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11 **UNITED STATES DISTRICT COURT**
12 **DISTRICT OF NEVADA**

14	U.S. EQUAL EMPLOYMENT)	CASE NO.: CV-S-05-0427-LRH-PAL
15	OPPORTUNITY COMMISSION,)	
16	Plaintiff,)	
17	v.)	EEOC'S SECOND
18)	AMENDED COMPLAINT
19	CAESARS ENTERTAINMENT,)	-CIVIL RIGHTS
20	INC.,)	SEX HARASSMENT AND
21	et. al., DOES 1-10 INCLUSIVE,)	RETALIATION
22)	
23	Defendants, and)	(42 U.S.C. §§ 2000e, et seq.)
24)	DEMAND FOR JURY TRIAL
25	ELINA MASID, et. al.,)	
26	Plaintiff Intervenors.)	

25 **NATURE OF THE ACTION**

26 This is a sexual harassment and retaliation action brought by the United States Equal
27 Employment Opportunity Commission (the "Commission" or "Plaintiff"), under Title VII
28 of the Civil Rights Act of 1964, as amended, to correct unlawful employment practices on

1 the basis of sex and to provide appropriate relief to the Charging Parties: Jessica Alvarado,
2 Candelaria Turcios, Elina Masid, Maribel Mendoza, Tange Johnson (collectively referred
3 to hereafter as "the Charging Parties"), and a class of similarly situated individuals, who
4 were adversely affected by such practices. The Commission alleges that "the Charging
5 Parties" and other similarly situated individuals were sexually harassed or subjected to sex-
6 based harassment during their employment with Defendants: Caesar's Entertainment, Inc.,
7 Park Place Entertainment Corp., Desert Palace, Inc., Harrah's Entertainment, Inc., Harrah's
8 Operating Company, Inc., Caesar's World, Inc., and Caesar's Palace Corp., d/b/a Caesar's
9 Palace ("Defendant Employers"). The Charging Parties, and other similarly situated
10 individuals were subjected to a hostile work environment perpetuated by Defendants'
11 supervisor(s) and co-workers. The Commission also alleges that the Charging Parties and
12 other similarly situated individuals who had complained of the harassment by supervisors
13 were subjected to retaliation in the form of demotion, loss of wages, over-scrutiny, further
14 harassment, discipline or discharge.

15 **JURISDICTION AND VENUE**

16 1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 451, 1331, 1337,
17 1343 and 1345. This action is authorized and instituted pursuant to §§706(f)(1) and (3) and
18 707 of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §2000e-5(f)(1) and
19 (3) and pursuant to §102 of the Civil Rights Act of 1991, 42 U.S.C. §§1981a.

20 2. The employment practices alleged herein to be unlawful were committed
21 within the jurisdiction of the United States District Court for the State of Nevada.

22 3. Prior to institution of this lawsuit, the Commission's representatives attempted
23 to eliminate the unlawful employment practices alleged below and to effect voluntary
24 compliance with Title VII through informal methods of conciliation, conference and
25 persuasion within the meaning of §§706(f)(1) and (3) of Title VII, 42 U.S.C.,
26 §§2000e-5(f)(1) and (3). All conditions precedent to the institution of this lawsuit have been
27 fulfilled.

28 //

PARTIES

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2 4. Plaintiff is an agency of the United States of America charged with the
3 administration, interpretation and enforcement of Title VII, and is expressly authorized to
4 bring this action under §§706(f)(1) and (3) and 707 of Title VII, 42 U.S.C., §§ 2000e-5(f)(1)
5 and (3) and 2000e-6(e).

6 5. It is alleged on information and belief that the named Desert Palace, Inc., (a
7 Nevada Corp.) dba Caesar's Palace is a privately held company and a wholly owned
8 subsidiary of Caesar's Palace, Corp., (a Delaware Corp.). Caesars Palace, Corp. is a wholly
9 owned subsidiary of Caesar's World, Inc. (a Florida Corp.). Caesar's World, Inc., is
10 currently a wholly-owned subsidiary of Harrah's Operating Company, Inc. Harrah's
11 Entertainment, Inc. (a Delaware Corp.) is the parent company of Harrah's Operating
12 Company, Inc. (a Delaware Corp.).

13 6. It is alleged on information and belief that the named Harrah's Entertainment,
14 Inc., and Harrah's Operating Company, Inc., are successor entities and/or parent companies
15 of Caesar's Entertainment, Inc., Park Place Entertainment, Corp. and Desert Palace, Inc.

16 7. At all relevant times, "Defendant Employers," have continuously been and are
17 now doing business in the State of Nevada, County of Clark, and City of Las Vegas,
18 Nevada.

19 8. Plaintiff is ignorant of the true names and capacities of "Defendant
20 Employers," sued as DOES 1 through 10, inclusively, and therefore Plaintiff sues said
21 "Defendant Employers" by such fictitious names. Plaintiff reserves the right to amend the
22 complaint to name the DOE "Defendant Employers" individually or collectively as they
23 become known. Plaintiff alleges that each of the "Defendant Employers" named as DOES
24 was in some manner responsible for the acts and omissions alleged herein and Plaintiff will
25 amend the complaint to allege such responsibility when same has been ascertained by
26 Plaintiff.

27 9. It is further alleged on information and belief that the named and unnamed
28 defendants in the complaint are mere alter egos of the "Defendant Employers." The

1 remaining Defendants are properly named in the complaint.

2 10. All of the acts and failures to act alleged herein were duly performed by and
3 attributable to "Defendant Employers," each acting as a successor, agent, employee or
4 under the direction and control of the others, except as specifically alleged otherwise. Said
5 acts and failures to act were within the scope of such agency and/or employment, and each
6 "Defendant Employer" participated in, approved and/or ratified the unlawful acts and
7 omissions by other "Defendant Employers" complained of herein. Whenever and wherever
8 reference to any act in this Complaint to any act by a defendant employer or "Defendant
9 Employers," such allegations and reference shall also be deemed to mean the acts and
10 failures to act of each "Defendant Employer" acting individually, jointly and/or severally.

11 11. At all relevant times, "Defendant Employers" have continuously been
12 employers engaged in an industry affecting commerce within the meaning of §§ 701 (b), (g)
13 and (h) of Title VII, 42 U.S.C., §§ 2000e-1(b), (g) and (h) and §§ 11(b), (g), and (h).

14 **STATEMENT OF CLAIMS**

15 12. Since on or about January 1, 2000, to the present date, "Defendant
16 Employers" have engaged in unlawful employment practices at its facility in Las Vegas,
17 Nevada in violation of §§703(a), 704(a), and 706(f)(1) and (3) of Title VII, 42 U.S.C.,
18 §§2000e- et. seq. The unlawful sexual harassment and sex based harassment in the form of
19 physical and verbal harassment directed at the Charging Parties and other similarly situated
20 individual women impacted the terms and conditions of their employment and created a
21 hostile working environment at "Defendant Employers." These practices also included the
22 retaliation against and/or termination of the Charging Parties and other similarly situated
23 individuals for having complained about the sexually hostile work environment.

24 13. The impact of the aforementioned conduct deprived the Charging Parties and
25 other similarly situated individuals of equal employment opportunities and otherwise
26 adversely impacted their employment status because of their sex and in retaliation for
27 opposing discriminatory practices or engaging in a protected activity that resulted in adverse
28 employment action.

1 D. Grant a judgment requiring "Defendant Employers" to pay the Charging
2 Parties and other similarly situated individuals appropriate back pay, front pay,
3 compensatory damages and benefits in an amount to be determined at trial including
4 prejudgment interest;

5 E. Order "Defendant Employers" to make the Charging Parties and other
6 similarly situated individuals whole by providing affirmative relief necessary to eradicate
7 the effects of its unlawful practices including, but not limited to, payment of compensatory
8 damages to Charging Parties and other similarly situated individuals and/or rightful place
9 employment;

10 F. Order "Defendant Employers" to pay Charging Parties and other similarly
11 situated individuals punitive damages in an amount to be determined at trial;

12 G. Award the Commission its costs in this action; and

13 H. Grant such further relief as the Court deems necessary and proper in
14 the public interest.

15 **JURY DEMAND**

16 The Commission requests a jury trial on all questions of fact raised by its Complaint.
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20 Respectfully Submitted,

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22 BY: 

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