

FILED  
2011 SE. 20 A 11:21  
RICHARD W. WIEKING  
CLERK, U.S. DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA

E-filing

UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA

EMC

EDGARD STA-MARIA  
Plaintiff,

vs.

UNIVERSITY MOUND  
LADIES HOME Defendant(s).

CV

CASE NO. 11 4650

EMPLOYMENT DISCRIMINATION  
COMPLAINT

1. Plaintiff resides at:

Address 6600 BARKLEY WAY

City, State & Zip Code SACRAMENTO CA 95828

Phone 415 609 1413

2. Defendant is located at:

Address 350 UNIVERSITY ST.

City, State & Zip Code SAN FRANCISCO CA 94134

3. This action is brought pursuant to Title VII of the Civil Rights Act of 1964 for employment discrimination. Jurisdiction is conferred on this Court by 42 U.S.C. Section 2000e-5. Equitable and other relief is sought under 42 U.S.C. Section 2000e-5(g).

4. The acts complained of in this suit concern:

a. Failure to employ me.

b. Termination of my employment.

- 1 c. ☐ Failure to promote me.  
2 d. ☒ Other acts as specified below.  
3

4 DISCRIMINATION, HARASSMENT  
5 UNFAIR TREATMENT, HUMILIATION  
6  
7  
8

9 5. Defendant's conduct is discriminatory with respect to the following:

- 10 a. ☐ My race or color.  
11 b. ☐ My religion.  
12 c. ☐ My sex.  
13 d. ☒ My national origin.  
14 e. ☐ Other as specified below.  
15

16 6. The basic facts surrounding my claim of discrimination are:

17 ① REFUSED PAYMENT OF SICKLEAVE BENEFITS DURING  
18 MY EMPLOYMENT, ② OUTSOURCING MY WORK AS  
19 MAINT. ENGR., ③ SINGLED ME OUT AND ISOLATED  
20 FROM CD-WORKERS SOCIALLY, ④ MADE ME FEEL  
21 UNWELCOMED AND UNVALUED THAT THE WORK I DO  
22 IS UNIMPORTANT, ⑤ DISREGARDED SATISFACTORY  
23 QUALITY OF COMPLETED WORK DESPITE EVIDENCE.  
24

25 7. The alleged discrimination occurred on or about AUG. 2009.

26 (DATE)

27 8. I filed charges with the Federal Equal Employment Opportunity Commission (or the  
28 California Department of Fair Employment and Housing) regarding defendant's alleged

discriminatory conduct on or about JUNE 01, 2010

(DATE)

9. The Equal Employment Opportunity Commission issued a Notice-of-Right-to-Sue letter  
(copy attached), which was received by me on or about JULY 02, 2011

(DATE)

10. Plaintiff hereby demands a jury for all claims for which a jury is permitted:

Yes ☒ No ☐

11. WHEREFORE, plaintiff prays that the Court grant such relief as may be appropriate,  
including injunctive orders, damages, costs, and attorney fees.

DATED: 9/15/11

  
SIGNATURE OF PLAINTIFF

(PLEASE NOTE: NOTARIZATION  
IS NOT REQUIRED.)

EDWARD A. STA. MARIA

PLAINTIFF'S NAME

(Printed or Typed)

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: **Edgar Santa Maria**  
**6600 Parkley Way**  
**Sacramento, CA 95828**

From: **San Francisco District Office**  
**350 The Embarcadero**  
**Suite 500**  
**San Francisco, CA 94105**



On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

**555-2010-00523****Judy Furukawa,**  
**Investigator****(415) 625-5615****THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:**

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

**- NOTICE OF SUIT RIGHTS -**

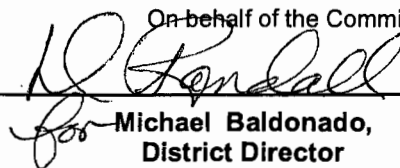
(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

Enclosures(s)

On behalf of the Commission

  
**Michael Baldonado,**  
**District Director**  
(Date Mailed)

cc:

**University Mound Ladies Home**  
**c/o Sara Wilson**  
**STRAZULO FITZGERALD LLP**  
**275 battery St., Suite 200**  
**San Francisco, CA 94111**