	Facsimile: (213) 894-1301 E-Mail: lado.legal@eeoc.gov  Attorneys for Plaintiff U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	POSEP 20 AM IO: 15 CENTRAL DISTINGUES ANGELES  BY:					
10		I - S DISTRICT COURT					
11 12	CENTRAL DISTRICT OF CALLEODNIA						
13		RN DIVISION					
13							
15	U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION,	Case No. SACVIO-1419-CIC (RNB)					
16	Plaintiff,	COMPLAINT CIVIL DICHTS.					
17	I lamuii,	COMPLAINT-CIVIL RIGHTS; EMPLOYMENT					
18	vs.	DISCRIMINATION					
19	CHAPMAN UNIVERSITY and THE						
20	BOARD OF TRUSTEES OF	{					
21	CHAPMAN UNIVERSITY, and	JURY TRIAL DEMAND					
22	DOES 1-10, INCLUSIVE,	}					
23	Defendant(s).	)					
24							
25	NATURE OF THE ACT	ON AND JURISDICTION					
26	NATURE OF THE ACT	ON AND JURISDICTION					
27	This is an action under Title VII of the Civil Rights Act of 1964, and Title I						
28	of the Civil Rights Act of 1991 ("Title VII") to correct unlawful employment						

practices on the basis of race, Black, and to seek appropriate relief on behalf of Stephanie Dellande, Ph.D., the Charging Party who was adversely affected by these practices. Plaintiff United States Equal Employment Opportunity Commission (the "Commission") alleges that Chapman University and the Board of Trustees of Chapman University and DOES 1-10 (hereinafter collectively referred to as "Defendants") subjected Dr. Dellande to unlawful employment practices on the basis of her race, Black. More specifically, Defendants denied Dr. Dellande's application for tenure and promotion to an Associate Professor position, and discharged her on the basis of her race, Black, in violation of Section 703(a) of Title VII.

### **JURISDICTION AND VENUE**

- 1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 451, 1331, 1337, 1343, and 1345. This action is authorized and instituted pursuant to § 706(f)(1) and (3), as amended, 42 U.S.C. § 2000e-5(f)(1) and (3), and § 102 of Title I of the Civil Rights Act of 1991, 42 U.S.C. § 1981a
- 2. The employment practices alleged to be unlawful were committed within the jurisdiction of the United States District Court for the Central District of California, Southern Division.

# **PARTIES**

3. The Commission is the agency of the United States of America

charged with the administration, interpretation, and enforcement of Title VII, and is expressly authorized to bring this action under §706(f)(l) and (3) of Title VII, 42 U.S.C. § 2000e- 5(f)(l) and (3).

- 4. At all relevant times, Defendants have continuously been California corporations doing business in Orange County, State of California. Chapman University is a private non-profit university located in Orange, California. The Commission is under the informed belief that the Board of Trustees of Chapman University oversees, manages, and defends the actions against Chapman University. The Board of Trustees of Chapman University is liable for unlawful actions of Chapman University.
- 5. At all relevant times, all Defendants have continuously been employers engaged in an industry affecting commerce, within the meaning of Section 701(b), (g) and (h) of Title VII, 42 U.S.C. §§ 2000e (b), (g) and (h).
- 6. At all relevant times, Defendants have continuously employed fifteen (15) or more persons.
- 7. All of the acts and failures to act alleged herein were duly performed by and attributable to all Defendants, each acting as a successor, agent, employee, alter ego, indirect employer, joint employer, single employer, integrated enterprise, or under the direction and control of the others, except as specifically alleged otherwise. Said acts and failures to act were within the scope of such

agency and/or employment, and each Defendant participated in, approved and/or ratified the unlawful acts and omissions by the other Defendants complained of herein. Whenever and wherever reference is made in this Complaint to any act by a Defendant or Defendants, such allegations and reference shall also be deemed to mean the acts and failures to act of each Defendant acting individually, jointly, and/or severally.

8. Plaintiff is ignorant of the true names and capacities of each defendant sued as DOES 1 through 10, inclusively, and therefore Plaintiff sues said defendants by fictitious names. Plaintiff reserves the right to amend the complaint to name each DOE defendant individually or corporately as it becomes known. Plaintiff alleges that each DOE defendant was in some manner responsible for the acts and omissions alleged herein and Plaintiff will amend the complaint to allege such responsibility when the same shall have been ascertained by Plaintiff.

# CONDITIONS PRECEDENT

- 9. More than thirty (30) days prior to the institution of this lawsuit, Dr. Dellande filed a charge of discrimination with the Commission alleging that Defendants violated Title VII.
- 10. Prior to the institution of this lawsuit, the Commission issued a Letter of Determination to Defendants finding reasonable cause to believe that Dr.

Dellande was discriminated against because of her race, Black.

- 11. Prior to the institution of this lawsuit, the Commission's representatives attempted to eliminate the unlawful employment practices alleged below and to effect Defendants' voluntary compliance with Title VII through informal methods of conciliation, conference, and persuasion.
- 12. Prior to the institution of this lawsuit, all conditions precedent were satisfied.

### STATEMENT OF CLAIMS

- 13. Possessing a Ph.D. in Marketing from the University of California, Irvine, an M.B.A. from the University of California, Riverside, and a B.S. in Medical Technology from Loyola University, Dr. Dellande was employed as an Assistant Professor of Marketing for Defendants' George L. Argyros School of Business & Economics (the "ASBE") from September 2001 until she was discharged during June 2008.
- 14. Before applying for tenure, Dr. Dellande received positive comments from her superiors and colleagues regarding her job performance and was told she was making progress and on track toward receiving tenure. These commendations included: "Dr. Dellande is very deserving of retention and [] she is making good progress towards achieving the tenure standards of the ASBE tenured faculty," "the tenured faculty did not find any deficiency in Dr.

Dellande's record," "has proven she is capable of A+ work," "has amassed, in my opinion, a record of accomplishments in the areas of scholarship, teaching, and service that warrant retention," "the [Faculty Personnel Counsel believes that you have met the University's requirements for teaching, scholarly/creative activity, and service and are well on the road to receiving tenure at Chapman," and that Dr. Dellande has shown "strong teaching," "strong advising," and "strong record" in "the area of scholarly and creative activity."

- 15. At the time Dr. Dellande applied for tenure, she was the sole Black faculty member in a department of approximately 30
- 16. Sometime during 2006, Dr. Dellande began her application process for tenure and promotion to Associate Professor. On October 12, 2006, Defendants' Faculty Review Committee of the ASBE denied her tenure claiming deficient teaching effectiveness and service, and inadequate scholarly contributions.
- 17. On June 28, 2008, Defendants' Board of Trustees affirmed Dr. Dellande's tenure denial despite recommendations from all four external reviewers and peers within Chapman University that Dr. Dellande's teaching effectiveness, scholarly work and quality, and service warranted granting her tenure. Having failed to obtain tenure, Dr. Dellande was discharged shortly thereafter.

- 18. Dr. Dellande was treated less favorably than similarly-situated non-Black professors with respect to tenure and promotion to an Associate Professor position at the ASBE.
- 19. Defendants discriminated against Dr. Dellande based on her race, Black, when she was denied promotion and tenure to an Associate Professor position, and discharged in violation of Section 703(a) of Title VII.
- 20. The effect of the practices complained of as described in paragraphs13 through 19 have been to deprive Dr. Dellande of equal employmentopportunities.
- 21. The unlawful employment practices in paragraphs 13 through 19 above were intentional.
- 22. The unlawful employment practices complained of above were done with malice or with reckless indifference to Dr. Dellande's federally protected rights.

# PRAYER FOR RELIEF

The Commission respectfully requests that this Court:

A. Grant a permanent injunction enjoining Defendants, their officers, successors, assigns, and all persons in active concert or participation with each of them, from engaging in any employment practices which discriminate on the basis of race.

- B. Order Defendants to institute and carry out policies, practices, and programs to ensure that they would not engage in unlawful employment practices in violation of Section 703 (a) of Title VII.
- C. Order Defendants to make Dr. Dellande whole by providing appropriate back pay with prejudgment interest, in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices, including but not limited rightful place reinstatement or front pay.
- D. Order Defendants to make Dr. Dellande whole by providing compensation for past and future pecuniary losses, including but not limited to out of pocket expenses suffered by her resulting from the unlawful employment practices described above in amounts to be determined at trial.
- E. Order Defendants to make whole Dr. Dellande by providing compensation for non-pecuniary losses resulting from the unlawful employment practices described above in amounts to be determined at trial. The non-pecuniary losses include emotional pain, suffering, inconvenience, mental anguish, humiliation and loss of enjoyment of life, in amounts to be determined at trial.
- F. Order Defendants to pay punitive damages for their malicious and/or reckless conduct in an amount to be determined at trial.
  - G. Award the Commission its costs of this action.

1	H. Grant such further relief as the Court deems necessary and proper in									
2	the public interest.									
3	TIDS/TDIAL DEMIAND									
4	JURY TRIAL DEMAND									
5	The Commission requests a jury trial on all questions of fact raised by its									
6	complaint.									
7										
8										
9	P. DAVID LOPEZ General Counsel									
10	JAMES LEE Deputy General Counsel									
12	GWENDOLYN YOUNG REAMS Associate General Counsel									
13	U.S. EOUAL EMPLOYMENT									
14	OPPORTUNITY COMMISSION 131 "M" Street, N.W									
15	Washington, D.C. 20507									
16										
17	Date: September 17, 2010									
18	ANNA Y. PARK Regional Attorney									
19	MICHAEL FARRELL									
20	Supervisory Trial Attorney									
21	CONNIE K. LIEM									
22	CONNIE K. LIEM Senior Trial Attorney									
23   24	U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION									
25	OPPORTUNITY COMMISSION									
26										
27										
28										



# UNITED STATES DISTRICT COURT

for the

Central Distr	rict of California
U.S. Equal Employment Opportunity Commission  Plaintiff  v.  Chapman University, et al. See Application  Defendant	Civil Action No. SACVLD-1419-CJC(K)
SUMMONS IN A	A CIVIL ACTION
To: (Defendant's name and address)	
A lawsuit has been filed against you.	y (not counting the day you received it) on 60 days if you
are the United States or a United States agency, or an officer P. 12 (a)(2) or (3) — you must serve on the plaintiff an answ the Federal Rules of Civil Procedure. The answer or motion whose name and address are:	ver to the attached complaint or a motion under Rule 12 of
If you fail to respond, judgment by default will be en You also must file your answer or motion with the court.	ntered against you for the relief demanded in the complaint.
	CLERK OF COURT
Date: 2 0 SEP 2010	Makely Dluns Signature of Clerk or Deputy Clerk

1 2	Anna Y. Park, CA SBN 164242 Michael Farrell, CA SBN 266553 Connie K. Liem, TX SBN 791113	COPY						
3	U.S. EQUAL EMPLOYMENT							
4	OPPORTUNITY COMMISSION 255 East Temple Street, Fourth Floor							
5	Los Angeles, CA 90012							
6	Telephone: (213) 894-1083 Facsimile: (213) 894-1301							
7	E-Mail: lado.legal@eeoc.gov							
8	Attorneys for Plaintiff							
9	Attorneys for Plaintiff U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION							
10	IINITED CTATES	DISTRICT COURT						
11	UNITED STATES DISTRICT COURT							
12	CENTRAL DISTRICT OF CALIFORNIA							
13	SOUTHERN DIVISION							
14	U.S. EQUAL EMPLOYMENT	) Case No.						
15	OPPORTUNITY COMMISSION,	}						
16	Plaintiff,	COMPLAINT-CIVIL RIGHTS;						
17	Trantuii,	<b>EMPLOYMENT</b>						
18	VS.	DISCRIMINATION						
19	CHAPMAN UNIVERSITY and THE	}						
20	BOARD OF TRUSTEES OF							
21	CHAPMAN UNIVERSITY, and	) JURY TRIAL DEMAND						
22	DOES 1-10, INCLUSIVE,	}						
23	Defendant(s).	-						
24								
25	NATURE OF THE ACT	ION AND JURISDICTION						
26	This is an action under Title VII o	f the Civil Rights Act of 1964, and Title I						
27								
28	of the Civil Rights Act of 1991 ("Title V	II'') to correct unlawful employment						

Civil Action No.

#### PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4(1))

received by me on (date,	name of individual and title, if any)			
☐ I personally serv	ed the summons on the individual a	t (place)		
,		on (date)	; or	
☐ I left the summo	ns at the individual's residence or us	sual place of abode with (name)		
	, a person o	f suitable age and discretion who resi	des there	,
on (date)	, and mailed a copy to the	he individual's last known address; or	•	
☐ I served the sum:	mons on (name of individual)			, who is
	o accept service of process on behal			-
		on (date)	; or	
☐ I returned the sur	nmons unexecuted because			; or
☐ Other (specify):				
My fees are \$	for travel and \$	for services, for a total of \$	0.00	
I declare under pena	alty of perjury that this information i	s true.		
		Server's signature		
		Printed name and title		aar aaassa ka
		Server's address		

Additional information regarding attempted service, etc:



# **UNITED STATES DISTRICT COURT**

for the

Central District of California

U.S. Equal Employment Opportunity Commission )	
Plaintiff )	Civil Action No. SACVID-1419-CJC (RNBX)
v. )	Civil Action No. 5MCV10°(719-C3CCCPPA)
Chapman University, et al. SEE AHAChed)	
Defendant ) )	

#### **SUMMONS IN A CIVIL ACTION**

To: (Defendant's name and address)

A lawsuit has been filed against you.

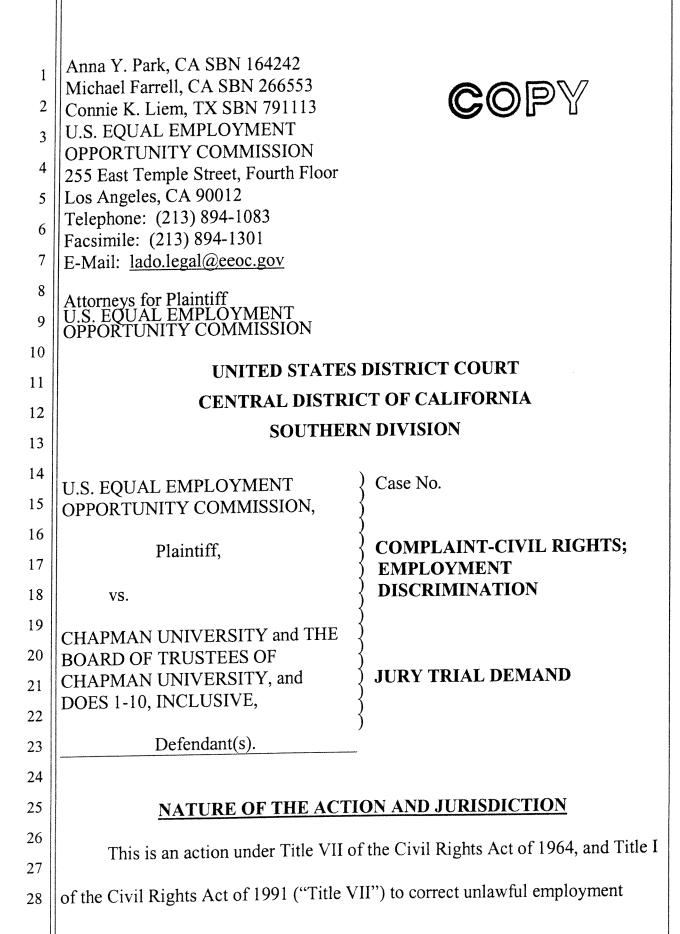
Within 21 days after service of this summons on you (not counting the day you received it) — or 60 days if you are the United States or a United States agency, or an officer or employee of the United States described in Fed. R. Civ. P. 12 (a)(2) or (3) — you must serve on the plaintiff an answer to the attached complaint or a motion under Rule 12 of the Federal Rules of Civil Procedure. The answer or motion must be served on the plaintiff or plaintiff's attorney, whose name and address are:

If you fail to respond, judgment by default will be entered against you for the relief demanded in the complaint. You also must file your answer or motion with the court.

CLERK DF

Date: 20 SEP 2010

grature of Clerk or Deputy Clerk



Civil Action No.

#### PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4(1))

	This summons for (na	me of individual and title, if any)	\$		
was r	received by me on (date)		· · · · · · · · · · · · · · · · · · ·		
	☐ I personally served	d the summons on the individual	at (place)		
			on (date)		
	☐ I left the summons	at the individual's residence or u	usual place of abode with (name)		
		, a person o	of suitable age and discretion who res	ides there	<del>)</del> ,
	on (date)	, and mailed a copy to t	the individual's last known address; o	r	
	☐ I served the summo	ons on (name of individual)			, who is
	designated by law to a	accept service of process on beha	lf of (name of organization)		
			on (date)	; or	
	☐ I returned the summ	nons unexecuted because			; or
	☐ Other (specify):				
	My fees are \$	for travel and \$	for services, for a total of \$	0.00	
	I declare under penalty	of perjury that this information i	is true.		
Date:			Server's signature	· · · · · · · · · · · · · · · · · · ·	
			Printed name and title		
			Server's address		

Additional information regarding attempted service, etc:

# UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA CIVIL COVER SHEET



											,	u
I (a) PLAINTIFFS (Check box if you are representing yourself □)					DEFENDANTS							
U.S. Equal Employment Opportunity Commission					Chapman University and the Board of Trustees of Chapman University, and Does 1-10. Inclusive							
(b) Attorneys (Firm Nan yourself, provide san	(b) Attorneys (Firm Name, Address and Telephone Number. If you are representing					Attorneys (If Known)						
U.S. Equal Employment Opportunity Commission, (213) 894-1083 255 E. Temple Street, 4th Floor Los Angeles, CA 90012												
II. BASIS OF JURISDIC	II. BASIS OF JURISDICTION (Place an X in one box only.)  III. CITIZENS					PARTI	ES - F	or Diversity (	Cases Only	/		
■ 1 U.S. Government Plaintiff □ 3 Federal Question (U.S. Government Not a Party) Citizen					e box for plaintiff	PTF	DEF	Incorporated	or Princip	oal Place	<b>PTF</b> □ 4	DEF
☐ 2 U.S. Government Defen	idant		Citizen of Ano	ther State	e	□ <b>2</b> (	□ 2	of Business i Incorporated of Business in	and Princ	ipal Place	□ 5	□ 5
***			Citizen or Subj	ect of a F	oreign Country	□ 3 C		Foreign Natio		Siuce	□ 6	□6
IV. ORIGIN (Place an X in	one box only.)									<del></del>		
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	PLAINT: JURY DEMAND: 5	Yes 🗆 1	No (Check 'Yes	only if	demanded in com	plaint.)						
CLASS ACTION under F.R					DEMANDED IN							
VI. CAUSE OF ACTION (C	Cite the U.S. Civil Statute under w	hich you ar	e filing and writ	e a brief	statement of caus	e. Do n	ot cite j	urisdictional	statutes u	nless dive	rsity.)	
VII. NATURE OF SUIT (PI	et. seq., employee suffered unlay	vful employ	ment practices	on the ba	isis of race, Black				<del></del>		•	
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FOR OFFICE USE ONLY: Case Number:

SACV10-1419

AFTER COMPLETING THE FRONT SIDE OF FORM CV-71, COMPLETE THE INFORMATION REQUESTED BELOW.

# UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA CIVIL COVER SHEET

VIII(a). IDENTICAL CASE If yes, list case number(s):	ES: Has this action	been previously filed in this cou	urt and dismissed, remanded or closed? ♥No □ Yes						
VIII(b). RELATED CASES If yes, list case number(s):	: Have any cases b	een previously filed in this cour	nt that are related to the present case? ■ No □ Yes						
(Check all boxes that apply)	Civil cases are deemed related if a previously filed case and the present case:  (Check all boxes that apply)  A. Arise from the same or closely related transactions, happenings, or events; or  B. Call for determination of the same or substantially related or similar questions of law and fact; or  C. For other reasons would entail substantial duplication of labor if heard by different judges; or  D. Involve the same patent, trademark or copyright, and one of the factors identified above in a, b or c also is present.								
IX. VENUE: (When completing (a) List the County in this Dist	trict; California Co	unty outside of this District: Sta	te if other than California or Foreign Country, in this English						
Check here if the government County in this District:*	ent, its agencies or	employees is a named plaintiff.	It this box is checked, go to item (b).						
Los Angeles County			California County outside of this District; State, if other than California; or Foreign Country						
(b) List the County in this Distr  Check here if the government	ict; California Cou nt, its agencies or e	nty outside of this District; State mployees is a named defendant.	e if other than California; or Foreign Country, in which <b>EACH</b> named defendant resides.  If this box is checked, go to item (c).						
County in this District:*			California County outside of this District; State, if other than California; or Foreign Country						
Orange County									
(c) List the County in this District Note: In land condemnation	ct; California Coun	ty outside of this District; State	if other than California; or Foreign Country, in which EACH claim arose.						
County in this District:*			California County outside of this District; State, if other than California; or Foreign Country						
Orange County			· ·						
* Los Angeles, Orange, San Bern. Note: In land condemnation cases,	ardino, Riverside, use the location of	Ventura, Santa Barbara, or S the tract of land involved	an Luis Obispo Counties						
K. SIGNATURE OF ATTORNEY			Date 9/17/10						
but is used by the Clerk of the (	Court for the purpos	se of statistics, venue and initiating	nation contained herein neither replace nor supplement the filing and service of pleadings of the United States in September 1974, is required pursuant to Local Rule 3-1 is not filed ng the civil docket sheet. (For more detailed instructions, see separate instructions sheet.)						
ey to Statistical codes relating to S									
Nature of Suit Code	Abbreviation	Substantive Statement of (	Cause of Action						
All claims for health insurance benefits (Medicare) under Title 18, Part A, of the Social Security Act, as amended Also, include claims by hospitals, skilled nursing facilities, etc., for certification as providers of services under the program. (42 U.S.C. 1935FF(b))									
All claims for "Black Lung" benefits under Title 4, Part B, of the Federal Coal Mine Health and Safety Act of (30 U.S.C. 923)									
863	All claims filed by insured workers for disability insurance benefits under Title 2 of the Social Security Act, as amended; plus all claims filed for child's insurance benefits based on disability. (42 U.S.C. 405(g))								
863	DIWW	All claims filed for widows or widowers insurance benefits based on disability under Title 2 of the Social Security Act, as amended. (42 U.S.C. 405(g))							
864	SSID	All claims for supplemental se Act, as amended.	ecurity income payments based upon disability filed under Title 16 of the Social Security						
865	RSI	All claims for retirement (old a U.S.C. (g))	age) and survivors benefits under Title 2 of the Social Security Act, as amended. (42						

CV-71 (05/08)