8. A affirmative injunction mandating the elimination of discriminatory practices by Defendants in the future relating to protected speech activity concerning intelligent design, religious and political speech;

///

///

///

1 9. Prejudgment interest; and

2 10. Such other and further relief as the Court may deem just and proper.

3 DATED: March 10, 2011

THE BECKER LAW FIRM

Digitally signed by WILLIAM J BECKER
JR
, DN: cn=WILLIAM J BECKER JR, o=THE
BECKER LAW FIRM, ou,
email=bbeckerlaw@gmail.com, c=US
Date: 2011.03.10 14:04:47 -08'00'

4
5 By: 

6 WILLIAM J. BECKER, JR., ESQ.

7 Attorneys for Plaintiff, DAVID COPPEDGE
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03/15/11

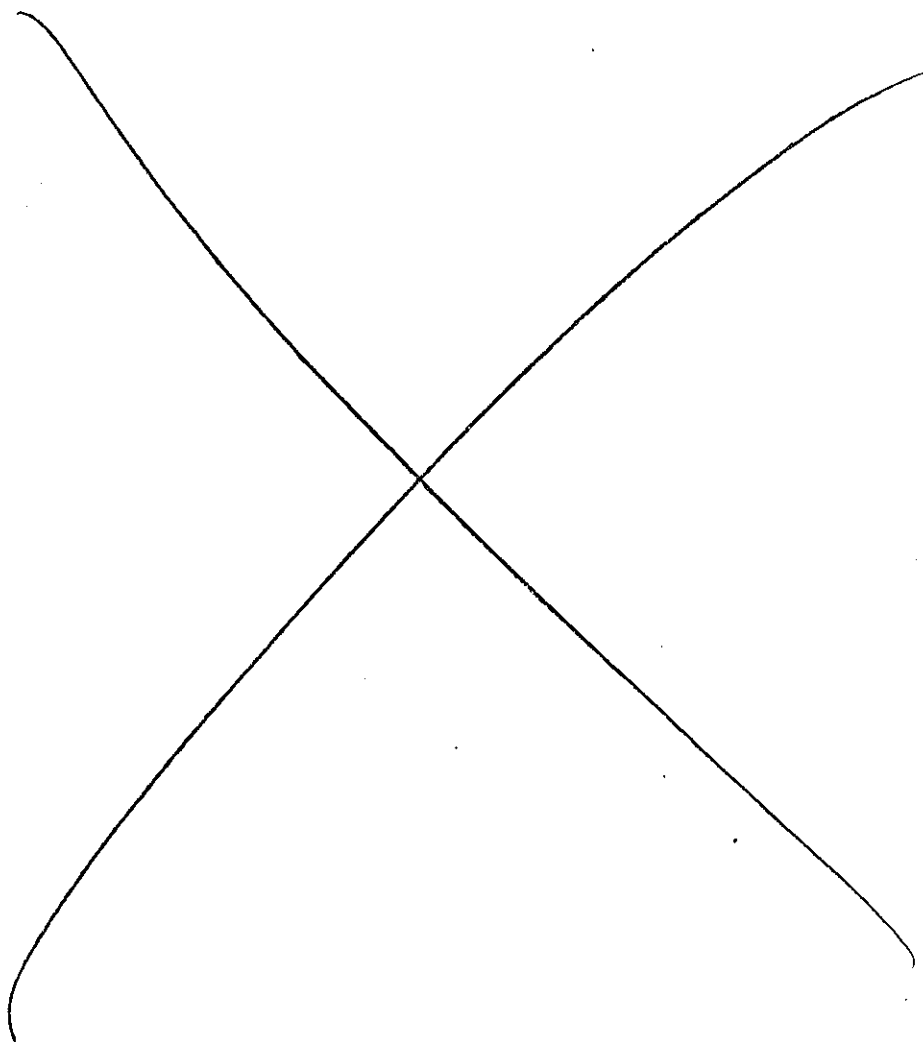


EXHIBIT "A"

*** EMPLOYMENT ***

**COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT**

DFEH # **E200910R6222-00**

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

COPPEDGE, DAVID

TELEPHONE NUMBER (INCLUDE AREA CODE)

(661)298-3685

ADDRESS

19635 GREEN MOUNTAIN DRIVE

CITY/STATE/ZIP

NEWHALL, CA 91321-2147

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

CALIFORNIA INSTITUTE OF TECHNOLOGY

TELEPHONE NUMBER (Include Area Code)

(626)395-6811

ADDRESS

1200 EAST CALIFORNIA BOULEVARD

DFEH USE ONLY

CITY/STATE/ZIP

PASADENA, CA 91125

COUNTY

LOS ANGELES

COUNTY CODE

037

NO. OF EMPLOYEES/MEMBERS (if known)

150+

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

04/07/2010

RESPONDENT CODE

00

THE PARTICULARS ARE:

I allege that on about or before
04/07/2010, the following
conduct occurred:

☐ termination

☐ laid off

☒ demotion

☒ harassment

☐ genetic characteristics testing

☐ constructive discharge (forced to quit)

☐ impermissible non-job-related inquiry

☐ denial of employment

☐ denial of promotion

☐ denial of transfer

☒ denial of accommodation

☐ failure to prevent discrimination or retaliation

☒ retaliation

☒ other (specify) Failure to engage in an interactive process

☐ denial of family or medical leave

☐ denial of pregnancy leave

☐ denial of equal pay

☐ denial of right to wear pants

☐ denial of pregnancy accommodation

by **CALIFORNIA INSTITUTE OF TECHNOLOGY**

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

because of:

☐ sex

☐ age

☒ religion

☐ race/color

☐ national origin/ancestry

☐ marital status

☐ sexual orientation

☐ association

☐ disability (physical or mental)

☐ medical condition (cancer or

generic characteristic

☐ other (specify)

☒ retaliation for engaging in protected
activity or requesting a protected
leave or accommodation

State of what you
believe to be the
reason(s) for
discrimination

AN HR INVESTIGATION INVOLVING FREEDOM OF RELIGIOUS EXPRESSION IN THE WORKPLACE
RESULTED IN A DEMOTION AND A WRITTEN WARNING IN MY EMPLOYEE RECORD.

I HAVE WORKED AT JPL FOR 13 YEARS. THROUGHOUT THESE YEARS I HAVE ENJOYED A STRONG
WORKING RELATIONSHIP WITH MY COLLEAGUES, WITHOUT ANY EMPLOYEE ISSUES. ON MARCH 2, MY

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated **04/13/2010**

At **NEWHALL**

DATE FILED: **04/13/2010**

DFEH-300-030 (02/08)
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

COPPEDGE000001

03/15/11

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E200910R6222-00

DFEH USE ONLY

State of what you
believe to be the
reason(s) for
discrimination

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"INTELLIGENT DESIGN." (THESE DISCUSS SCIENTIFIC EVIDENCES AND ARE STRICTLY NON-SECTARIAN.)
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MARCH 5 BY AN HR INVESTIGATOR, BUT I WAS NOT TOLD SPECIFICALLY WHAT THE INVESTIGATION WAS
ABOUT, OR WHETHER I WAS BEING ACCUSED OF SOMETHING, OR WHETHER OTHER PEOPLE WERE
INVOLVED.

THROUGHOUT MARCH AND EARLY APRIL, I REPEATEDLY ASKED FOR INFORMATION, BUT WAS TOLD
NOTHING EXCEPT THAT THE HR PERSON WOULD REPORT THE FINDINGS WHEN THE INVESTIGATION
WAS COMPLETE. THEN ON APRIL 13, I WAS CALLED TO APPEAR BEFORE MY GROUP SUPERVISOR AND
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POSITION I HAVE HELD FOR EIGHT YEARS.

THE ALLEGATIONS IN THE WARNING, HOWEVER, WERE VAGUE AND SUBJECTIVE, AND NOT SUPPORTED
BY EVIDENCE. THE MANAGER AND GROUP SUPERVISOR DID NOT IDENTIFY THE ACCUSERS, NOR WERE
THEY ABLE TO ANSWER MY QUESTIONS OR DISPUTE MY RESPONSES. MY GROUP SUPERVISOR, WHO
WROTE THE WARNING, SAID THAT HE HAD NO PERSONAL KNOWLEDGE OF ANY COMPLAINTS BY
ANYONE IN THE 10 YEARS I HAVE WORKED FOR HIM. HE ALSO ADMITTED THAT THE BEHAVIOR HE
OBSERVED HIMSELF, INCLUDING THE LENDING OF DVDS (OF WHICH HE WAS AWARE) WAS ALWAYS
ACCEPTABLE. HE SAID LATER THAT THE INVESTIGATION WAS INSTIGATED BY THE MARCH 2 MEETING,
AND THE DISCIPLINARY ACTIONS TAKEN WERE BASED SOLELY ON THE SUBSEQUENT HR
INVESTIGATION'S FINDINGS.

ON APRIL 7, 2010, THE DIVISION MANAGER AND GROUP SUPERVISOR SUMMONED ME AGAIN. AFTER A
YEAR TO CONSIDER IT, THEY STILL WOULD NOT RESTORE ME TO MY POSITION, AND CONTINUED TO
HARASS AND DISCRIMINATE AGAINST ME BY CLAIMING I HAD BEEN IN THE WRONG, AND MAKING IT MY
RESPONSIBILITY TO DETERMINE IF SOMEONE WOULD BE OFFENDED BY DISCUSSING INTELLIGENT
DESIGN.

03/15/11

*** EMPLOYMENT ***

**COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT**

DFEH #

E200809S6084-00

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (indicate Mr. or Ms.)

COPPEDGE, DAVID

TELEPHONE NUMBER (INCLUDE AREA CODE)

(661)298-3685

ADDRESS

19635 GREEN MOUNTAIN DR

CITY/STATE/ZIP

NEWHALL, CA 91321-2147

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

JET PROPULSION LABORATORY

TELEPHONE NUMBER (Include Area Code)

(818)354-4321

ADDRESS

4800 OAK GROVE DR

DFEH USE ONLY

CITY/STATE/ZIP

PASADENA, CA 91109

COUNTY

LOS ANGELES

COUNTY CODE

037

NO. OF EMPLOYEES/MEMBERS (if known)

5000

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

04/13/2009

RESPONDENT CODE

00

THE PARTICULARS ARE:

I allege that on about or before
04/13/2009, the following
conduct occurred:

☐ termination

☐ laid off

☒ demotion

☐ harassment

☐ genetic characteristics testing

☐ constructive discharge (forced to quit)

☒ impermissible non-job-related inquiry

☐ denial of employment

☐ denial of promotion

☐ denial of transfer

☐ denial of accommodation

☐ failure to prevent discrimination or retaliation

☐ retaliation

☐ other (specify) _____

☐ denial of family or medical leave

☐ denial of pregnancy leave

☐ denial of equal pay

☐ denial of right to wear pants

☐ denial of pregnancy accommodation

by **JET PROPULSION LABORATORY**

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

because of:

☐ sex

☐ age

☒ religion

☐ race/color

☐ national origin/ancestry

☐ marital status

☐ sexual orientation

☐ association

☐ disability (physical or mental)

☐ medical condition (cancer or

generic characteristic

☐ other (specify) _____

☐ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you
believe to be the
reason(s) for
discrimination

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I HAVE WORKED AT JPL FOR 13 YEARS. THROUGHOUT THESE YEARS I HAVE ENJOYED A STRONG WORKING RELATIONSHIP WITH MY COLLEAGUES, WITHOUT ANY EMPLOYEE ISSUES. ON MARCH 2, MY OFFICE MANAGER SURPRISED ME BY ANGRILY ACCUSING ME OF PUSHING MY RELIGIOUS VIEWS IN

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated **06/12/2009**

At **Santa Clarita**

DATE FILED: **06/12/2009**

DFEH-300-030 (02/08)
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

COPPEDGE000003

06/15/11

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E200809S6084-00

DFEH USE ONLY

State of what you
believe to be the
reason(s) for
discrimination

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AND THE DISCIPLINARY ACTIONS TAKEN WERE BASED SOLELY ON THE SUBSEQUENT HR
INVESTIGATION'S FINDINGS. IF THAT MEETING HAD NOT OCCURRED, HE SAID, I WOULD STILL BE IN
GOOD STANDING.

03/15/11

*** EMPLOYMENT ***

**COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT**

DFEH # **E200809S6084-01**

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

COPPEDGE, DAVID

TELEPHONE NUMBER (INCLUDE AREA CODE)

(661)298-3685

ADDRESS

19635 GREEN MOUNTAIN DR

CITY/STATE/ZIP

NEWHALL, CA, 91321-2147

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

CHIN, GREG

TELEPHONE NUMBER (Include Area Code)

(818)393-5856

ADDRESS

4800 OAK GROVE DR, M/S 230-301

DFEH USE ONLY

CITY/STATE/ZIP

PASADENA, CA 91109

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

5000

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

04/13/2009

RESPONDENT CODE

01

THE PARTICULARS ARE:

I allege that on about or before
04/13/2009, the following
conduct occurred:

<input type="checkbox"/> termination	<input type="checkbox"/> denial of employment	<input type="checkbox"/> denial of family or medical leave
<input type="checkbox"/> laid off	<input type="checkbox"/> denial of promotion	<input type="checkbox"/> denial of pregnancy leave
<input checked="" type="checkbox"/> demotion	<input type="checkbox"/> denial of transfer	<input type="checkbox"/> denial of equal pay
<input type="checkbox"/> harassment	<input type="checkbox"/> denial of accommodation	<input type="checkbox"/> denial of right to wear pants
<input type="checkbox"/> genetic characteristics testing	<input type="checkbox"/> failure to prevent discrimination or retaliation	<input type="checkbox"/> denial of pregnancy accommodation
<input type="checkbox"/> constructive discharge (forced to quit)	<input type="checkbox"/> retaliation	
<input checked="" type="checkbox"/> impermissible non-job-related inquiry	<input type="checkbox"/> other (specify) _____	

by **CHIN, GREG**

OFFICE MANAGER

because of:

Name of Person	Job Title (supervisor/manager/personnel director/etc.)
<input type="checkbox"/> sex	<input type="checkbox"/> disability (physical or mental)
<input type="checkbox"/> age	<input type="checkbox"/> medical condition (cancer or
<input checked="" type="checkbox"/> religion	<input type="checkbox"/> generic characteristic
<input type="checkbox"/> race/color	<input type="checkbox"/> other (specify) _____
<input type="checkbox"/> national origin/ancestry	<input type="checkbox"/> retaliation for engaging in protected
<input type="checkbox"/> marital status	<input type="checkbox"/> activity or requesting a protected
<input type="checkbox"/> sexual orientation	<input type="checkbox"/> leave or accommodation
<input type="checkbox"/> association	

State of what you
believe to be the
reason(s) for
discrimination

AN HR INVESTIGATION INVOLVING FREEDOM OF RELIGIOUS EXPRESSION IN THE WORKPLACE RESULTED IN A DEMOTION AND A WRITTEN WARNING IN MY EMPLOYEE RECORD.

I HAVE WORKED AT JPL FOR 13 YEARS. THROUGHOUT THESE YEARS I HAVE ENJOYED A STRONG WORKING RELATIONSHIP WITH MY COLLEAGUES, WITHOUT ANY EMPLOYEE ISSUES. ON MARCH 2, MY OFFICE MANAGER SURPRISED ME BY ANGRILY ACCUSING ME OF PUSHING MY RELIGIOUS VIEWS IN

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

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By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated **06/12/2009**

At **Santa Clarita**

DATE FILED: **06/12/2009**

DFEH-300-03e (02/08)
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

COPPEDGE000005

11/15/11

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E200809S6084-01

DFEH USE ONLY

State of what you
believe to be the
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AN HR INVESTIGATION INVOLVING FREEDOM OF RELIGIOUS EXPRESSION IN THE WORKPLACE
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GOOD STANDING.

03/15/11

*** EMPLOYMENT ***

**COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT**

DFEH # E200809S6084-02

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (indicate Mr. or Ms.)

COPPEDGE, DAVID

TELEPHONE NUMBER (INCLUDE AREA CODE)

(661)298-3685

ADDRESS

19635 GREEN MOUNTAIN DR

CITY/STATE/ZIP

NEWHALL, CA, 91321-2147

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

BURGESS, CLARK

TELEPHONE NUMBER (Include Area Code)

(818)393-0850

ADDRESS

4800 OAK GROVE DRIVE, M/S 230-305

DFEH USE ONLY

CITY/STATE/ZIP

PASADENA, CA 91109

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

5000

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

04/13/2009

RESPONDENT CODE

02

THE PARTICULARS ARE:

I allege that on about or before
04/13/2009, the following
conduct occurred:

☐ termination

☐ denial of employment

☐ denial of family or medical leave

☐ laid off

☐ denial of promotion

☐ denial of pregnancy leave

☒ demotion

☐ denial of transfer

☐ denial of equal pay

☐ harassment

☐ denial of accommodation

☐ denial of right to wear pants

☐ genetic characteristics testing

☐ failure to prevent discrimination or retaliation

☐ denial of pregnancy accommodation

☐ constructive discharge (forced to quit)

☐ retaliation

☒ impermissible non-job-related inquiry

☐ other (specify) _____

by **BURGESS, CLARK**

GROUP SUPERVISOR

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

because of :

☐ sex

☐ national origin/ancestry

☐ disability (physical or mental)

☐ retaliation for engaging in protected

☐ age

☐ marital status

☐ medical condition (cancer or

activity or requesting a protected

☒ religion

☐ sexual orientation

generic characteristic

leave or accommodation

☐ race/color

☐ association

☐ other (specify) _____

State of what you
believe to be the
reason(s) for
discrimination

AN HR INVESTIGATION INVOLVING FREEDOM OF RELIGIOUS EXPRESSION IN THE WORKPLACE RESULTED IN A DEMOTION AND A WRITTEN WARNING IN MY EMPLOYEE RECORD.

I HAVE WORKED AT JPL FOR 13 YEARS. THROUGHOUT THESE YEARS I HAVE ENJOYED A STRONG WORKING RELATIONSHIP WITH MY COLLEAGUES, WITHOUT ANY EMPLOYEE ISSUES. ON MARCH 2, MY OFFICE MANAGER SURPRISED ME BY ANGRILY ACCUSING ME OF PUSHING MY RELIGIOUS VIEWS IN

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated **06/12/2009**

At **Santa Clarita**

DATE FILED: **06/12/2009**

DFEH-300-03a (02/08)
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

COPPEDGE000007

06/15/11

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E200809S6084-02

DFEH USE ONLY

State of what you
believe to be the
reason(s) for
discrimination

AN HR INVESTIGATION INVOLVING FREEDOM OF RELIGIOUS EXPRESSION IN THE WORKPLACE
RESULTED IN A DEMOTION AND A WRITTEN WARNING IN MY EMPLOYEE RECORD.

I HAVE WORKED AT JPL FOR 13 YEARS. THROUGHOUT THESE YEARS I HAVE ENJOYED A STRONG
WORKING RELATIONSHIP WITH MY COLLEAGUES, WITHOUT ANY EMPLOYEE ISSUES. ON MARCH 2, MY
OFFICE MANAGER SURPRISED ME BY ANGRILY ACCUSING ME OF PUSHING MY RELIGIOUS VIEWS IN THE
OFFICE. WHEN I ASKED WHAT SPECIFICALLY THAT INVOLVED, HE SAID I WAS HANDING OUT DVDS ON
"INTELLIGENT DESIGN." (THESE DISCUSS SCIENTIFIC EVIDENCES AND ARE STRICTLY NON-SECTARIAN.)
THE NEXT DAY, I WAS THE SUBJECT OF AN INVESTIGATION BY THE HR OFFICE. I WAS INTERVIEWED ON
MARCH 5 BY AN HR INVESTIGATOR, BUT I WAS NOT TOLD SPECIFICALLY WHAT THE INVESTIGATION WAS
ABOUT, OR WHETHER I WAS BEING ACCUSED OF SOMETHING, OR WHETHER OTHER PEOPLE WERE
INVOLVED.

THROUGHOUT MARCH AND EARLY APRIL, I REPEATEDLY ASKED FOR INFORMATION, BUT WAS TOLD
NOTHING EXCEPT THAT THE HR PERSON WOULD REPORT THE FINDINGS WHEN THE INVESTIGATION
WAS COMPLETE. THEN ON APRIL 13, I WAS CALLED TO APPEAR BEFORE MY GROUP SUPERVISOR AND
SECTION MANAGER. I WAS HANDED A WRITTEN WARNING, AND THEN DEMOTED FROM THE TEAM LEAD
POSITION I HAVE HELD FOR EIGHT YEARS.

THE ALLEGATIONS IN THE WARNING, HOWEVER, WERE VAGUE AND SUBJECTIVE, AND NOT SUPPORTED
BY EVIDENCE. THE MANAGER AND GROUP SUPERVISOR DID NOT IDENTIFY THE ACCUSERS, NOR WERE
THEY ABLE TO ANSWER MY QUESTIONS OR DISPUTE MY RESPONSES. MY GROUP SUPERVISOR, WHO
WROTE THE WARNING, SAID THAT HE HAD NO PERSONAL KNOWLEDGE OF ANY COMPLAINTS BY
ANYONE IN THE 10 YEARS I HAVE WORKED FOR HIM. HE ALSO ADMITTED THAT THE BEHAVIOR HE
OBSERVED HIMSELF, INCLUDING THE LENDING OF DVDS (OF WHICH HE WAS AWARE) WAS ALWAYS
ACCEPTABLE. HE SAID LATER THAT THE INVESTIGATION WAS INSTIGATED BY THE MARCH 2 MEETING,
AND THE DISCIPLINARY ACTIONS TAKEN WERE BASED SOLELY ON THE SUBSEQUENT HR
INVESTIGATION'S FINDINGS. IF THAT MEETING HAD NOT OCCURRED, HE SAID, I WOULD STILL BE IN
GOOD STANDING.

02/15/11

*** EMPLOYMENT ***

**COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT**

DFEH # **E200809S6084-03**

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (indicate Mr. or Ms.)

COPPEDGE, DAVID

TELEPHONE NUMBER (INCLUDE AREA CODE)

(661)298-3685

ADDRESS

19635 GREEN MOUNTAIN DR

CITY/STATE/ZIP

NEWHALL, CA, 91321-2147

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

HUNTLEY, JHERTAUNE

TELEPHONE NUMBER (Include Area Code)

(818)393-6184

ADDRESS

4800 OAK GROVE DRIVE, M/S T1720-D

DFEH USE ONLY

CITY/STATE/ZIP

PASADENA, CA 91109

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

5000

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

04/13/2009

RESPONDENT CODE

03

THE PARTICULARS ARE:

I allege that on about or before
04/13/2009, the following
conduct occurred:

☐ termination

☐ laid off

☒ demotion

☐ harassment

☐ genetic characteristics testing

☐ constructive discharge (forced to quit)

☒ impermissible non-job-related inquiry

☐ denial of employment

☐ denial of promotion

☐ denial of transfer

☐ denial of accommodation

☐ failure to prevent discrimination or retaliation

☐ retaliation

☐ other (specify) _____

☐ denial of family or medical leave

☐ denial of pregnancy leave

☐ denial of equal pay

☐ denial of right to wear pants

☐ denial of pregnancy accommodation

by **HUNTLEY, JHERTAUNE**

HUMAN RELATIONS INVESTIGATOR

because of :

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex

☐ age

☒ religion

☐ race/color

☐ national origin/ancestry

☐ marital status

☐ sexual orientation

☐ association

☐ disability (physical or mental)

☐ medical condition (cancer or

generic characteristic

☐ other (specify) _____

☐ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you
believe to be the
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Dated **06/12/2009**

At **Santa Clarita**

DATE FILED: **06/12/2009**

DFEH-300-03a (02/08)
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

COPPEDGE000009

5/15/11

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E200809S6084-03

DFEH USE ONLY

State of what you
believe to be the
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discrimination

AN HR INVESTIGATION INVOLVING FREEDOM OF RELIGIOUS EXPRESSION IN THE WORKPLACE
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GOOD STANDING.

03/15/11

*** EMPLOYMENT ***

**COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT**

DFEH #

E200809S6084-04

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

COPPEDGE, DAVID

TELEPHONE NUMBER (INCLUDE AREA CODE)

(661)298-3685

ADDRESS

19635 GREEN MOUNTAIN DR

CITY/STATE/ZIP

NEWHALL, CA, 91321-2147

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

KLENK, KEVIN

TELEPHONE NUMBER (Include Area Code)

(818)393-5404

ADDRESS

4800 OAK GROVE DRIVE, M/S 602-149

DFEH USE ONLY

CITY/STATE/ZIP

PASADENA, CA 91109

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

5000

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

04/13/2009

RESPONDENT CODE

04

THE PARTICULARS ARE:

I allege that on about or before
04/13/2009, the following
conduct occurred:

☐ termination

☐ laid off

☒ demotion

☐ harassment

☐ genetic characteristics testing

☐ constructive discharge (forced to quit)

☒ impermissible non-job-related inquiry

☐ denial of employment

☐ denial of promotion

☐ denial of transfer

☐ denial of accommodation

☐ failure to prevent discrimination or retaliation

☐ retaliation

☐ other (specify) _____

☐ denial of family or medical leave

☐ denial of pregnancy leave

☐ denial of equal pay

☐ denial of right to wear pants

☐ denial of pregnancy accommodation

by **KLENK, KEVIN**

SECTION MANAGER

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

because of:

☐ sex

☐ age

☒ religion

☐ race/color

☐ national origin/ancestry

☐ marital status

☐ sexual orientation

☐ association

☐ disability (physical or mental)

☐ medical condition (cancer or

generic characteristic

☐ other (specify) _____

☐ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you
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Dated **06/12/2009**

At **Santa Clarita**

DATE FILED: **06/12/2009**

DFEH-300-03b (02/08)
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

COPPEDGE000011

06/15/11

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E200809S6084-04

DFEH USE ONLY

State of what you
believe to be the
reason(s) for
discrimination

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GOOD STANDING.

02/15/11

AMENDED

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER THE PROVISIONS OF THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E200910R5251-00

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (indicate Mr. or Ms.)

COPPEDGE, DAVID

TELEPHONE NUMBER (INCLUDE AREA CODE)

(661)298-3685

ADDRESS

19635 GREEN MOUNTAIN DR

CITY/STATE/ZIP

NEWHALL, CA 91321-2147

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

JET PROPULSION LABORATORY

TELEPHONE NUMBER (Include Area Code)

(818)354-4321

ADDRESS

4800 OAK GROVE DR

DFEH USE ONLY

CITY/STATE/ZIP

PASADENA, CA 91109

COUNTY

LOS ANGELES

COUNTY CODE

037

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

RESPONDENT CODE

08/25/2009

00

THE PARTICULARS ARE:

I allege that on about or before
08/25/2009, the following
conduct occurred:

☐ termination☐ denial of employment☐ denial of family or medical leave☐ laid off☐ denial of promotion☐ denial of pregnancy leave☒ demotion☐ denial of transfer☐ denial of equal pay☒ harassment☒ denial of accommodation☐ denial of right to wear pants☐ genetic characteristics testing☐ failure to prevent discrimination or retaliation☐ denial of pregnancy accommodation☐ constructive discharge (forced to quit)☒ retaliation☐ impermissible non-job-related inquiry☒ other (specify) Failure to engage in an interactive process

by JET PROPULSION LABORATORY

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex☐ national origin/ancestry☐ disability (physical or mental)☐ age☐ marital status☐ medical condition (cancer or☒ religion☐ sexual orientation☐ genetic characteristic☐ race/color☐ association☐ other (specify)☒ retaliation for engaging in protected
activity or requesting a protected
leave or accommodation

State of what you
believe to be the
reason(s) for
discrimination

AN HR INVESTIGATION INVOLVING FREEDOM OF RELIGIOUS EXPRESSION IN THE WORKPLACE RESULTED IN A DEMOTION AND WRITTEN WARNING IN MY
EMPLOYEE RECORD.

I HAVE WORKED AT JPL FOR 13 YEARS. THROUGHOUT THESE YEARS I HAVE ENJOYED A STRONG WORKING RELATIONSHIP WITH MY COLLEAGUES,
WITHOUT ANY EMPLOYEE ISSUES. ON MARCH 2, 2009, MY OFFICE MANAGER SURPRISED ME BY ANGRILY ACCUSING ME OF PUSHING MY RELIGIOUS

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit
the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act,
whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process
or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to
matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 09/17/2009

At Newhall, California

Amended 9/22/09

DATE FILED: 09/17/2009

RECEIVED

SEP 22 2009

DEPT OF FAIR EMPLOYMENT
AND HOUSING LOS ANGELESDFEH-300-030 (02/08)
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

COPPEDGE000013

09/15/11

AMENDED***** EMPLOYMENT ******COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT**

DFEH #

E200910R5251-01

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

COPPEDGE, DAVID

TELEPHONE NUMBER (INCLUDE AREA CODE)

(661)298-3685

ADDRESS

19635 GREEN MOUNTAIN DR

CITY/STATE/ZIP

NEWHALL, CA 91321-2147

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

CHIN, GREG

TELEPHONE NUMBER (Include Area Code)

(818)393-5856

ADDRESS

4800 OAK GROVE DR, M/S 230-301

DFEH USE ONLY

CITY/STATE/ZIP

PASADENA, CA 91109

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)**08/25/2009**

RESPONDENT CODE

01

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because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex☐ national origin/ancestry☐ disability (physical or mental)☒ retaliation for engaging in protected
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AND HOUSING LOS ANGELES**

STATE OF CALIFORNIA

DFEH-300-030 (02/08)

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

COPPEDGE000014

09/15/11

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E200910R5251-01

DFEH USE ONLY

State of what you
believe to be the
reason(s) for
discrimination

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RECEIVED

SEP 22 2009

Department of Fair Employment
and Housing

AMENDED***** EMPLOYMENT ******COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT**

DFEH #

E200910R5251-02

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

TELEPHONE NUMBER (INCLUDE AREA CODE)

COPPEDGE, DAVID**(661)298-3685**

ADDRESS

19635 GREEN MOUNTAIN DR

CITY/STATE/ZIP

NEWHALL, CA, 91321-2147

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

TELEPHONE NUMBER (Include Area Code)

KLENK, KEVIN**(818)393-5404**

ADDRESS

DFEH USE ONLY

4800 OAK GROVE DR, M/S 602-149

CITY/STATE/ZIP

PASADENA, CA 91109

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

RESPONDENT CODE

08/25/2009**02**

THE PARTICULARS ARE:

I allege that on about or before
08/25/2009, the following
conduct occurred:☐ termination☐ denial of employment☐ denial of family or medical leave☐ laid off☐ denial of promotion☐ denial of pregnancy leave☒ demotion☐ denial of transfer☐ denial of equal pay☒ harassment☒ denial of accommodation☐ denial of right to wear pants☐ genetic characteristics testing☐ failure to prevent discrimination or retaliation☐ denial of pregnancy accommodation☐ constructive discharge (forced to quit)☒ retaliation☐ impermissible non-job-related inquiry☒ other (specify) Failure to engage in an interactive processby **KLENK, KEVIN****SECTION MANAGER**

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex☐ national origin/ancestry☐ disability (physical or mental)☒ retaliation for engaging in protected
activity or requesting a protected
leave or accommodation☐ age☐ marital status☐ medical condition (cancer or☒ religion☐ sexual orientation☐ genetic characteristic☐ race/color☐ association☐ other (specify)State of what you
believe to be the
reason(s) for
discriminationAN HR INVESTIGATION INVOLVING FREEDOM OF RELIGIOUS EXPRESSION IN THE WORKPLACE RESULTED IN A DEMOTION AND WRITTEN WARNING IN MY
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WITHOUT ANY EMPLOYEE ISSUES. ON MARCH 2, 2009, MY OFFICE MANAGER SURPRISED ME BY ANGRILY ACCUSING ME OF PUSHING MY RELIGIOUSI wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit
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whichever is earlier.I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process
or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to
matters stated on my information and belief, and as to those matters I believe it to be true.**RECEIVED**Dated **09/17/2009**At **Newhall, California***Amended 9/22/09*DATE FILED: **09/17/2009****SEP 22 2009****DEPT OF FAIR EMPLOYMENT
AND HOUSING LOS ANGELES**

STATE OF CALIFORNIA

DFEH-300-030 (02/08)

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

COPPEDGE000016

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E200910R5251-02

DFEH USE ONLY

State of what you
believe to be the
reason(s) for
discrimination

AN HR INVESTIGATION INVOLVING FREEDOM OF RELIGIOUS EXPRESSION IN THE WORKPLACE
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RECEIVED

SEP 22 2009

Department of Fair Employment
and Housing

AMENDED***** EMPLOYMENT *******COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT**

DFEH #

E200910R5251-03

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

TELEPHONE NUMBER (INCLUDE AREA CODE)

COPPEDGE, DAVID**(661)298-3685**

ADDRESS

19635 GREEN MOUNTAIN DR

CITY/STATE/ZIP

NEWHALL, CA, 91321-2147

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

TELEPHONE NUMBER (Include Area Code)

BURGESS, CLARK**(818)393-0650**

ADDRESS

DFEH USE ONLY

4800 OAK GROVE DR, N/S 230-305

CITY/STATE/ZIP

PASADENA, CA 91109

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (If known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

RESPONDENT CODE

08/25/2009**03**

THE PARTICULARS ARE:

I allege that on about or before
08/25/2009, the following
conduct occurred:

☐ termination☐ denial of employment☐ denial of family or medical leave☐ laid off☐ denial of promotion☐ denial of pregnancy leave☒ demotion☐ denial of transfer☐ denial of equal pay☒ harassment☒ denial of accommodation☐ denial of right to wear pants☐ genetic characteristics testing☐ failure to prevent discrimination or retaliation☐ denial of pregnancy accommodation☐ constructive discharge (forced to quit)☒ retaliation☐ impermissible non-job-related inquiry☒ other (specify) Failure to engage in an interactive processby **BURGESS, CLARK****LINE MANAGER**

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex☐ national origin/ancestry☐ disability (physical or mental)☒ retaliation for engaging in protected
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I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit
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I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process
or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to
matters stated on my information and belief, and as to those matters I believe it to be true.

Dated **09/17/2009**At **Newhall, California**DATE FILED: **09/17/2009****RECEIVED****SEP 22 2009****DEPT OF FAIR EMPLOYMENT
AND HOUSING LOS ANGELES**

STATE OF CALIFORNIA

DFEH-300-030 (02/08)

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

COPPEDGE000018

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E200910R5251-03

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RECEIVED

SEP 22 2009

Department of Fair Employment
and Housing

11/51/28

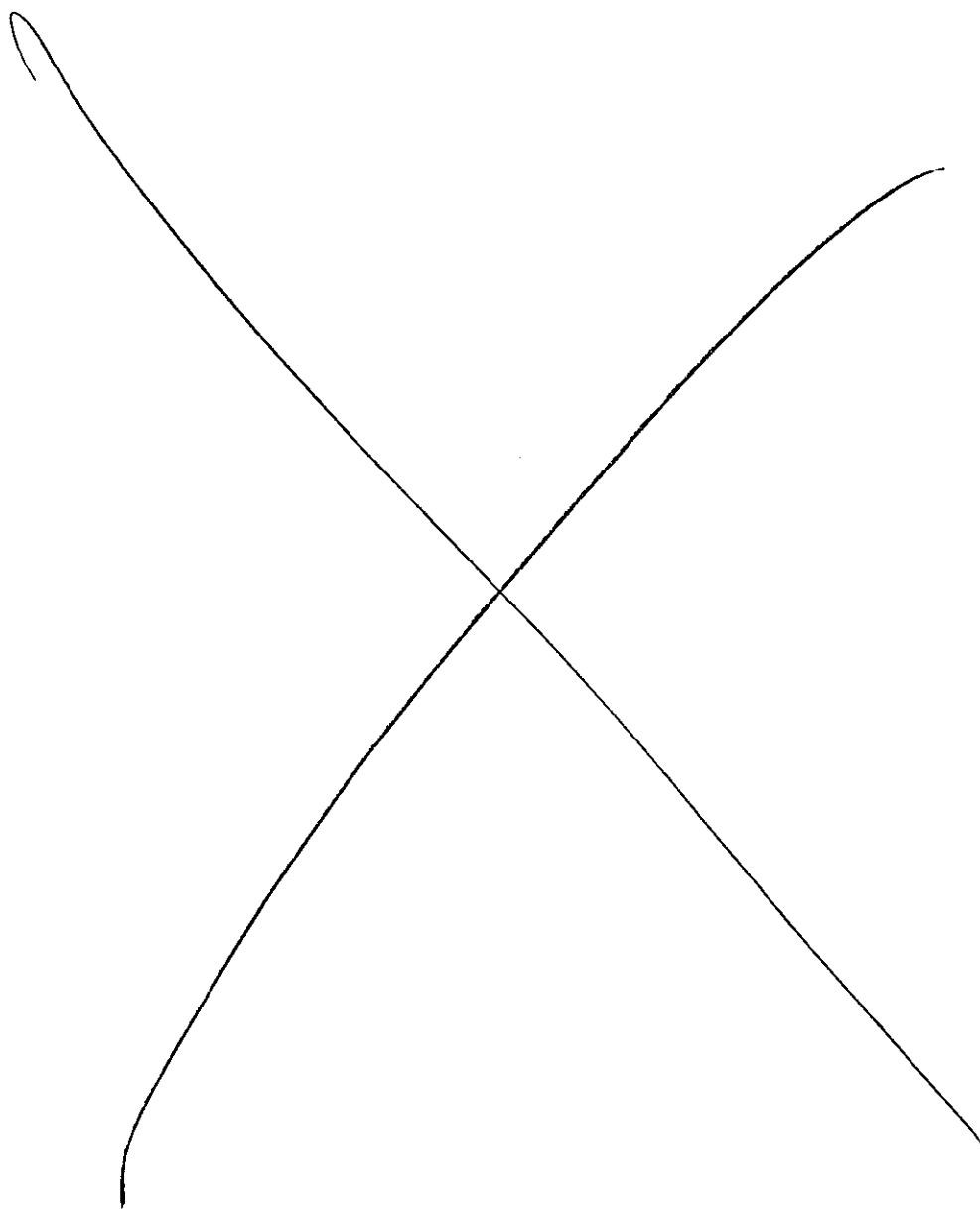


EXHIBIT "B"

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6770
www.dfeh.ca.gov



April 13, 2010

RE: E200910R6222-00
COPPEDGE/CALIFORNIA INSTITUTE OF TECHNOLOGY

NOTICE TO COMPLAINANT'S ATTORNEY

Enclosed is a copy of your client's complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also enclosed is a copy of your client's Notice of Case Closure, which constitutes your client's right-to-sue notice. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer.

Please refer to the enclosed Notice of Case Closure for information regarding filing a private lawsuit in the State of California.

Sincerely,

Tina Walker
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

DFEH-200-06 (01/08)

COPPEDGE000020

08/15/11

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6770

www.dfeh.ca.gov

April 13, 2010

COPPEDGE, DAVID
19635 GREEN MOUNTAIN DRIVE
NEWHALL, CA 91321-2147

RE: E200910R6222-00
COPPEDGE/CALIFORNIA INSTITUTE OF TECHNOLOGY

Dear COPPEDGE, DAVID:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective April 13, 2010 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

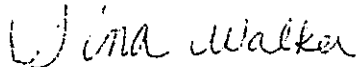
If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.

02/15/11

COPPEDGE000021

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,



Tina Walker
District Administrator

cc: Case File

JAMES ZAPP
PARTNER, EMPLOYMENT DEPT
PAUL HASTINGS
515 S FLOWER ST, 25TH FLOOR
LOS ANGELES, CA 90071

DFEH-200-43 (08/06)

COPPEDGE000022

08/15/11

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 West 7th Street, Suite 1400
(213) 439-6700
www.dfeh.ca.gov



June 12, 2009

COPPEDGE, DAVID
19635 GREEN MOUNTAIN DR
NEWHALL, CA 91321-2147

RE: E200809S6084-00
COPPEDGE/JET PROPULSION LABORATORY

Dear COPPEDGE, DAVID:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective June 12, 2009 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

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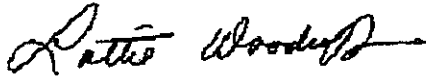
08/15/11

COPPEDGE000023

Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

KAREN SAIDINER
EMPLOYEE RELATIONS MANAGER
JET PROPULSION LABORATORY
4800 OAK GROVE DRIVE, MAIL STOP T1720-D
PASADENA, CA 91109

DFEH-200-43 (08/06)

08/15/11

COPPEDGE000024

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 West 7th Street, Suite 1400
(213) 439-6700
www.dfeh.ca.gov



June 12, 2009

COPPEDGE, DAVID
19635 GREEN MOUNTAIN DR
NEWHALL, CA, 91321-2147

RE: E200809S6084-01
COPPEDGE/CHIN, GREG. AS AN INDIVIDUAL

Dear COPPEDGE, DAVID:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective June 12, 2009 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

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If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.


03/15/11

COPPEDGE000025

Notice of Case Closure
Page Two

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Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

KAREN SAIDINER
EMPLOYEE RELATIONS MANAGER
JET PROPULSION LABORATORY
4800 OAK GROVE DRIVE, MAIL STOP T1720-D
PASADENA, CA 91109

DFEH-200-43 (06/06)

88/15/11

COPPEDGE000026

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 West 7th Street, Suite 1400
(213) 439-6700
www.dfeh.ca.gov



June 12, 2009

COPPEDGE, DAVID
19635 GREEN MOUNTAIN DR
NEWHALL, CA, 91321-2147

RE: E200809S6084-02
COPPEDGE/BURGESS, CLARK, AS AN INDIVIDUAL

Dear COPPEDGE, DAVID:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective June 12, 2009 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

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08/15/11

COPPEDGE000027

Notice of Case Closure
Page Two

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Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

KAREN SAIDINER
EMPLOYEE RELATIONS MANAGER
JET PROPULSION LABORATORY
4800 OAK GROVE DRIVE, MAIL STOP T1720-D
PASADENA, CA 91109

DFEH-200-43 (08/06)

2015/11

COPPEDGE000028

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 West 7th Street, Suite 1400
(213) 439-6700
www.dfeh.ca.gov



June 12, 2009

COPPEDGE, DAVID
19635 GREEN MOUNTAIN DR
NEWHALL, CA, 91321-2147

RE: E200809S6084-04
COPPEDGE/KLENK, KEVIN, AS AN INDIVIDUAL

Dear COPPEDGE, DAVID:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective June 12, 2009 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.

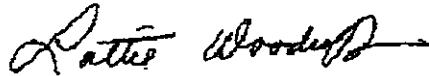
06/15/11

COPPEDGE000029

Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

KAREN SAIDINER
EMPLOYEE RELATIONS MANAGER
JET PROPULSION LABORATORY
4800 OAK GROVE DRIVE, MAIL STOP T1720-D
PASADENA, CA 91109

DFEH-200-43 (06/06)

08/15/11

COPPEDGE000030

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 West Seventh Street, Suite 1400, Los Angeles, CA 90017
(213) 439-6770 (800) 700-2320 Fax (213) 439-6780



September 17, 2009

DAVID COPPEDGE
19635 Green Mountain Dr
Newhall, CA 91321-2147

RE: E200910R5251-00-c
COPPEDGE/JET PROPULSION LABORATORY

Dear DAVID COPPEDGE:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective September 17, 2009 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.

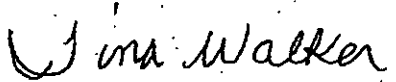
09/15/11

COPPEDGE000031

Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,



Tina Walker
District Administrator

cc: Case File

Karen Saidiner
Employee Relations Manager
Jet Propulsion Laboratory
4800 Oak Grove Drive, Mail Sto
Pasadena, CA 91109

DFEH-200-43 (06/06)

COPPEDGE000032

08/15/11

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 West Seventh Street, Suite 1400, Los Angeles, CA 90017

(213) 439-6770 (800) 700-2320 Fax (213) 439-6780



September 17, 2009

DAVID COPPEDGE
19635 Green Mountain Dr
Newhall, CA 91321-2147

RE: E200910R5251-01-c
COPPEDGE/CHIN, GREG, AS AN INDIVIDUAL

Dear DAVID COPPEDGE:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective September 17, 2009 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

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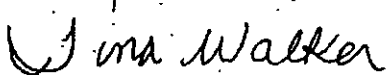
09/15/11

COPPEDGE000033

Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,



Tina Walker
District Administrator

cc: Case File

11/15/06

Karen Saidiner
Employee Relations Manager
Jet Propulsion Laboratory
4800 Oak Grove Dr
Pasadena, CA 91109

DFEH-200-43 (06/06)

COPPEDGE000034

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 West Seventh Street, Suite 1400, Los Angeles, CA 90017
(213) 439-6770 (800) 700-2320 Fax (213) 439-6780



September 17, 2009

DAVID COPPEDGE
19635 Green Mountain Dr
Newhall, CA 91321-2147

RE: E200910R5251-02-c
COPPEDGE/KLENK, KEVIN, AS AN INDIVIDUAL

Dear DAVID COPPEDGE:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective September 17, 2009 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

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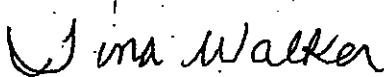
09/15/11

COPPEDGE000035

Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,



Tina Walker
District Administrator

cc: Case File

Karen Saidiner
Employee Relations Manager
Jet Propulsion Laboratory
4800 Oak Grove Dr, M/s T1720-d
Pasadena, CA 91109

DFEH-200-43 (06/06)

COPPEDGE000036

03/15/11

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 West Seventh Street, Suite 1400, Los Angeles, CA 90017
(213) 439-6770 (800) 700-2320 Fax (213) 439-6780



September 17, 2009

DAVID COPPEDGE
19635 Green Mountain Dr
Newhall, CA 91321-2147

RE: E200910R5251-03-c
COPPEDGE/BURGESS, CLARK, AS AN INDIVIDUAL

Dear DAVID COPPEDGE:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective September 17, 2009 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.

09/15/11

COPPEDGE000037

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 West Seventh Street, Suite 1400, Los Angeles, CA 90017
(213) 439-6770 (800) 700-2320 Fax (213) 439-6780



September 17, 2009

DAVID COPPEDGE
19635 Green Mountain Dr
Newhall, CA 91321-2147

RE: E200910R5251-03-c
COPPEDGE/BURGESS, CLARK, AS AN INDIVIDUAL

Dear DAVID COPPEDGE:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective September 17, 2009 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

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2009/09/17

COPPEDGE000037

PROOF OF SERVICE

STATE OF CALIFORNIA)
) **SS:**
COUNTY OF LOS ANGELES)

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action; my business address is: 11500 Olympic Blvd., Suite 400, Los Angeles, California 90064. On March 10, 2011, I served the foregoing documents:

SECOND AMENDED COMPLAINT

The above-referenced document was served on:

James A. Zapp, Esq.
Cameron Fox, Esq.
PAUL HASTINGS
515 South Flower Street
Twenty-Fifth Floor
Los Angeles, CA 90071
E-mail: jameszapp@paulhastings.com;
cameronfox@paulhastings.com

Attorneys for Defendants, **California Institute of Technology, Gregory Chin, Clark A. Burgess and Kevin Klenk**

☒ **BY E-MAIL:** I caused such document to be e-mailed to the addressees shown above pursuant to agreement and stipulation of the parties.

☒ (State) I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on March 10, 2011, at Los Angeles, California.



Digitally signed by WILLIAM J
BECKER JR
DN: cn=WILLIAM J BECKER JR, o=THE
BECKER LAW FIRM, ou,
email=wbeckerlaw@gmail.com, c=US
Date: 2011.03.10 14:07:41 -08'00'

William J. Becker, Jr.