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**U.S. District Court  
California Northern District (Oakland)  
CIVIL DOCKET FOR CASE #: 4:03-cv-04383-PJH**

Equal Employment Opportunity Commission v. Academy of Art College  
Assigned to: Hon. Phyllis J. Hamilton  
Cause: 42:1981 Civil Rights

Date Filed: 09/29/2003  
Date Terminated: 02/22/2005  
Jury Demand: Plaintiff  
Nature of Suit: 442 Civil Rights: Jobs  
Jurisdiction: U.S. Government Plaintiff

**Plaintiff**

**Equal Employment Opportunity  
Commission**

represented by **Jonathan T. Peck**  
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**ATTORNEY TO BE NOTICED**

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(See above for address)  
**ATTORNEY TO BE NOTICED**

V.

**Defendant**

**Academy of Art College**  
**TERMINATED: 12/02/2003**

**Defendant**

**Stephens Institute**  
*doing business as*  
 Academy of Art College

represented by **Jennifer Joan Walt**  
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Date Filed	#	Docket Text
09/29/2003	<u>1</u>	COMPLAINT /issued summons against Academy of Art College (). Filed by Equal Employment Opportunity Commission. (ga, COURT STAFF) Additional attachment(s) added on 10/2/2003 (ga, COURT STAFF). (Entered: 09/30/2003)
09/29/2003	<u>2</u>	ADR SCHEDULING ORDER: Case Management Statement due by 1/22/2004. Case Management Conference set for 1/29/2004 at 10:00 AM.. Signed by Judge Maria-Elena James on 9/29/03. (Attachments: # <u>1</u> Standing Order # (2) Consent/Decline Form)(ga, COURT STAFF) (Entered: 09/30/2003)
09/29/2003		CASE DESIGNATED for Electronic Filing. (ga, COURT STAFF) (Entered: 09/30/2003)
10/23/2003	3	NOTICE of Change of Address by Equal Employment Opportunity Commission. (ga, COURT STAFF) (Entered: 10/24/2003)
12/02/2003	4	AMENDED COMPLAINT against Stephens Institute dba Academy of Art College. Filed by Equal Employment Opportunity Commission. (ga, COURT STAFF) (Filed on 12/2/2003) (Entered: 12/03/2003)
12/02/2003		Summons Issued as to Stephens Institute. (ga, COURT STAFF) (Filed on 12/2/2003) (Entered: 12/03/2003)
12/18/2003	<u>5</u>	AMENDED COMPLAINT against Stephens Institute. Filed by Equal Employment Opportunity Commission. (Hill, Sanya) (Filed on 12/18/2003) (Entered: 12/18/2003)
12/23/2003	<u>6</u>	MOTION to Dismiss <i>AND/OR FOR MORE DEFINITE STATEMENT</i> filed by Stephens Institute. Motion Hearing set for 1/29/2004 10:00 AM. (Walt, Jennifer) (Filed on 12/23/2003) (Entered: 12/23/2003)
12/23/2003	<u>7</u>	Proposed Order re <u>6</u> <i>GRANTING DEFENDANT'S MOTION TO DISMISS AND/OR FOR MORE DEFINITE STATEMENT</i> by Stephens Institute. (Walt, Jennifer) (Filed on 12/23/2003) (Entered: 12/23/2003)
12/23/2003	<u>8</u>	Declination to Proceed Before a U.S. Magistrate Judge by Stephens Institute <i>REQUEST FOR REASSIGNMENT</i> . (Walt, Jennifer) (Filed on 12/23/2003) (Entered: 12/23/2003)
12/31/2003	<u>9</u>	CLERK'S NOTICE of Impending Reassignment to U.S. District Judge (bjt, COURT STAFF) (Filed on 12/31/2003) (Entered: 12/31/2003)
01/06/2004	<u>10</u>	CERTIFICATE OF SERVICE by Equal Employment Opportunity Commission ( <i>Proof of Service</i> ) (Hill, Sanya) (Filed on 1/6/2004) (Entered: 01/06/2004)

01/07/2004	<u>11</u>	STIPULATION <i>Re: New Case Schedule Dates; Order Thereon</i> by Equal Employment Opportunity Commission. (Hill, Sanya) (Filed on 1/7/2004) (Entered: 01/07/2004)
01/07/2004	<u>12</u>	Memorandum in Opposition to <i>Defendant's Motion for Dismissal for Failure to State a Claim and/or Motion for a More Definite Statement</i> filed by Equal Employment Opportunity Commission. (Hill, Sanya) (Filed on 1/7/2004) (Entered: 01/07/2004)
01/07/2004	<u>13</u>	Declaration of Sanya P. Hill Maxion in Support of <u>12</u> <i>Plaintiff EEOC's Opposition to Defendant's Motion for Dismissal for Failure to State a Claim and/or Motion for a More Definite Statement</i> filed by Equal Employment Opportunity Commission. (Attachments: # <u>1</u> Exhibit Exhibit A – EEOC's Charge of Discrimination# <u>2</u> Exhibit Exhibit B – Walt's Letter July 19, 2002# <u>3</u> Exhibit Exhibit C – EEOC's Letter of Determination)(Related document(s) <u>12</u> ) (Hill, Sanya) (Filed on 1/7/2004) (Entered: 01/07/2004)
01/15/2004	<u>14</u>	Reply Memorandum of <i>Points and Authorities in Support of Motion to Dismiss and/or for More Definite Statement (F.R.C.P. 12(b)(6), 12(e))</i> filed by Stephens Institute. (Walt, Jennifer) (Filed on 1/15/2004) (Entered: 01/15/2004)
01/20/2004	<u>15</u>	ORDER REASSIGNING CASE. Case reassigned to Judge Phyllis J. Hamilton for all further proceedings. Judge Maria–Elena James no longer assigned to case. Signed by Executive Committee on 1/20/04. (as, ) (Filed on 1/20/2004) (Entered: 01/20/2004)
01/21/2004	<u>16</u>	MOTION to Dismiss ; <i>Defendant's Re–Notice of Motion to Dismiss and Memorandum of Points and Authorities in Support of Motion to Dismiss and/or for More Definite Statement (F.R.C.P. 12(b)(6), 12(e))</i> filed by Stephens Institute. Motion Hearing set for 2/4/2004 09:00 AM. (Walt, Jennifer) (Filed on 1/21/2004) (Entered: 01/21/2004)
01/21/2004	<u>17</u>	Reply Memorandum re <u>16</u> MOTION to Dismiss ; <i>Defendant's Re–Notice of Motion to Dismiss and Memorandum of Points and Authorities in Support of Motion to Dismiss and/or for More Definite Statement (F.R.C.P. 12(b)(6), 12(e)) of Points and Authorities</i> filed by Stephens Institute. (Walt, Jennifer) (Filed on 1/21/2004) (Entered: 01/21/2004)
01/23/2004	<u>18</u>	MOTION to Dismiss ; <i>Defendant's Re–Notice of Motion, Motion and Memorandum of Points and Authorities in Support of Motion to Dismiss and/or for More Definite Statement (F.R.C.P. 12(b)(6), 12(e))</i> filed by Stephens Institute. Motion Hearing set for 2/11/2004 09:00 AM. (Walt, Jennifer) (Filed on 1/23/2004) (Entered: 01/23/2004)
01/23/2004	<u>19</u>	Reply Memorandum of <i>Points and Authorities in Support of Renoticed Motion to Dismiss and/or for More Definite Statement (F.R.C.P. 12(b)(6), 12(e))</i> filed by Stephens Institute. (Walt, Jennifer) (Filed on 1/23/2004) (Entered: 01/23/2004)
01/26/2004	<u>20</u>	ORDER SETTING CASE MANAGEMENT CONFERENCE: the case having been reassigned to the Honorable Phyllis J. Hamilton a Case Management Conference will be held on 2/19/04 at 2:30 P.M. A Joint Case Management Conference Statement shall be filed by 2/12/04. Signed by Judge Phyllis J. Hamilton on 1/26/04. (lm, COURT STAFF) (Filed on 1/26/2004) (Entered: 01/26/2004)
01/26/2004		Set/Reset Hearings: Initial Case Management Conference set for 2/19/2004 02:30 PM. (lm, COURT STAFF) (Filed on 1/26/2004) (Entered: 01/26/2004)
01/29/2004	<u>21</u>	ORDER by Judge Hamilton granting <u>6</u> <u>16</u> <u>18</u> Motion to Dismiss. Amended complaint due 3/5/2004. (pjhlc1, ) (Filed on 1/29/2004) (Entered: 01/29/2004)
02/06/2004	<u>22</u>	NOTICE by Equal Employment Opportunity Commission ( <i>LETTER</i> ) <i>Confirming the Rescheduling of Case Management Conference to 4/22/04</i> (Hill, Sanya) (Filed on 2/6/2004) (Entered: 02/06/2004)
03/05/2004	<u>23</u>	AMENDED COMPLAINT ( <i>Second</i> ) against Academy of Art College, Stephens Institute. Filed by Equal Employment Opportunity Commission. (Hill, Sanya) (Filed on 3/5/2004) (Entered: 03/05/2004)
03/05/2004		Summons Issued as to Stephens Institute. (fb, Court Staff) (Filed on 3/5/2004) (Entered: 03/08/2004)
03/29/2004	<u>24</u>	ANSWER to Amended Complaint ( <i>Second</i> ) by Stephens Institute. (Walt, Jennifer) (Filed on 3/29/2004) (Entered: 03/29/2004)

04/15/2004	<u>25</u>	JOINT CASE MANAGEMENT STATEMENT filed by Equal Employment Opportunity Commission. (Hill, Sanya) (Filed on 4/15/2004) (Entered: 04/15/2004)
04/16/2004	<u>26</u>	JOINT CASE MANAGEMENT STATEMENT ( <i>Amended</i> ) filed by Equal Employment Opportunity Commission. (Hill, Sanya) (Filed on 4/16/2004) (Entered: 04/16/2004)
04/23/2004	<u>27</u>	Minute Entry: Case Management Conference held on 4/22/2004 before Phyllis J. Hamilton. Case Management Conference—HELD. Discovery Limitations: Interrogatories – 25 per claimant, Depositions – 20 per side, and Admission Requests – 25 per claimant. The parties agreed to be referred to ENE Program, which will be completed in 90 days. Case referred to ADR for ENE to be completed in 90 days.PRETRIAL SCHEDULE:Discovery Cutoff: 5/11/05Expert Disclosure: 4/27/05Expert Discovery Cutoff: 6/10/05Motions heard by: 7/6/05Pretrial Conference: 10/6/05 at 2:30 P.M.Jury Trial: 10/31/05 at 8:30 A.M. (20 days)Order to be prepared by the Court(Court Reporter: Not Reported)(lm, COURT STAFF) (Date Filed: 4/23/2004) (Entered: 04/23/2004)
04/23/2004	<u>28</u>	CASE MANAGEMENT & PRETRIAL ORDER: Signed by Judge Phyllis J. Hamilton on 4/23/04. (lm, COURT STAFF) (Filed on 4/23/2004) (Entered: 04/23/2004)
04/26/2004		Set/Reset Hearings: Jury Trial set for 10/31/2005 08:30 AM. Pretrial Conference set for 10/6/2005 02:30 PM. (lm, COURT STAFF) (Filed on 4/26/2004) (Entered: 04/26/2004)
04/28/2004	<u>29</u>	NOTICE by Stephens Institute of Correction <i>Re: Length of Jury Trial</i> (Hutchins, Kristin) (Filed on 4/28/2004) (Entered: 04/28/2004)
05/04/2004	<u>30</u>	LETTER dated 5/4/04 to Clerk from Jennifer J. Walt of Littler Mendelson re Request for Clarification of Trial Schedule by Stephens Institute (Walt, Jennifer) (Filed on 5/4/2004) Modified on 5/5/2004 (fb, Court Staff). (Entered: 05/04/2004)
05/07/2004	<u>31</u>	Letter & ORDER: (Trial Length) Changed to 20 days. Signed by Judge Phyllis J. Hamilton on 5/6/04. (lm, COURT STAFF) (Filed on 5/7/2004) (Entered: 05/07/2004)
05/12/2004	<u>32</u>	ADR Clerk's Notice Appointing Lynne C. Hermle as ENE Evaluator dated 5/12/2004. (af, COURT STAFF) (Filed on 5/12/2004) (Entered: 05/12/2004)
05/14/2004		Pre ENE phone conference—Evaluator hopes to conduct call before 5/25/2004. (af, COURT STAFF) (Filed on 5/14/2004) (Entered: 05/14/2004)
05/18/2004	<u>33</u>	OBJECTIONS to Appointment of ENE Evaluator, Lynne C. Hermle re <u>32</u> by Sanya Hill Maxion attorney for Equal Employment Opportunity Commission (cc: Lynne C. Hermle, Jennifer J. Walt). ADR Unit to appoint another Evaluator as soon as possible. (af, COURT STAFF) (Filed on 5/18/2004) (Entered: 05/18/2004)
05/18/2004	<u>34</u>	ADR Clerk's Notice of Removal of Evaluator, Lynne C. Hermle, dated 5/18/2004. ADR Unit will appoint another Evaluator as soon as possible. (af, COURT STAFF) (Filed on 5/18/2004) (Entered: 05/18/2004)
05/18/2004	<u>35</u>	OBJECTIONS to ENE Evaluator ( <i>Objection Letter re: ENE Evaluator</i> ) by Equal Employment Opportunity Commission. (Hill, Sanya) (Filed on 5/18/2004) (Entered: 05/18/2004)
06/08/2004	<u>36</u>	OBJECTIONS to ENE Evaluator ( <i>Objection Letter re: ENE Evaluator</i> ) by Equal Employment Opportunity Commission. (Hill, Sanya) (Filed on 6/8/2004) (Entered: 06/08/2004)
06/23/2004	<u>37</u>	ADR Clerk's Notice Appointing Judith Droz Keyes as ENE Evaluator dated 6/23/2004. (af, COURT STAFF) (Filed on 6/23/2004) (Entered: 06/23/2004)
07/12/2004	<u>38</u>	Letter to parties dated 7/9/2004 from Judith Droz Keyes, confirming her appointment, stating disclosure, and availability for the pre-session telephone conference. (af, COURT STAFF) (Filed on 7/12/2004) (Entered: 07/12/2004)
07/20/2004		Pre ENE phone conference scheduled on Thursday, July 22, 2004 at 11:00 AM. (af, COURT STAFF) (Filed on 7/20/2004) (Entered: 07/23/2004)

08/02/2004	<u>39</u>	***FILED IN ERROR. PLEASE SEE DOCKET #40*** ADR Clerk's Notice scheduling mediation session on Wednesday, August 25, 2004, in the offices of Morrison & Foerster, 425 Market St., San Francisco. Start time to be determined by Mediator. Mediation statements due by August 16, 2004. (af, COURT STAFF) (Filed on 8/2/2004) Modified on 8/13/2004 (af, COURT STAFF). (Entered: 08/02/2004)
08/02/2004		Set/Reset Hearings: ENE Hearing set for 8/25/2004. (af, COURT STAFF) (Filed on 8/2/2004) Modified on 8/13/2004 (af, COURT STAFF). (Entered: 08/02/2004)
08/02/2004		Set/Reset Hearings: ENE Hearing set for 8/25/2004 09:00 AM. (af, COURT STAFF) (Filed on 8/2/2004) (Entered: 09/07/2004)
08/13/2004	<u>40</u>	CORRECTION OF DOCKET # <u>39</u> .ADR Clerk's Notice setting ENE SESSION for Wednesday, August 25, 2004 at the law offices of Morrison and Foerster, 425 Market Street, San Francisco, CA. ENE statements exchanged and received by Evaluator not later than Monday, August 16, 2004. (af, COURT STAFF) (Filed on 8/13/2004) (Entered: 08/13/2004)
08/17/2004	<u>41</u>	NOTICE of Appearance by Marcia L. Mitchell (Mitchell, Marcia) (Filed on 8/17/2004) (Entered: 08/17/2004)
08/18/2004		Pre ENE phone conference---Evaluator would like to conduct a 15-minute telephone conference call on Thursday, August 19, 2004. Evaluator's office will call parties to arrange this call. (af, COURT STAFF) (Filed on 8/18/2004) (Entered: 08/18/2004)
09/07/2004	<u>42</u>	CERTIFICATION OF ENE Session held on 8/25/2004, case did not settle, another session scheduled for a date to be set in late September 2004. ADR process continuing. Filed by Evaluator, Judith Droz Keyes, dated 9/2/2004. (af, COURT STAFF) (Filed on 9/7/2004) (Entered: 09/07/2004)
09/20/2004	<u>43</u>	Letter to parties dated 9/17/2004 from Evaluator, Judith Droz Keyes,. (af, COURT STAFF) (Filed on 9/20/2004) (Entered: 09/20/2004)
09/20/2004		Set/Reset Hearings: Further ENE Hearing set for 9/28/2004 09:30 AM. (af, COURT STAFF) (Filed on 9/20/2004) (Entered: 09/20/2004)
10/04/2004	<u>44</u>	CERTIFICATION OF ENE Session (further) held on 9/28/2004, case fully settled, ADR process completed. Filed by Evaluator, Judith Droz Keyes, dated 9/29/2004. (af, COURT STAFF) (Filed on 10/4/2004) (Entered: 10/04/2004)
10/06/2004	<u>45</u>	Letter from Sanya Hill Maxion, Sr. Trial Attorney. (Hill, Sanya) (Filed on 10/6/2004) (Entered: 10/06/2004)
02/09/2005	<u>46</u>	Letter from Kristin E. Hutchins. (Hutchins, Kristin) (Filed on 2/9/2005) (Entered: 02/09/2005)
02/14/2005	<u>47</u>	NOTICE by Stephens Institute <i>Consent Decree</i> (Hutchins, Kristin) (Filed on 2/14/2005) (Entered: 02/14/2005)
02/22/2005	<u>48</u>	CONSENT DECREE and ORDER: Signed by Judge Phyllis J. Hamilton on 2/22/05. (lm, COURT STAFF) (Filed on 2/22/2005) (Entered: 02/22/2005)