

**BILL HENCE, JR. (SBN - 194033)**  
**HENCE & ASSOCIATES**  
 3255 WILSHIRE BLVD., SUITE 1520  
 LOS ANGELES, CALIFORNIA 90010-1414

Telephone: (213) 388-8892

Fax: (213) 384-2083

Priority

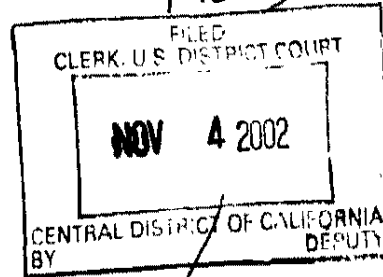
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Attorney for Plaintiff in Intervention JS-2/JS-3



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 CENTRAL DISTRICT OF CALIFORNIA  
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**UNITED STATES DISTRICT COURT**  
**CENTRAL DISTRICT OF CALIFORNIA**

**U.S. EQUAL EMPLOYMENT  
 OPPORTUNITY COMMISSION,**

Plaintiff,

-vs.-

**CHEAP TICKETS, INC., d.b.a. CHEAP  
 TICKETS, CENDANT CORPORATION,  
 d.b.a. CENDANT,**

Defendants.

**LATASHA R. SCOTT,**

Plaintiff in Intervention,

-vs.-

**CHEAP TICKETS, INC., d.b.a. CHEAP  
 TICKETS, CENDANT CORPORATION,  
 d.b.a. CENDANT,**

Defendants.

**CASE NO.: 02-7117WJR-VBKx**

**COMPLAINT IN INTERVENTION**

**CIVIL RIGHTS SEXUAL**

**HARASSMENT; SEX-BASED**

**HARASSMENT; SEXUAL**

**DISCRIMINATION; RETALIATION 42**

**USC. 2000e et seq. Violation of**

**Government Code Sections 12940, et seq.**

**Date : October 28, 2002**

**Time : 8:30 10:00 A.M.**

**Place : Courtroom 10**

**Assigned Judge:**

**The Honorable William J. Rea**

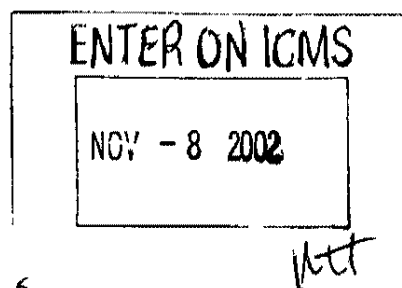
**Courtroom/Dept.: 10**

**Assigned Magistrate: Magistrate Victor B.  
 Kenton**

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14

1 TO THE ABOVE-ENTITLED COURT AND TO THE PARTIES AND THEIR  
2 ATTORNEYS OF RECORD HEREIN:

3  
4 **NATURE OF THE ACTION**

5  
6 Plaintiff In Intervention Latasha R. Scott pursuant to 42 USCA section  
7 2000e-5(f) (1) intervenes in this sexual harassment, sex-based harassment, and  
8 retaliation action brought by the United States Equal Employment Opportunity  
9 Commission (hereinafter, the "Commission") under Title VII of the Civil Rights  
10 Act of 1964, as amended See Exhibit 1, against Defendants CHEAP TICKETS,  
11 INC., d.b.a. CHEAP TICKETS, CENDANT CORPORATION, d.b.a. CENDANT,  
12 [hereafter: Defendant Employers], to correct unlawful employment practices on  
13 the basis of sex and to provide appropriate relief to the Charging Party, Latasha  
14 R. Scott, and a class of similarly situated employees who were adversely  
15 affected by such practices including Plaintiff herein.

16  
17 **JURISDICTION AND VENUE**

- 18  
19 1. Jurisdiction of this Court is invoked pursuant to 28 USC sections  
20 451, 1331, 1337, 1343, 1345 and 1367.  
21 2. The employment practices alleged herein to be unlawful were  
22 committed within the jurisdiction of the United States District Court  
23 for the Central District.

24  
25 **PARTIES**

- 26  
27 3. At all relevant times, Plaintiff Latasha R. Scott worked for the  
28 Defendant Employers in the State of California, County of Los

1 Angeles in the City of Los Angeles and is an aggrieved party  
2 authorized to intervene under 42 USC, §§2000e-5(f) (1).

3 4. At all relevant times, CHEAP TICKETS, INC., d.b.a. CHEAP TICKETS,  
4 CENDANT CORPORATION, d.b.a. CENDANT (Defendant  
5 Employers) have continuously been and are now doing business in  
6 the State of California and the City of Los Angeles; with at least one  
7 thousand, one hundred (1, 100) employees.

8 5. All of the acts and failures to act alleged herein were duly performed  
9 by and attributable to Defendant Employers, each acting as a  
10 successor, agent, employee or under the direction and control of the  
11 others, except as specifically alleged otherwise. Said acts and  
12 failures to act were within the scope of such agency and/or  
13 employment, and each Defendant Employers participated in,  
14 approved and/or ratified the unlawful acts and omissions by other  
15 Defendant Employers complained of herein. Whenever and  
16 wherever reference to any act in this Complaint to any act by a  
17 Defendant Employer or Defendant Employers, such allegations and  
18 reference shall also be deemed to mean the acts and failures to act  
19 of each Defendant Employers acting individually, jointly and/or  
20 severally.

21 6. At all relevant times, Defendant Employers have continuously been  
22 an employer engaged in an industry affecting commerce within the  
23 meaning of §§701(b), (g) and (h) of Title VII, 42 USC, §§2000-e1(b),  
24 (g) and (h) and §§11(b), (g) and (h).

25  
26 **EXHAUSTION OF ADMINISTRATIVE REMEDIES**

27  
28 7. Prior to institution of this lawsuit, Plaintiff, Latasha R. Scott, timely

1 filed an administrative claim with the California Department of Fair  
2 Employment and Housing (herein after, ("DFEH")) and with the  
3 Commission. The DFEH issued Plaintiff's right to sue letters and  
4 the Commission thereafter assumed jurisdiction, duly conducted its  
5 investigation, and being unable to eliminate the unlawful  
6 employment practices alleged below through informal methods of  
7 conciliation and persuasion instituted this lawsuit against Defendant  
8 Employers on September 12, 2002. Plaintiff's federal and pendent  
9 state claims alleged herein are now ripe for decision in this court.  
10 See EEOC v. Farmers Bros. Co., 31 F.3d 891, 903 (9<sup>th</sup> Cir.1994).

### 11 12 **STATEMENT OF FEDERAL CLAIMS**

- 13
- 14 8. Defendant Employers have engaged in unlawful employment  
15 practices at its facility in Los Angeles, California, in violation of  
16 §§706(f) (1) and (3) of Title VII, 42 USC, §§-5(f) (1) and in violation  
17 of the California Fair Employment and Housing Act, California  
18 Government Code §§12900-12996 ("FEHA"). The unlawful sexual  
19 harassment and sex-based harassment in the form of verbal, visual  
20 and physical harassment directed at Plaintiff Latasha R. Scott  
21 impacted the terms and conditions of her employment and created  
22 a hostile working environment at Defendant Employers. These  
23 practices also include retaliation against plaintiff for having  
24 complained about the harassment, including the termination of  
25 Plaintiff Latasha R. Scott.
- 26 9. The impact of the aforementioned conduct was to deprive Latasha  
27 R. Scott of equal employment opportunities and to otherwise  
28 adversely impact her employment status because of her sex and

also in retaliation for engaging in a protected activity.

10. The unlawful employment practices complained of above were and are willful within the meaning of §§706(f) (1) and (3) of TITLE VII, 42 USC, §§2000e-5(f) (1) and (3).
11. The unlawful employment practices complained of above were intentional and caused Latasha R. Scott to suffer emotional distress.
12. Defendant Employers have acted with malice or reckless indifference to the federally protected rights of Latasha R. Scott by subjecting her to harassment consisting of sexually charged conduct, derogatory statements, lewd pictures, obscene cartoons depicting sexual activity, obscene and vulgar gestures and unwelcome physical touching. Plaintiff was also subject to retaliation for engaging in a protected activity resulting in an adverse employment action.
13. As a further direct and proximate result of the oppressive, intimidating, and unlawful conduct of Defendant Employers, Plaintiff has been forced to retain an attorney and therefore requests reasonable attorneys' fees and costs.

### **STATEMENT OF STATE CLAIMS**

14. This court has supplemental jurisdiction over Plaintiff's state claims pursuant to 28 USC section 1367(a).
15. Defendant Employers have engaged in unlawful employment practices at its facility in Los Angeles, California, in violation of the California Fair Employment and Housing Act, California Government Code §§12900–12996 ("FEHA"): See: Exhibit 2. The unlawful sexual harassment, sex discrimination and sex-based

1 harassment in the form of verbal, visual and physical harassment  
2 directed at Plaintiff Latasha R. Scott impacted the terms conditions  
3 of her employment and created a hostile workings environment at  
4 Defendant Employers. Plaintiff was also subjected to retaliation for  
5 engaging in a protected activity.

6 16. In the course of Plaintiff's employment, Defendant Employers,  
7 acting by and through its employees, supervisors and/or agents,  
8 engaged in a continuing and ongoing pattern and practice of  
9 unlawful sexual harassment, sex discrimination and retaliation by  
10 routinely subjecting Plaintiff to sexually demeaning and explicit  
11 comments, gestures and other unlawful conduct. Such actions,  
12 which were offensive, unwelcome, and created a hostile and  
13 intimidating work environment included, without limitation, the  
14 following: sexually charged conduct, derogatory statement, lewd  
15 pictures, obscene cartoons depicting sexual activity, obscene and  
16 vulgar gestures and unwelcome physical touching, all in violation of  
17 Government Code §§12940, et seq. Plaintiff was also subject to  
18 retaliation for engaging in a protected activity resulting in an adverse  
19 employment action.

20 17. Plaintiff is informed and believes and thereon alleges that  
21 Defendant Employers, and each of them, did not conduct adequate  
22 investigations into Plaintiff's complaints or take appropriate  
23 corrective action to correct the hostile work environment and to  
24 ensure that Plaintiff would not be subjected to further harassment or  
25 retaliatory treatment. The harassment was sufficiently pervasive  
26 and severe as to alter the conditions of Plaintiff's employment and  
27 to create a hostile, intimidating and/or abusive work environment.

28 18. As a direct, foreseeable, and proximate result of Defendant



Employers' discriminatory acts, Plaintiff has suffered and continues to suffer substantial losses in earnings and job benefits, and has suffered humiliation, anxiety, embarrassment, mental and emotional distress, and discomfort, all to their damage in an amount in excess of the minimum jurisdiction of this Court, the precise amount of which will be proven at trial.

19. Defendant Employers committed the acts herein alleged maliciously, fraudulently, oppressively, with the wrongful intention of injuring Plaintiff, and acted with an improper and evil motive amounting to malice, and in conscious disregard of Plaintiff's rights. Because the acts taken towards Plaintiff were carried out by employees in positions of authority, acting in a despicable, deliberate, cold, callous, and intentional manner in order to injure and damage Plaintiff, and each of them, Plaintiff is entitled to recover punitive damages in a sum to be proved at trial.
20. As a further direct and proximate result of the oppressive, intimidating, and unlawful conduct of Defendant Employers, Plaintiff has been forced to retain an attorney and therefore request reasonable attorneys' fees and costs.

### **PRAYER FOR RELIEF**

WHEREFORE, Plaintiff prays that judgment be entered in her favor, as follows, as to Plaintiff's state and federal claims:

- A. A permanent injunction enjoining Defendant Employers, its officers, successors, assigns and all persons in active concert or participation with them, from engaging in any employment practices that discrimination on the basis of sex or from engaging in unlawful

1 retaliation;

2 B. For back pay, front pay and benefits in an amount to be determined  
3 at trial including prejudgment interest;

4 C. For compensatory, special and general damages in an amount to  
5 be determined at trial;

6 D. For punitive damages in an amount to be determined at trial;

7 E. For attorneys fees and costs of suit;

8  
9 Dated: October 4, 2002

Respectfully submitted,

10 HENCE & ASSOCIATES

11 By: Bill Hence, Jr.  
12 BILL HENCE, JR.  
13 Attorney for Plaintiff, In Intervention  
14 Latasha R. Scott  
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COPY

ANNA Y. PARK, SBN 164242  
SUE J. NOH, SBN 192134  
GREGORY L. McCLINTON, SBN 153553  
U.S. EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION  
255 E. Temple Street, 4th Floor  
Los Angeles, CA 90012  
Telephone: (213) 894-1082  
Facsimile: (213) 894-1301

Attorneys for Plaintiff  
UNITED STATES EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION

UNITED STATES DISTRICT COURT  
CENTRAL DISTRICT OF CALIFORNIA

U.S. EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION,

Plaintiff,

v.

CHEAP TICKETS, INC., d/b/a  
CHEAP TICKETS, CENDANT  
CORPORATION, d/b/a CENDANT  
AND DOES 1-10 Inclusive,

Defendants.

CASE NO.:

COMPLAINT- CIVIL RIGHTS  
EMPLOYMENT  
DISCRIMINATION  
(42 U.S.C. §§ 2000e, *et seq.*)

JURY TRIAL DEMAND

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CENTRAL DIST. OF CALIF.

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NATURE OF THE ACTION

This is an action under Title VII of the Civil Rights Act of 1964, as amended, and Title I of the Civil Rights Act of 1991 to correct unlawful employment practices. Plaintiff United States Equal Employment Opportunity Commission ("Commission") alleges that Defendants Cheap Tickets, Inc., Cendant Corporation, and Doe Defendants 1-10 ("Defendants") subjected Charging Party Latasha Scott ("Ms. Scott") and a class of other similarly situated female employees to sexual harassment ("class members"). The Commission further alleges that Defendant retaliated against Ms. Scott for complaining about the sexual harassment.

JURISDICTION AND VENUE

1  
2 1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 451,  
3 1331, 1337, 1343 and 1345.

4 2. This action is authorized and instituted pursuant to Section 706(f)(1)  
5 and (3) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §  
6 2000e-5(f)(1) and (3) ("Title VII") and Section 102 of the Civil Rights Act of  
7 1991, 42 U.S.C. § 1981a.

8 3. The employment practices alleged to be unlawful were and are now  
9 being committed within the jurisdiction of the United States District Court for the  
10 Central District of California.

PARTIES

11  
12 4. Plaintiff, United States Equal Employment Opportunity Commission,  
13 is the federal agency charged with the administration, interpretation and  
14 enforcement of Title VII, and is expressly authorized to bring this action by  
15 Section 706(f)(1) and (3) of Title VII, 42 U.S.C. § 2000e-5(f)(1) and (3).

16 5. At all relevant times, Defendants Cheap Tickets, Inc. and Cendant  
17 Corporation have continuously been doing business in the State of California, and  
18 in Los Angeles County. At all relevant times, Defendants have continuously  
19 employed fifteen (15) or more persons.

20 6. At all relevant times, Defendants have continuously been employers  
21 engaged in an industry affecting commerce within the meaning of Sections 701(b),  
22 (g) and (h) of Title VII, 42 U.S.C. §§ 2000e(b), (g) and (h).

23 7. Plaintiff is ignorant of the true names and capacities of Defendants  
24 sued as DOES through 10, inclusive, herein and therefore Plaintiff sues said  
25 Defendants by such fictitious names. Plaintiff reserves the right to amend the  
26 complaint to name the DOE defendants individually or corporately as they become  
27 known. Plaintiff alleges that each of the Defendants named as DOES was in some  
28 manner responsible for the acts and omissions alleged herein and Plaintiff will

1 amend the complaint to allege such responsibility when same shall have been  
2 ascertained by Plaintiff.

3 8. All of the acts and failures to act alleged herein were duly performed  
4 by and attributable to all Defendants, each acting as a successor, agent, employee  
5 or under the direction and control of the others, except as otherwise specifically  
6 alleged. Said acts and failures to act were within the scope of such agency and/or  
7 employment, and each Defendant participated in, approved and/or ratified the  
8 unlawful acts and omissions by other Defendants complained of herein.

9 Whenever and where ever reference is made in this Complaint to any act by a  
10 Defendant or Defendants, such allegations and reference shall also be deemed to  
11 mean the acts and failures to act of each Defendant acting individually, jointly,  
12 and/or severally.

#### 13 STATEMENT OF CLAIMS

14 9. More than thirty days prior to the institution of this lawsuit Ms. Scott  
15 filed a charge with the Commission alleging violations of Title VII by Defendants.  
16 The Commission investigated and issued a Letter of Determination finding that  
17 Ms. Scott and a class of similarly situated females were subjected to unlawful  
18 sexual harassment and that Ms. Scott was subjected to retaliation for complaining  
19 about sexual harassment in violation of Title VII. All conditions precedent to the  
20 institution of this lawsuit have been fulfilled.

21 10. Since in or about 2000, Defendants have engaged in unlawful  
22 employment practices at its Los Angeles, California location, in violation of  
23 Section 703(a) of Title VII, by subjecting Ms. Scott and other similarly situated  
24 female employees to sexual harassment by their supervisors. The sexual  
25 harassment Ms. Scott and the other female employees were subjected to, included  
26 propositions for sexual favors, unwelcome physical touching, and sexually  
27 charged and/or sexually derogatory comments and speech.

28 11. When Ms. Scott and/or other female employees rebuked and/or

1 complained about the sexual harassment by supervisors, Defendants terminated  
2 them, resulting in a tangible employment action. Defendants also failed to take  
3 immediate and effective corrective action to prevent the harassment despite the  
4 obvious nature of the harassment.

5 12. The effect of the practice(s) complained of in paragraphs 10 and 11  
6 above has been to deprive Ms. Scott and other similarly situated female employees  
7 of equal employment opportunities and otherwise adversely affect their status as  
8 employees, because of their sex and because Ms. Scott complained about sexual  
9 harassment.

10 13. Since in or about 2000, Defendants have engaged in unlawful  
11 employment practices at its Los Angeles, California location, in violation of  
12 Section 704(a) of Title VII, 42 U.S.C. § 2000e-3(a) by subjecting Ms. Scott to  
13 retaliation for complaining about sexual harassment. The retaliation against Ms.  
14 Scott included unwarranted discipline and/or reprimands and termination.

15 14. The effect of the practices complained of above in paragraph 13 has  
16 been to deprive Ms. Scott of equal employment opportunities and to otherwise  
17 adversely affect her employment status because she engaged in activity protected  
18 under Title VII.

19 15. The unlawful employment practices complained of in paragraphs 10  
20 through 14 above were intentional.

21 16. The unlawful employment practices complained of in paragraphs 10  
22 through 14 above were done with malice or with reckless indifference to the  
23 federally protected rights of Ms. Scott and other similarly situated female  
24 employees.

25 17. As a direct and proximate result of the aforesaid acts of Defendants,  
26 Ms. Scott and other similarly situated female employees have each suffered  
27 emotional pain, suffering, inconvenience, loss of enjoyment of life, humiliation  
28 and damages, according to proof.

1 18. As a direct and proximate result of the aforesaid acts of Defendants,  
2 Ms. Scott and other similarly situated female employees suffered a loss of earnings  
3 in an amount according to proof.

4 PRAYER FOR RELIEF

5 Wherefore, the Commission respectfully requests that this Court:

6 A. Grant a permanent injunction enjoining Defendants, its officers,  
7 successors, assigns, agents, and all persons in active concert or participation with  
8 it Defendants, from engaging in any employment practice which discriminates on  
9 the basis of sex;

10 B. Grant a permanent injunction enjoining Defendants, its officers,  
11 successors, assigns, agents, and all persons in active concert or participation with  
12 it Defendants, from retaliating against any employee who engages in any protected  
13 activity under Title VII;

14 C. Order Defendants to institute and carry out policies, practices, and  
15 programs which provide equal employment opportunities for women, and which  
16 eradicate the effects of its past and present unlawful employment practices;

17 D. Order Defendants to make whole Ms. Scott and other similarly  
18 situated female employees, by providing appropriate backpay with prejudgment  
19 interest, and front pay in amounts to be determined at trial, and other affirmative  
20 relief necessary to eradicate the effects of its unlawful employment practices;

21 E. Order Defendant Employers to make whole Ms. Scott and other  
22 similarly situated female employees by providing compensation for past and future  
23 non-pecuniary losses resulting from the unlawful practices complained of in  
24 paragraphs 10 through 14 above, including, but not limited to emotional pain,  
25 suffering, inconvenience, loss of enjoyment of life, and humiliation, in amounts to  
26 be determined at trial.

27 F. Order Defendant Employers to pay Ms. Scott and other similarly  
28 situated female employees punitive damages for its malicious and reckless conduct

described in paragraphs 10 through 14 above, in amounts to be determined at trial.

G. Grant such further relief as the Court deems necessary and proper in the public interest.

H. Award the Commission its costs of this action.

JURY TRIAL DEMAND

The Commission requests a jury trial on all questions of fact raised by its complaint.

Dated: September 12, 2002

Respectfully Submitted,

NICHOLAS INZEO,  
Acting General Counsel

GWENDOLYN REAMS  
Associate General Counsel

U.S. EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION  
1801 "L" Street, N.W.  
Washington, D.C. 20507

BY: Anna Y. Park  
ANNA Y. PARK  
Regional Attorney

SUE J. NOH  
Trial Attorney

GREGORY L. McCLINTON  
Trial Attorney

U.S. EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION  
255 E. Temple Street, 4th Floor  
Los Angeles, CA 90012



COPY

1 ANNA Y. PARK, SBN 164242  
SUE J. NOH, SBN 192134  
2 GREGORY L. McCLINTON, SBN 153553  
U.S. EQUAL EMPLOYMENT  
3 OPPORTUNITY COMMISSION  
255 E. Temple Street, 4th Floor  
4 Los Angeles, CA 90012  
Telephone: (213) 894-1082  
5 Facsimile: (213) 894-1301

6 Attorneys for Plaintiff  
UNITED STATES EQUAL EMPLOYMENT  
7 OPPORTUNITY COMMISSION

8 UNITED STATES DISTRICT COURT  
9 CENTRAL DISTRICT OF CALIFORNIA

10 U.S. EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION,

11  
12 Plaintiff,

13 v.

14 CHEAP TICKETS, INC., d/b/a  
15 CHEAP TICKETS, CENDANT  
16 CORPORATION, d/b/a CENDANT  
AND DOES 1-10 Inclusive,

17 Defendants.  
18

CASE NO.: 02-7117

PLAINTIFF EEOC'S  
CERTIFICATION AS TO  
INTERESTED PARTIES  
PURSUANT TO LOCAL  
RULE 83-1.5

SEP 12 10 18 AM '02  
CLERK U.S. DISTRICT COURT  
CENTRAL DIST. OF CALIF.

FILED  
WJR/VBKx

19 The undersigned, counsel of record for plaintiff Equal Employment  
20 Opportunity Commission, certifies that the following listed parties have a direct,  
21 pecuniary interest in the outcome of this case. These representations are made to  
22 enable the Court to evaluate possible disqualification or recusal.

23 1. Plaintiff Equal Employment Opportunity Commission, for costs of  
24 suit.

25 2. Charging Party Latasha Scott and a class of similarly situated  
26 employees, for damages.

27 ///

28 ///

3. Defendants CHEAP TICKETS, INC., CENDANT CORPORATION,  
and DOES 1-10 Inclusively, for potential liability for damages, injunctive relief,  
and costs of suit.

Dated: September 12, 2002

Respectfully Submitted,

NICHOLAS INZEO,  
Acting General Counsel

GWENDOLYN REAMS  
Associate General Counsel

U.S. EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION  
1801 "L" Street, N.W.  
Washington, D.C. 20507

BY: Anna Y. Park  
ANNA Y. PARK  
Regional Attorney

SUE J. NOH  
Trial Attorney

GREGORY L. McCLINTON  
Trial Attorney

U.S. EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION  
255 E. Temple Street, 4th Floor  
Los Angeles, CA 90012



**CONFORMED COPY**  
OF ORIGINAL FILED  
Los Angeles Superior Court

JUL 24 2002

John A. Clarke, Executive Officer/Clerk  
By CS Deputy  
**CHARLIE COLEMAN**

**HENCE & ASSOCIATES**  
**BILL HENCE, JR., ESQ. (194033)**  
3255 Wilshire Boulevard, Suite 1520  
Los Angeles, California 90010

Telephone: (213) 388-8892  
Facsimile: (213) 384-2083

Attorney for Plaintiffs

**STATE OF CALIFORNIA, COUNTY OF LOS ANGELES**  
**CENTRAL DISTRICT, UNLIMITED JURISDICTION**

**LATASHA R. SCOTT, CANDII**  
**ANDERSON,**

Plaintiffs,

-vs.-

**CHEAP TICKETS, INC., MARCUS**  
**GUNN, and Does 1 through 100, Inclusive,**

Defendants.

CASE NO.: **BC278286**

**COMPLAINT FOR DAMAGES SEXUAL**  
**HARASSMENT, SEXUAL**  
**DISCRIMINATION, RETALIATORY**  
**EMPLOYMENT DISCRIMINATION;**  
**INFLECTION OF EMOTIONAL**  
**DISTRESS**

PLAINTIFF, LATASHA R. SCOTT, alleges as follows:

**GENERAL ALLEGATIONS BY PLAINTIFF LATASHA SCOTT AGAINST**  
**DEFENDANTS FOR VIOLATION OF EMPLOYMENT RIGHTS**

1. This is an action for damages to redress the deprivation of rights secured to Plaintiff by the California Fair Employment and Housing Act (hereinafter "FEHA"), Government Code § 12940, et seq.
2. Plaintiff seeks to obtain relief against Plaintiff's former employers, the Defendants named herein and its agents and employees for subjecting Plaintiff to sexual discrimination retaliation and harassment. Additionally, Plaintiff seeks compensatory and exemplary damages for sexual harassment, sexual

1 discrimination, retaliatory employment discrimination.

2 3. This action is brought pursuant to the California FEHA, California Government  
3 Code §12940 et seq. . Pursuant to said Act, Plaintiff filed timely charges of  
4 discrimination regarding the acts and practices of Defendants alleged herein.

5 4. The true names and capacities, whether individual, associate, corporate or  
6 otherwise of Defendants Does 1 to 100 inclusive and each of them are  
7 unknown to Plaintiff at this time who, therefore, sues said Defendants by such  
8 fictitious names. Plaintiff will amend this complaint to state their true names  
9 when same have been ascertained. Plaintiff is informed and believes and  
10 thereon alleges, that each of the Defendants designated herein as a Doe is  
11 responsible in some manner for the events and occurrences herein described  
12 and liable to Plaintiff for the damages as herein alleged.

13 5. Plaintiff is informed and believes and thereon alleges, that in connection with  
14 the actions and omissions alleged herein, Defendants, entered into a  
15 partnership, employment, conspiracy, joint venture and/or principal-agent  
16 relationship to carry out all the acts and omissions herein alleged. At all  
17 times material such Defendants have been and continue to be the  
18 employees, agents, co-conspirators, partners, employers, principals and/or  
19 joint venturers, acting within the purpose and scope of and pursuant to their  
20 employment, agency, conspiracy, joint venture and/or partnership and with  
21 the authorization, direction, consent, ratification and adoption of their  
22 employers, agents and/or co-conspirators. At all times herein mentioned,  
23 each defendant was and is, the duly authorized agent and employee of each  
24 of the other Defendants and in doing the things hereinafter mentioned were  
25 acting within the course and scope of that agency and employment.

26 6. Plaintiff is informed and believes and thereon alleges, that each of the  
27 Defendants, named and unnamed, are and at all times relevant hereto, were  
28 the agents, servants and/or employees of each and every other named

1 Defendant and Does 1 to 100 and that each of the individual Defendants  
2 were acting at all times within the scope of his agency and/or employment  
3 and with the knowledge of his principal and/or employer and/or co-defendant.  
4

## 5 PARTIES

- 6
- 7 7. At all times herein, Defendant Cheap Tickets, Inc., and Does 1 to 10 inclusive  
8 was a corporation, duly organized and existing under and by virtue of the laws  
9 of the State of California and doing business in the County of Los Angeles, State  
10 of California, with its principal place of business at 6151 Century Blvd., Los  
11 Angeles, Ca. 90045, and is an employer as defined in Government Code  
12 §12926(c).
- 13 8. Plaintiff Latasha R. Scott at all times herein is and has been a resident of the  
14 county of Los Angeles.
- 15 9. Plaintiff Candii Anderson at all times herein is and has been a resident of the  
16 county of Los Angeles.
- 17 10. Defendant Marcus Gunn at all times herein is and has been a resident of the  
18 county of Los Angeles.  
19

## 20 STATEMENT OF FACTS

- 21
- 22 11. On or about August 2, 2001, the California Department of Fair Employment and  
23 Housing (DFEH) notified Plaintiff of Plaintiff's right to initiate legal proceedings  
24 on said charge of harassment, discrimination and retaliation.
- 25 12. Plaintiff Latasha R. Scott is an African-American female resident of the County  
26 of Los Angeles, California, and has been at all times alleged herein. Plaintiff is  
27 no longer employed by the Defendants. Plaintiff was employed as a telephonic  
28 sales agent from March 2000 until February 2001.

- 1 13. During the course of Plaintiff's employment with Defendants, Marcus Gunn and  
2 Defendant's directors, officers, managing and/or supervisory agents and/or  
3 employees did verbally harass, insult and offend Plaintiff by engaging in  
4 repeated and continuous offensive remarks to Plaintiff with the intention of  
5 harassing Plaintiff on account of her sex and further by way of example and  
6 without limitation Defendant Marcus Gunn and such directors, officers managing  
7 and/or supervising agents and/or employees engaged in the following actions:
- 8 a. Commencing in February of 2000, defendant Murcus Gunn (Gunn) began  
9 a daily pattern and practice of making unwanted offensive and insulting  
10 remarks including, but not limited to, stating to Plaintiff that, "you make me  
11 want you real bad; that "I want to lick your pussy"; "you have nice big old  
12 titties"; "you look sexy in that skirt", I know how to make a woman come  
13 seven times"; let me eat your pussy"; "let me see your nipples."
- 14 b. Commencing in February of 2000, defendant Marcus Gunn began a daily  
15 pattern and practice of engaging in unwanted offensive conduct,  
16 including, but not limited to: parking his crotch against Plaintiff's shoulder;  
17 placing his hand on Plaintiff's thighs; rubbing Plaintiff's thighs with his  
18 hands; placed his hands and fingers on Plaintiff's breasts; placed his  
19 hand on Plaintiff's pelvic area; making contact with Plaintiff's buttocks  
20 and/or (or breasts when walking past Plaintiff.
- 21 c. Plaintiff complained to her supervising officers about Gunn's conduct and  
22 insults but her complaints were ignored and defendant failed to undertake  
23 any reasonable and or adequate investigation of Gunn's conduct.
- 24 d. After Plaintiff complained to her supervising officers about Gunns conduct,  
25 Plaintiff Latasha R. Scott was fired from her job.
- 26 14. At all times herein mentioned, Plaintiff was an excellent employee with an  
27 outstanding record of dedication, loyalty and efficient service and contribution  
28 to Plaintiff's employer's goals.



1 15. Defendants and each of them knew or should have known, actually and/or  
2 constructively, of the harassing actions as described herein above, on the basis  
3 that these actions described above were the actions and/or words of directors  
4 officers, supervisors and/or managers of Defendants.

5 16. Despite Defendants' knowledge, actual and/or constructive, as described herein  
6 above, of the above described sexual harassment, discrimination and retaliation,  
7 Defendants failed and refused and continue to fail and refuse to stop the  
8 harassment and failed and refused and continue to fail and refuse to take all  
9 reasonable steps to prevent such sexual harassment discrimination and  
10 retaliation from occurring.

11  
12 **FIRST CAUSE OF ACTION BY PLAINTIFF SCOTT**  
13 **AGAINST ALL DEFENDANTS**  
14 **(Conditional Sexual Harassment)**  
15

16 17. Defendants and each of them, violated Government Code, §12940 by  
17 conditioning Plaintiff's employment on Plaintiffs tolerating Defendants' sexual  
18 harassment of Plaintiff. Defendants' conduct, as set forth above, was intentional  
19 and malicious and done for the purpose of causing Plaintiff to suffer humiliation,  
20 mental anguish and emotional distress. Defendants' conduct was done with the  
21 knowledge that Plaintiff's emotional and physical distress would as a result  
22 increase and was done with wanton and reckless disregard of the  
23 consequences to Plaintiff.

24 18. As a direct and proximate result of Defendants' conduct, Plaintiff suffered and  
25 continues to suffer severe emotional distress, humiliation, loss of sleep and  
26 mental anguish all to Plaintiff's damage.

27 19. The aforementioned acts of Defendants were willful, wanton, malicious and  
28 oppressive and justify the awarding of exemplary damages according to proof.

20. As a result of Defendants' violation of Government code, §1294 as alleged herein, Plaintiff is entitled to reasonable attorney fees and costs as provided by Government Code Section 12965 (6).

**SECOND CAUSE OF ACTION BY PLAINTIFF SCOTT  
AGAINST ALL DEFENDANTS  
(Work Environment Sexual Harassment)**

21. Defendants violated Government Code §12940 by maintaining a work place where sexual harassment occurred, including harassment by Defendants' officers, supervisors and managers as evidenced by Defendants' conduct and policies as herein above described.

22. As a direct and legal result of Defendants' sexual harassment of Plaintiff, Plaintiff suffered damages as alleged herein in an amount according to proof.

23. Defendants' conduct, as set forth above, was intentional and malicious and done for the purpose of causing Plaintiff so suffer humiliation, mental anguish and emotional distress. Defendants' conduct was done with knowledge that Plaintiff's emotional and physical distress would result and was done with wanton and reckless disregard of the consequences to Plaintiff.

24. As a direct and legal result of Defendants' conduct, Plaintiff suffered and continues to suffer severe emotional distress, humiliation, loss of sleep and mental anguish all to his damage.

25. The aforementioned acts of Defendant's were willful, wanton, malicious and oppressive and justify the awarding of exemplary damages according to proof.

26. As a result of Defendants' violation of Government Code, § 12940 as alleged herein, Plaintiff is entitled to reasonable attorney fees and costs as provided by Government Code Section 12965(6).

**THIRD CAUSE OF ACTION BY PLAINTIFF SCOTT  
AGAINST ALL DEFENDANTS  
(Negligent Sexual Harassment)**

Government Code, §12940 (I) creates a duty of care on the part of employers to affirmatively take all reasonable steps necessary to prevent racial and/or ethnic and age harassment from occurring. Defendants and each of them, breached their duty of care in failing to take such steps.

28. As a direct and proximate result of Defendants' conduct, Plaintiff suffers and continues to suffer damages, as alleged herein in an amount according to proof.

29. As a result of Defendants' violation of Government Code, §12940 as alleged herein, Plaintiff is entitled to reasonable attorney fees and costs as provided by Government Code Section 12965(6).

**FOURTH CAUSE OF ACTION BY PLAINTIFF SCOTT  
AGAINST ALL DEFENDANTS  
(Sexual Discrimination)**

30. Defendants violated Government Code, §12940 by discriminating against Plaintiff because of Plaintiff's sex in the terms and conditions of Plaintiff's employment.

31. As a direct and proximate result of Defendants' conduct, Plaintiff suffers and continues to suffer damages, as alleged herein in an amount according to proof.

32. The aforementioned acts of Defendants were willful, wanton, malicious and oppressive and justify the awarding of exemplary damages according to proof.

33. As a result of Defendants' violation of Government Code, §12940, as alleged herein, Plaintiff is entitled to reasonable attorney's fees and costs as provided by Government Code, §12965 (b).

///

///

**FIFTH CAUSE OF ACTION BY PLAINTIFF SCOTT  
AGAINST ALL DEFENDANTS  
(Retaliatory Employment and Sex Discrimination)**

34. Defendants violated Government Code, §12940 by discriminating against and retaliating against Plaintiff because Plaintiff opposed Defendants' sexual harassment.
35. As a direct and legal result of Defendants' conduct, Plaintiff suffered and continues to suffer damages as alleged herein in an amount according to proof.
36. The aforementioned acts of Defendants' were willful, wanton, malicious and oppressive and justify the awarding of exemplary damages according to proof.
37. As a result of Defendants' violation of Government Code, §12940, as alleged herein, Plaintiff is entitled to reasonable attorney's fees and costs as provided by Government Code, §12965 (b).

**SIXTH CAUSE OF ACTION BY PLAINTIFF LATISHA SCOTT AGAINST  
ALL DEFENDANTS  
(Intentional Infliction of Emotional Distress)**

38. Plaintiff incorporates herein by reference as if fully set forth, paragraphs 1 through 43 above.
39. Defendants' conduct as set forth above, was intentional and malicious and done for the purpose of causing Plaintiff to suffer humiliation, mental anguish and emotional distress. Defendants' conduct was done with knowledge that Plaintiff's emotional and physical distress would as a result increased and was done with wanton and reckless disregard of the consequences to Plaintiff.
40. As a direct and proximate result of Defendants' conduct, Plaintiff suffered and continues to suffer severe emotional distress, humiliation, loss of sleep and mental anguish all to

1 his damage.

2 41. The aforementioned acts of Defendants were willful, wanton, malicious and oppressive  
3 and justify the awarding of exemplary damages according to proof.  
4

5 **SEVENTH CAUSE OF ACTION BY PLAINTIFF LATISHA SCOTT**  
6 **AGAINST ALL DEFENDANTS**  
7 **(Negligent Infliction of Emotional Distress)**  
8

9 42. Plaintiff incorporates herein by reference as if fully set forth, paragraphs 1 through 41  
10 above.

11 43. Defendants knew, or should have known, with the exercise of reasonable care, that the  
12 foregoing conduct would cause Plaintiff to suffer serious emotional distress. Defendants  
13 owed Plaintiff a duty of care to engage in such conduct. Defendants breached that duty  
14 of care.

15 44. As a direct and proximate result of Defendants' conduct Plaintiff suffered and continues  
16 to suffer severe emotional distress, humiliation, loss of sleep and mental anguish all to  
17 her damage in a sum according to proof.

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1 PLAINTIFF, CANDII ANDERSON, alleges as follows:

2 **GENERAL ALLEGATIONS BY PLAINTIFF CANDII ANDERSON AGAINST**  
3 **DEFENDANTS FOR VIOLATION OF EMPLOYMENT RIGHTS**

4 45. This is an action for damages to redress the deprivation of rights secured to  
5 Plaintiff by the California Fair Employment and Housing Act (hereinafter  
6 "FEHA"), Government Code § 12940, et seq.

7 46. Plaintiff seeks to obtain relief against Plaintiff's former employers, the  
8 Defendants named herein and its agents and employees for subjecting Plaintiff  
9 to sexual discrimination retaliation and harassment. Additionally, Plaintiff seeks  
10 compensatory and exemplary damages for sexual harassment, sexual  
11 discrimination, retaliatory employment discrimination.

12 47. This action is brought pursuant to the California FEHA, California Government  
13 Code §12940 et seq. . Pursuant to said Act, Plaintiff filed timely charges of  
14 discrimination regarding the acts and practices of Defendants alleged herein.

15 48. The true names and capacities, whether individual, associate, corporate or  
16 otherwise of Defendants Does 1 to 100 inclusive and each of them are  
17 unknown to Plaintiff at this time who, therefore, sues said Defendants by such  
18 fictitious names. Plaintiff will amend this complaint to state their true names  
19 when same have been ascertained. Plaintiff is informed and believes and  
20 thereon alleges, that each of the Defendants designated herein as a Doe is  
21 responsible in some manner for the events and occurrences herein described  
22 and liable to Plaintiff for the damages as herein alleged.

23 49. Plaintiff is informed and believes and thereon alleges, that in connection with  
24 the actions and omissions alleged herein, Defendants, entered into a  
25 partnership, employment, conspiracy, joint venture and/or principal-agent  
26 relationship to carry out all the acts and omissions herein alleged. At all  
27 times material such Defendants have been and continue to be the  
28 employees, agents, co-conspirators, partners, employers, principals and/or



1 joint venturers, acting within the purpose and scope of and pursuant to their  
2 employment, agency, conspiracy, joint venture and/or partnership and with  
3 the authorization, direction, consent, ratification and adoption of their  
4 employers, agents and/or co-conspirators. At all times herein mentioned,  
5 each defendant was and is, the duly authorized agent and employee of each  
6 of the other Defendants and in doing the things hereinafter mentioned were  
7 acting within the course and scope of that agency and employment.

8 50. Plaintiff is informed and believes and thereon alleges, that each of the  
9 Defendants, named and unnamed, are and at all times relevant hereto, were  
10 the agents, servants and/or employees of each and every other named  
11 Defendant and Does 1 to 100 and that each of the individual Defendants  
12 were acting at all times within the scope of his agency and/or employment  
13 and with the knowledge of his principal and/or employer and/or co-defendant.  
14

## 15 PARTIES

16  
17 51. At all times herein, Defendant Cheap Tickets, Inc., and Does 1 to 10 inclusive  
18 was a corporation, duly organized and existing under and by virtue of the laws  
19 of the State of California and doing business in the County of Los Angeles, State  
20 of California, with its principal place of business at 6151 Century Blvd., Los  
21 Angeles, Ca. 90045, and is an employer as defined in Government Code  
22 §12926(c).

23 52. Plaintiff Latasha R. Scott at all times herein is and has been a resident of the  
24 county of Los Angeles.

25 53. Plaintiff Candii Anderson at all times herein is and has been a resident of the  
26 county of Los Angeles.

27 54. Defendant Marcus Gunn at all times herein is and has been a resident of the  
28 county of Los Angeles.



**STATEMENT OF FACTS**

1  
2  
3 55. On or about November 7, 2001, the California Department of Fair Employment  
4 and Housing (DFEH) notified Plaintiff of Plaintiff's right to initiate legal  
5 proceedings on said charge of harassment, discrimination and retaliation.

6 56. Plaintiff Candii Anderson is an African-American female resident of the County  
7 of Los Angeles, California, and has been at all times alleged herein. Plaintiff is  
8 no longer employed by the Defendants. Plaintiff was employed as a telephonic  
9 sales agent from March 2000 until February 2001.

10 57. During the course of Plaintiff's employment with Defendants, Marcus Gunn and  
11 Defendant's directors, officers, managing and/or supervisory agents and/or  
12 employees did verbally harass, insult and offend Plaintiff by engaging in  
13 repeated and continuous offensive remarks to Plaintiff with the intention of  
14 harassing Plaintiff on account of her sex and further by way of example and  
15 without limitation Defendant Marcus Gunn and such directors, officers managing  
16 and/or supervising agents and/or employees engaged in the following actions:

17 a. Commencing in February of 2000, defendant Marcus Gunn (Gunn) began  
18 a daily pattern and practice of making unwanted offensive and insulting  
19 remarks including, but not limited to, stating to Plaintiff that, "you make me  
20 want you real bad; that "I want to lick your pussy"; "you have nice big old  
21 titties"; "you look sexy in that skirt", I know how to make a woman come  
22 seven times"; let me eat your pussy"; "let me see your nipples." Gunn  
23 further told Plaintiff Anderson "don't tell anybody or you'll get in trouble".

24 b. Commencing in February of 2000, defendant Marcus Gunn began a daily  
25 pattern and practice of engaging in unwanted offensive conduct,  
26 including, but not limited to: parking his crotch against Plaintiff's shoulder;  
27 placing his hand on Plaintiff's thighs; rubbing Plaintiff's thighs with his  
28 hands; placed his hands and fingers on Plaintiff's breasts; placed his

1 hand on Plaintiff's pelvic area; making contact with Plaintiff's buttocks and  
2 (or breasts when walking past Plaintiff.

3 c. Plaintiff complained to her supervising officers about Gunn's conduct and  
4 insults but her complaints were ignored and defendant failed to undertake  
5 any reasonable and or adequate investigation of Gunn's conduct.

6 d. After Plaintiff complained to her supervising officers about Gunns conduct,  
7 Plaintiff Candii Anderson was fired from her job.

8 58. At all times herein mentioned, Plaintiff was an excellent employee with an  
9 outstanding record of dedication, loyalty and efficient service and contribution  
10 to Plaintiff's employer's goals.

11 59. Defendants and each of them knew or should have known, actually and/or  
12 constructively, of the harassing actions as described herein above, on the basis  
13 that these actions described above were the actions and/or words of directors  
14 officers, supervisors and/or managers of Defendants.

15 60. Despite Defendants' knowledge, actual and/or constructive, as described herein  
16 above, of the above described sexual harassment, discrimination and retaliation,  
17 Defendants failed and refused and continue to fail and refuse to stop the  
18 harassment and failed and refused and continue to fail and refuse to take all  
19 reasonable steps to prevent such sexual harassment discrimination and  
20 retaliation from occurring.

21  
22 **FIRST CAUSE OF ACTION BY PLAINTIFF CANDII ANDERSON**  
23 **AGAINST ALL DEFENDANTS**  
24 **(Conditional Sexual Harassment)**  
25

26 61. Defendants and each of them, violated Government Code, §12940 by  
27 conditioning Plaintiff's employment on Plaintiffs tolerating Defendants' sexual  
28 harassment of Plaintiff. Defendants' conduct, as set forth above, was intentional

1 and malicious and done for the purpose of causing Plaintiff to suffer humiliation,  
2 mental anguish and emotional distress. Defendants' conduct was done with the  
3 knowledge that Plaintiff's emotional and physical distress would as a result  
4 increase and was done with wanton and reckless disregard of the  
5 consequences to Plaintiff.

6 62. As a direct and proximate result of Defendants' conduct, Plaintiff suffered and  
7 continues to suffer severe emotional distress, humiliation, loss of sleep and  
8 mental anguish all to Plaintiff's damage.

9 63. The aforementioned acts of Defendants were willful, wanton, malicious and  
10 oppressive and justify the awarding of exemplary damages according to proof.

11 64. As a result of Defendants' violation of Government code, §1294 as alleged  
12 herein, Plaintiff is entitled to reasonable attorney fees and costs as provided by  
13 Government Code Section 12965 (b).

14  
15 **SECOND CAUSE OF ACTION BY PLAINTIFF CANDI ANDERSON**  
16 **AGAINST ALL DEFENDANTS**  
17 **(Work Environment Sexual Harassment)**  
18

19 65. Defendants violated Government Code §12940 by maintaining a work place  
20 where sexual harassment occurred, including harassment by Defendants'  
21 officers, supervisors and managers as evidenced by Defendants' conduct and  
22 policies as herein above described.

23 66. As a direct and legal result of Defendants' sexual harassment of Plaintiff, Plaintiff  
24 suffered damages as alleged herein in an amount according to proof.

25 67. Defendants' conduct, as set forth above, was intentional and malicious and done  
26 for the purpose of causing Plaintiff so suffer humiliation, mental anguish and  
27 emotional distress. Defendants' conduct was done with knowledge that Plaintiff's  
28 emotional and physical distress would result and was done with wanton and

reckless disregard of the consequences to Plaintiff.

68. As a direct and legal result of Defendants' conduct, Plaintiff suffered and continues to suffer severe emotional distress, humiliation, loss of sleep and mental anguish all to his damage.

69. The aforementioned acts of Defendant's were willful, wanton, malicious and oppressive and justify the awarding of exemplary damages according to proof.

70. As a result of Defendants' violation of Government Code, § 12940 as alleged herein, Plaintiff is entitled to reasonable attorney fees and costs as provided by Government Code Section 12965(b).

**THIRD CAUSE OF ACTION BY PLAINTIFF CANDII ANDERSON  
AGAINST ALL DEFENDANTS  
(Negligent Sexual Harassment)**

71. Government Code, §12940 creates a duty of care on the part of employers to affirmatively take all reasonable steps necessary to prevent racial and/or ethnic and age harassment from occurring. Defendants and each of them, breached their duty of care in failing to take such steps.

72. As a direct and proximate result of Defendants' conduct, Plaintiff suffers and continues to suffer damages, as alleged herein in an amount according to proof.

73. As a result of Defendants' violation of Government Code, §12940 as alleged herein, Plaintiff is entitled to reasonable attorney fees and costs as provided by Government Code Section 12965(b)..

**FOURTH CAUSE OF ACTION BY PLAINTIFF CANDII ANDERSON  
AGAINST ALL DEFENDANTS  
(Sexual Discrimination)**

1 74. Defendants violated Government Code, §12940 by discriminating against  
2 Plaintiff because of Plaintiffs sex in the terms and conditions of Plaintiffs  
3 employment.

4 75. As a direct and proximate result of Defendants' conduct, Plaintiff suffers and  
5 continues to suffer damages, as alleged herein in an amount according to proof.

6 76. The aforementioned acts of Defendants were willful, wanton, malicious and  
7 oppressive and justify the awarding of exemplary damages according to proof.

8 77. As a result of Defendants' violation of Government Code, §12940, as alleged  
9 herein, Plaintiff is entitled to reasonable attorney's fees and costs as provided  
10 by Government Code, §12965 (b).

11  
12 **FIFTH CAUSE OF ACTION BY PLAINTIFF CANDII ANDERSON**  
13 **AGAINST ALL DEFENDANTS**  
14 **(Retaliatory Employment and Sex Discrimination)**  
15

16 78. Defendants violated Government Code, §12940 by discriminating against and  
17 retaliating against Plaintiff because Plaintiff opposed Defendants' sexual  
18 harassment.

19 79. As a direct and legal result of Defendants' conduct, Plaintiff suffered and  
20 continues to suffer damages as alleged herein in an amount according to proof.

21 80. The aforementioned acts of Defendants' were willful, wanton, malicious and  
22 oppressive and justify the awarding of exemplary damages according to proof.

23 81. As a result of Defendants' violation of Government Code, §12940, as alleged  
24 herein, Plaintiff is entitled to reasonable attorney's fees and costs as provided  
25 by Government Code, §12965 (b).

26 ///

27 ///

28 ///

**SIXTH CAUSE OF ACTION BY PLAINTIFF CANDII ANDERSON AGAINST  
ALL DEFENDANTS**

**(Intentional Infliction of Emotional Distress)**

82. Plaintiff incorporates herein by reference as if fully set forth, paragraphs 1 through 43 above.
83. Defendants' conduct as set forth above, was intentional and malicious and done for the purpose of causing Plaintiff to suffer humiliation, mental anguish and emotional distress. Defendants' conduct was done with knowledge that Plaintiff's emotional and physical distress would as a result increased and was done with wanton and reckless disregard of the consequences to Plaintiff.
84. As a direct and proximate result of Defendants' conduct, Plaintiff suffered and continues to suffer severe emotional distress, humiliation, loss of sleep and mental anguish all to his damage.
85. The aforementioned acts of Defendants were willful, wanton, malicious and oppressive and justify the awarding of exemplary damages according to proof.

**SEVENTH CAUSE OF ACTION BY PLAINTIFF CANDII ANDERSON  
AGAINST ALL DEFENDANTS**

**(Negligent Infliction of Emotional Distress)**

86. Plaintiff incorporates herein by reference as if fully set forth, paragraphs 1 through 43 above.
87. Defendants knew, or should have known, with the exercise of reasonable care, that the foregoing conduct would cause Plaintiff to suffer serious emotional distress. Defendants owed Plaintiff a duty of care to engage in such conduct. Defendants breached that duty of care.
88. As a direct and proximate result of Defendants' conduct Plaintiff suffered and continues to suffer severe emotional distress, humiliation, loss of sleep and mental anguish all to her damage in a sum according to proof.



1 WHEREFORE, Plaintiff Latasha R. Scott prays for judgment against the Defendants and  
2 each of them as follows:

- 3 1. Compensate and make Plaintiff whole for all earnings, wages and other employment
- 4 benefits he would have received but for his harassment and retaliation by the Defendants.
- 5 2. For statutory damages pursuant to §52 of the California Civil Code.
- 6 3. For attorney's fees pursuant to §52 of the Civil Code.
- 7 4. Damages be doubled as provided in §972 of the Labor Code.
- 8 5. Award of general damages in a sum according to proof.
- 9 6. Award exemplary and punitive damages against the individual Defendants.
- 10 7. Award costs and reasonable attorney's fees and
- 11 8. Grant such other and further relief as the Court may deem proper and just.

12  
13 WHEREFORE, Plaintiff Candii Anderson prays for judgment against the Defendants and each  
14 of them as follows:

- 15 1. Compensate and make Plaintiff whole for all earnings, wages and other employment
- 16 benefits he would have received but for his harassment and retaliation by the Defendants.
- 17 2. For statutory damages pursuant to §52 of the California Civil Code.
- 18 3. For attorney's fees pursuant to §52 of the Civil Code.
- 19 4. Damages be doubled as provided in §972 of the Labor Code.
- 20 5. Award of general damages in a sum according to proof.
- 21 6. Award exemplary and punitive damages against the individual Defendants.
- 22 7. Award costs and reasonable attorney's fees and
- 23 8. Grant such other and further relief as the Court may deem proper and just.

24  
25 Respectfully submitted.

26  
27 Dated: July 22, 2002

*Bill Hence, Jr.*  
28 BILL HENCE, JR.  
Attorney for Plaintiff,



982.2(b)(1)

ATTORNEY OR PARTY WITHOUT ATTORNEY (Name, state bar number, and address): <b>BILL HENCE, JR., ESQ.</b> (SBN #194033) <b>HENCE &amp; ASSOCIATES</b> 3255 WILSHIRE BLVD., SUITE 1520 LOS ANGELES, CALIFORNIA 90010-1414 TELEPHONE NO.: (213) 388-8892 FAX NO. ATTORNEY FOR (Name): <b>PLAINTIFF</b>		<b>FOR COURT USE ONLY</b> <b>CONFORMED COPY</b> OF ORIGINAL FILED Los Angeles Superior Court  <b>JUL 24 2002</b>  John A. Clarke, Executive Officer/Clerk By <u>CHL</u> Deputy <b>CHARLIE COLEMAN</b>
INSERT NAME OF COURT, JUDICIAL DISTRICT, AND BRANCH COURT, IF ANY <b>LOS ANGELES SUPERIOR COURT-UNLIMITED</b> <b>Central District</b>		CASE NUMBER  ASSIGNED JUDGE <b>0278286</b>
CASE NAME: <b>SCOTT vs. CHEAP TICKETS, INC. et al.</b>		
<b>CIVIL CASE COVER SHEET</b> <input type="checkbox"/> Limited <input checked="" type="checkbox"/> Unlimited	<b>Complex Case Designation</b> <input type="checkbox"/> Counter <input type="checkbox"/> Joinder Filed with first appearance by defendant (Cal. Rules of Court, rule 1811)	

Please complete all five (5) items below.

1. Check one box below for the case type that best describes this case:

<b>Auto Tort</b> <input type="checkbox"/> Auto (22) <b>Other P/UPD/WD (Personal Injury/Property Damage/Wrongful Death) Tort</b> <input type="checkbox"/> Asbestos (04) <input type="checkbox"/> Product liability (24) <input type="checkbox"/> Medical malpractice (45) <input type="checkbox"/> Other PI/PD/WD (23) <b>Non-PI/PD/WD (Other) Tort</b> <input type="checkbox"/> Business tort/unfair business practice (07) <input checked="" type="checkbox"/> Civil rights (e.g., discrimination, false arrest) (08) <input type="checkbox"/> Defamation (e.g., slander, libel) (13) <input type="checkbox"/> Fraud (16) <input type="checkbox"/> Intellectual property (19) <input type="checkbox"/> Professional negligence (e.g., legal malpractice) (25) <input type="checkbox"/> Other non-PI/PD/WD tort (35) <b>Employment</b> <input type="checkbox"/> Wrongful termination (36)	<input type="checkbox"/> Other employment (15) <b>Contract</b> <input type="checkbox"/> Breach of contract/warranty (06) <input type="checkbox"/> Collections (e.g., money owed, open book accounts) (09) <input type="checkbox"/> Insurance coverage (18) <input type="checkbox"/> Other contract (37) <b>Real Property</b> <input type="checkbox"/> Eminent domain/inverse condemnation (14) <input type="checkbox"/> Wrongful eviction (33) <input type="checkbox"/> Other real property (e.g., quiet title) (26) <b>Unlawful Detainer</b> <input type="checkbox"/> Commercial (31) <input type="checkbox"/> Residential (32) <input type="checkbox"/> Drugs (38) <b>Judicial Review</b> <input type="checkbox"/> Asset forfeiture (05) <input type="checkbox"/> Petition re: arbitration award (11)	<input type="checkbox"/> Writ of mandate (02) <input type="checkbox"/> Other judicial review (39) <b>Provisionally Complex Civil Litigation</b> (Cal. Rules of Court, rules 1800-1812) <input type="checkbox"/> Antitrust/Trade regulation (03) <input type="checkbox"/> Construction defect (10) <input type="checkbox"/> Claims involving mass tort (40) <input type="checkbox"/> Securities litigation (28) <input type="checkbox"/> Toxic tort/Environmental (30) <input type="checkbox"/> Insurance coverage claims arising from the above listed provisionally complex case types (41) <b>Enforcement of Judgment</b> <input type="checkbox"/> Enforcement of judgment (e.g., sister state, foreign, out-of-county abstracts) (20) <b>Miscellaneous Civil Complaint</b> <input type="checkbox"/> RICO (27) <input type="checkbox"/> Other complaint (not specified above) (42) <b>Miscellaneous Civil Petition</b> <input type="checkbox"/> Partnership and corporate governance (21) <input type="checkbox"/> Other petition (not specified above) (43)
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2. This case ☐ is ☒ is not complex under rule 1800 of the California Rules of Court. If case is complex, mark the factors requiring exceptional judicial management:

- |  |  |
|--|--|
| a. <input type="checkbox"/> Large number of separately represented parties   | d. <input type="checkbox"/> Large number of witnesses  |
| b. <input type="checkbox"/> Extensive motion practice raising difficult or novel issues that will be time-consuming to resolve | e. <input type="checkbox"/> Coordination and related actions pending in one or more courts in other counties, states or countries, or in a federal court |
| c. <input type="checkbox"/> Substantial amount of documentary evidence   | f. <input type="checkbox"/> Substantial post-disposition judicial disposition  |

3. Type of remedies sought (check all that apply):

- a. ☒ monetary b. ☐ nonmonetary; declaratory or injunctive relief c. ☐ punitive

4. Number of causes of action (specify): **SEVEN**

5. This case ☐ is ☒ is not a class action suit.

Date: **JULY 24, 2002**

**BILL HENCE, JR., ESQ.**

(TYPE OR PRINT NAME)

Bill Hence Jr.

(SIGNATURE OF PARTY OR ATTORNEY FOR PARTY)

### NOTICE

- Plaintiff must file this cover sheet with the first paper filed in the action or proceeding (except small claims cases or cases filed under the Probate, Family, or Welfare and Institutions Code). (Cal. Rules of Court, rule 982.2.)
- File this cover sheet in addition to any cover sheet required by local court rule.
- If this case is complex under rule 1800 et seq. of the California Rules of Court, you must serve a copy of this cover sheet on all other parties to the action or proceeding.
- Unless this is a complex case, this cover sheet shall be used for statistical purposes only.

**PROOF OF SERVICE**  
§1013a (3) CCP (revised 5/1/88)

STATE OF CALIFORNIA, 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 3255 Wilshire Boulevard, Suite 1520, Los Angeles, California 90010.

On October 7, 2002, I served the foregoing document described as **MOTION FOR PERMISSION TO FILE COMPLAINT IN INTERVENTION (F.R.C.P., Rule 24); DECLARATION OF BILL HENCE, JR.; AND MEMORANDUM OF POINTS AND AUTHORITIES; COMPLAINT IN INTERVENTION CIVIL RIGHTS SEXUAL HARASSMENT; SEX-BASED HARASSMENT; SEXUAL DISCRIMINATION; RETALIATION 42 USC. 2000e et seq. Violation of Government Code Sections 12940, et seq.; PLAINTIFF IN INTERVENTION CERTIFICATION AS TO INTERESTED PARTIES PURSUANT TO LOCAL RULE 83-1.5** by placing the true copies thereof enclosed in sealed envelopes addressed as follows:

**PLEASE SEE ATTACHED SERVICE LIST**

**BY MAIL**

I deposited such envelope in the mail at Los Angeles, California. The envelope was mailed with postage thereon fully prepaid.

As follows: I am "readily familiar" with the firm's practice of collection and processing correspondence for mailing. Under that practice it would be deposited with the U.S. Postal Service on that same day, with postage thereon fully prepaid at Los Angeles, California, in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postal cancellation date or postage meter is more than one day after the date of deposit for mailing in affidavit.

**BY FAX**

I transmitted, pursuant to Rules 2001 et seq., the above-described document by facsimile machine (which complied with Rule 2003(3)), to the above-listed fax number(s). The transmission originated from facsimile phone number (213) 384-2083 and was reported as complete and without error. The facsimile machine properly issued a transmission report, a copy of which is attached hereto.

X **BY PERSONAL SERVICE**

X I delivered such envelope by hand to the offices of the addressee.

Executed on October 7, 2002, at Los Angeles, California.

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

X (Federal) I declare that I am employed in the office of a member of the bar of this court at whose direction the service was made.

  
 ANTONIO ALVARADO

**SERVICE LIST**

CAROLYN ALIFRAGIS, ESQ.  
**PAUL, HASTINGS, JANOFSKY & WALKER LLP**  
515 SOUTH FLOWER STREET, 25TH FLOOR  
LOS ANGELES, CA. 90071-2228

Attorney for Defendant,  
CHEAP TICKETS, INC.

ANTHONY J. TURNER, ESQ.  
**DELAHOUSAYE-TURNER**  
10801 NATIONAL BOULEVARD, SUITE 545  
LOS ANGELES, CA. 90064-4134

Attorney for Plaintiff and/or  
Plaintiff In Intervention  
CANDII ANDERSON

SUE J. NOH , Trial Attorney  
ANNA Y. PARK, Regional Attorney  
GREGORY L. McCLINTON, Trial Atty.  
**UNITED STATES GOVERNMENT E.E.O.C.**  
255 E. TEMPLE STREET, 4TH FLOOR  
LOS ANGELES, CA. 90012

Attorney for Plaintiff,  
UNITED STATES EQUAL  
EMPLOYMENT OPPORTUNITY  
COMMISSION