Dept # Assigned Tuber McNiCHOLAS & McNiCHOLAS, LLP Matthew S. McNicholas, State Bar No. 190249 Douglas D. Winter, State Bar No. 150795 10866 Wilshire Blvd., Suite 1400 Los Angeles, California 90024 Tel: (310) 474-1582 Fax: (310) 475-7871

Superior Court of California Court Of Los Angules

AUG 06 2018

Sherii R. Cartor, Executive Officer/Clerk

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Attorneys for Plaintiff EMANUEL BROWN

SUPERIOR COURT FOR THE STATE OF CALIFORNIA

COUNTY OF LOS ANGELES

BC716880

EMANUEL BROWN,

Plaintiff,

CITY OF LOS ANGELES, a government entity; LOS ANGELES FIRE DEPARTMENT, a government entity; and DOES 1 through 100, inclusive,

Defendants.

CASE NO.:

COMPLAINT FOR DAMAGES:

- 1. DISCRIMINATION IN VIOLATION OF FEHA (Cal. Gov't C. § 12940 et seq.);
- 2. HARASSMENT IN VIOLATION OF FEHA (CAL. GOV'T C. §§ 12940 et seq.)
- 3. RETALIATION IN VIOLATION OF FEHA (Cal. Gov't C. § 12940 et seq.)

DEMAND FOR JURY TRIAL

Complaint for Damages

<u>; 888</u>

- 1. At all times relevant hereto, Plaintiff EMANUEL BROWN ("BROWN" or "Plaintiff") was a Firefighter Paramedic employed by the Los Angeles Fire Department ("the LAFD" or "Department") and assigned to Fire Station 21 ("FS 21"), and was a competent adult. Plaintiff joined the LAFD in or around September 2008. Plaintiff was qualified for the position by reason of his education and training.
- 2. Since he joined the LAFD, Plaintiff received numerous positive performance evaluations, as well as commendations from both private citizens and the City of Los Angeles for his outstanding contributions and achievements in the LAFD.
- 3. Plaintiff is part of a protected class based on his race and engagement in protected activity, as further described herein.
- 4. Plaintiff is informed and believes and thereon alleges that, at all times relevant hereto, Defendant City was a public entity violating laws within the State of California in the County of Los Angeles. At all times pertinent hereto, Defendant City owned, controlled, and operated the law enforcement agency known as the LAFD.
- 5. Plaintiff is informed and believes and thereupon alleges that Defendants DOES 1 through 100, inclusive, and each of them, at all times relevant hereto, were public, business, and/or other entities whose form is unknown committing torts in and/or engaged in purposeful economic activity within the County of Los Angeles, State of California.
- 6. The true names and capacities of Defendants DOES 1 through 100, and each of them, whether individual, corporate, associate or otherwise, are unknown to Plaintiff at this time, therefore Plaintiff sues said Defendants by such fictitious names. Plaintiff will file DOE amendments, and/or ask leave of court to amend this complaint to assert the true names and capacities of these Defendants when they have been ascertained. Plaintiff is informed and believes, and upon such information and belief alleges, that each Defendant herein designated as a DOE was and is in some manner, negligently, wrongfully, or otherwise, responsible and liable to Plaintiff for the injuries and damages hereinafter alleged, and that Plaintiff's damages as herein alleged were proximately caused by their conduct.

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- 7. Plaintiff is informed and believes, and thereon alleges, that at all times material herein the Defendants, and each of them, were the agents, servants, or employees, or ostensible agents, servants, and employees of each other Defendant, and as such, were acting within the course and scope of said agency and employment or ostensible agency and employment, except on those occasions when Defendants were acting as principals, in which case, said Defendants, and each of them, were negligent in the selection, hiring, and use of the other Defendants.
- 8. At all times mentioned herein, each of the Defendants was the co-tortfeasor of each of the other Defendants in doing the things hereinafter alleged.
- 9. Plaintiff is further informed and believes that at all times relevant hereto, Defendants, and each of them, acted in concert and in furtherance of the interests of each other Defendant. The conduct of each Defendant combined and cooperated with the conduct of each of the remaining Defendants so as to cause the herein described incidents and the resulting injuries and damages to Plaintiff.

VENUE AND JURISDICTION

- 10. At all relevant times hereto, Plaintiff was residing in the County of Los Angeles, State of California.
- At all relevant times hereto, the Defendants, and each of them, were residents of the County of Los Angeles, State of California.
- The wrongful conduct alleged against the Defendants, and each of them, occurred in 12. the County of Los Angeles, State of California. At all relevant times hereto, the conduct at issue was part of a continuous and ongoing pattern of behavior.
- 13. This Court is the proper court because the wrongful acts that are the subject of this action occurred here, at least one Defendant now resides in its jurisdictional area, and injury to person or damage to personal property occurred in its jurisdictional area.
- Plaintiff has complied with and/or exhausted any applicable claims statutes and/or 14. administrative and/or internal remedies and/or grievance procedures, and/or is excused from complying therewith. Plaintiff has complied with the claim presentation requirement of California

Government Code § 945.4 and § 912.4 Plaintiff filed a timely claim with the Department of Fair Employment and Housing on August 1, 2018 and received a right-to-sue notice on August 1, 2018.

GENERAL ALLEGATIONS

- 15. At times relevant to this claim, Plaintiff held the title and rank of Firefighter Paramedic at FS 21. FS 21 is a specialized station and its Firefighter Paramedics do not rotate assignments within the station and are assigned strictly to their paramedic duties, rendering the position a coveted position. During the course of his employment with the City, Plaintiff has performed his various responsibilities as a Firefighter Paramedic in an exemplary fashion and otherwise capably performed each and every condition of his employment agreement.
- 16. Beginning in or around April 2017 to present, on a continuing and ongoing basis, Plaintiff has been subject to numerous acts of race-based discrimination, harassment, and retaliation for speaking out against and reporting inappropriate and unlawful practices within the LAFD.
- 17. On Easter morning, April 19, 2017, Plaintiff found fecal matter inside the driver-side compartment of his rescue vehicle (ambulance). Specifically, the fecal matter was found inside the compartment that is used exclusively by the driver of such vehicle. Plaintiff stored his Personal Protective Equipment, including his breathing apparatus, turn-out jacket, and oxygen tank in this compartment. Moreover, the rescue vehicle was assigned solely to Plaintiff on the days he worked. The LAFD has a history of fecal matter being used as discriminatory acts against its African American Firefighters and personnel. As such, this act was directed at Plaintiff with racial animus.
- 18. Thereafter, Plaintiff spoke to his crew, all of who denied any knowledge of the fecal substance, before taking up the issue with his Captain. Thereafter, family of FS 21 personnel came out to the station to visit those who worked the holiday. Plaintiff's wife, had a strange interaction with Firefighter Marcus Meza ("Meza") who tried to shake her hand while his was noticeably dirty.
- 19. The next day, on or around April 20, 2017, Plaintiff engaged in protected activity and contacted Captain II Eric Roberts ("Roberts") to report the discriminatory act. Robert was

disgusted by the discriminatory conduct and placed the complaint with Professional Standards Bureau ("PSD") as is common LAFD practice and custom, and urged Plaintiff to report the incident to his direct supervisor, Captain I John Smith ("Smith").

- 20. Thereafter on the same day, Plaintiff again engaged in protected activity and contacted Captain Smith to report the discriminatory conduct. Smith responded by asking if Plaintiff was "sure [he] wanted to do this." Plaintiff is unsure if Smith ever followed LAFD procedure by placing a complaint with PSD.
- 21. On or around April 25, 2017, Plaintiff again addressed the crew at FS 21. Plaintiff specifically questioned Firefighter Marcus Meza, who denied any knowledge of the incident.
- 22. On or around May 10, 2017, Plaintiff received formal acknowledgement from PSD of his complaint, corroborating that Captain Roberts did in fact report the complaint to PSD on April 20, 2017. Plaintiff responded to the notice and wrote a letter stating that the use of feces on African American Firefighters is a known racist act that has been committed in the past at the LAFD, specifically within FS 14, commonly known as a "Black [African American] Free Zone."
- 23. On or around June 27, 2017, PSD Captain Patterson interviewed Plaintiff as part of the ongoing investigation into Plaintiff's complaint. In retaliation against Plaintiff for engaging in protected activity and in further discrimination against Plaintiff on the basis of his race, Captain Patterson refused to allow Plaintiff to record the interview, thereby violating Plaintiff's rights under the Firefighters Bill of Rights ("FBOR").
- 24. On or around February 23, 2018, Plaintiff contacted PSD to inquire on the status of the complaint. Plaintiff was informed that two investigators were assigned to the investigation and that it was still an ongoing investigation.
- 25. Also on February 23, 2018, Plaintiff was contacted by a Los Angeles Times reporter regarding the incident and about going on the record about what happened. On or about February 24, 2018, Plaintiff contacted Assistant Chief Roy Harvey ("Harvey"), a well-respected African American veteran of the LAFD, and informed him about the fecal matter incident and that he had been contacted by the Los Angeles Times. Plaintiff wanted Harvey's advice on the matter and Harvey informed him that he should not ignore the discriminatory acts.

26. On or around February 27, 2018, Plaintiff spoke to Captain Lillenburg ("Lillenburg") about the fecal matter incident and about speaking to the Los Angeles Times. Lillenburg cautioned Plaintiff that doing so would be a bad idea. Later that evening, Plaintiff spoke to his crew under belief they would understand the gravity and history of using fecal matter as a discriminatory act against African Americans and support Plaintiff's speaking to the Los Angeles Times. Several Firefighters including Firefighter Jose Rodriguez ("Rodriguez"), Apparatus Operator John Theodore ("Theodore"), and Engineer Nick Rideal ("Rideal") expressed disagreement in Plaintiff's plan to speak with the Los Angeles Times.

- 27. Later than night, or around 8:30 p.m., Engineer Carlos Chavez ("Chavez"), Theodore, and Plaintiff were showering in the locker room. Chavez exclaimed to Plaintiff "show me your dick, faggot." Theodore then stood behind Plaintiff and whispered, "I've got your back," awkwardly implying a homosexual advancement. Such comments from Plaintiff's crew had never occurred prior to his disclosure of speaking to the Los Angeles Times.
- 28. On or around March 4, 2018, while Plaintiff was in the computer room, Apparatus Operator De La Cruz passed the room, looked at Plaintiff, and yelled, "No Retaliation!" De La Cruz was harassing and mocking Plaintiff's complaint of discrimination to his Captains.
- 29. For an indefinite time thereafter, Firefighter Rodriguez would further harass Plaintiff by making cork-popping noises whenever Plaintiff walked into the room, insinuating that he was de-flowering Plaintiff. Such conduct went on for over six-months in further discrimination against Plaintiff and in retaliation for engaging in protected activity.
- 30. Also on March 4, 2018, Theodore casually mentioned to Plaintiff the importance of having a living trust, implying that his death was likely and warranted a living trust. Thereafter, Theodore suggested they watch a video, which Captain Lillenburg played, displaying New York Firefighters repelling off a building. Theodore then informed Plaintiff that the drill of the day would be repelling from a three-story window using a belay-line, a drop-bag, and a 150-foot-long, 5/16's-inch wide rope, which Plaintiff knew to be uncommon and dangerous. Plaintiff then checked the posted schedule of drills, which did not show the repelling exercise Theodore purported was scheduled. Moreover, Plaintiff knew that the use of a drop-bag was in violation of

LAFD regulations. Plaintiff knew that such a drill was an attempt to intimidate further retaliate against Plaintiff, recalling the instance where another African American Firefighter was discriminated and left dangling sideways from the same building. Said Firefighter left FS 21 shortly thereafter the incident.

- 31. Thereafter, Theodore and Plaintiff head up to the third story to conduct the drill. Firefighter Westmoreland, who was present, mentioned that someone may die from such a training drill, further trying to intimidate Plaintiff. Plaintiff believed he would be injured if he attempted the dangerous and reckless drill, which was only being conducted in retaliation against Plaintiff for complaining about the fecal matter incident. As Plaintiff was preparing for the drill, Plaintiff's crew was called out for a structure fire.
- 32. After putting out the fire, Plaintiff and the crew were assigned to stage at Hollywood High School. While walking inside, Theodore looked at Plaintiff and said, "He [Plaintiff] is playing right into our hands." Thereafter, Firefighter Rodriguez taunted Plaintiff stating he was lucky they were called out to the fire and called Plaintiff a "chocolate piece of shit."
- 33. Plaintiff continued to be harassed this day by his crew in retaliation for reporting the fecal incident and in further discrimination against Plaintiff on the basis of his race. Captain Dejong made statements to the effect of "Let's see if he [Plaintiff] is as smart as he thinks." Apparatus Operator De La Cruz questioned if Dejong felt sorry for Plaintiff, and another unknown member stated they should place a game of "Two Bounce," a physical contact game played to determine who will wash the dishes, then looked at Plaintiff as he stated Plaintiff might get hurt. These comments along with the actions earlier in the day gave Plaintiff the impression that his crew was out to hurt him. As a result of this harassment, Plaintiff contacted Assistant Chief Roy Harvey ("Harvey"), an African American, who arrived at the high school. None of Plaintiff's crew bothered him after Harvey arrived.
- 34. Immediately upon returning to FS 21, Plaintiff, fearing for his personal safety, grabbed an "F18" form, commonly known as an employee-initiated transfer form, and put in for a transfer to Fire Station 94. Captain Lillenburg witnessed this and instead of putting an end to the harassment Plaintiff was enduring, informed Plaintiff that he was signing his life away.

| | 35. | On o | or around | the morn | ing of | March | 5, | 2018, | Plaintiff | walked | into | the | station's |
|--------|----------|---------|------------|--------------|---------|---------|-------|--------|-------------|-----------|---------|-------|-----------|
| kitche | n for co | offee. | Apparatus | s Operator | Dean | Bennet | t ("E | Bennet | tt") mocke | ed Plain | tiff by | ask | king how |
| much | sugar P | laintif | f would be | e putting in | nto his | coffee, | insi | nuatin | ng that Pla | intiff wa | as sof | t and | d weak. |

- 36. As a result of the constant harassment, discrimination and retaliation, Plaintiff called Battalion Chief Reddix to make a PSD complaint. Instead, Battalion Chief Peralta answered the phone. Plaintiff engaged in protected activity and explained the sequence of events to Peralta, who had no knowledge about what had been going on at FS 21, which is Peralta's station. Peralta's lack of awareness indicated to Plaintiff that his initial complaint was stale and had not been properly and thoroughly investigated. Immediately after, Battalion Chief Reddix called Plaintiff, and Plaintiff reported to Reddix that he felt his personal safety was in jeopardy. Reddix downplayed the severity of the harassment, discrimination, and retaliation Plaintiff was being subjected to by asking if the call was a "counseling call." Thereafter, Assistant Chief Villanueva called Plaintiff, and Plaintiff again reported the same conduct to Villanueva. Upon information and belief, none of these Chiefs followed proper LAFD protocol to initiate a complaint for misconduct.
- 37. On or around March 7, 2018, Plaintiff, accompanied by Battalion Chief Reddix, went to FS 21 to pick up his personal belongings. Also on this day, Plaintiff spoke to Battalion Chief Peralta, who wanted to confirm that it was Plaintiff's choice to transfer out of FS 21; Plaintiff conveyed that he had no choice but to transfer due to the ongoing discrimination, harassment, and retaliation. After loading up his belongings, Battalion Chief Reddix and Assistant Chief Villanueva invited Plaintiff to a cup of coffee at a local coffee shop. There, Reddix and Villanueva tried to confirm that Plaintiff's transfer out of FS 21 was voluntary. Plaintiff denied it was voluntary, but rather a forced transfer to get away from the harassment and retaliation. Moreover, Villanueva informed Plaintiff that Captain Hart placed Plaintiff on a "threat list," further discriminating and retaliating against Plaintiff.
- 38. On or around March 13, 2018, Plaintiff submitted a second complaint to PSD, wherein Plaintiff reported that he was being retaliated, harassed, and discriminated on the account of his race and for reporting such discriminatory misconduct and harassment. Later that day,

Plaintiff spent his first day at FS 91 with Chief Villanueva. During a meeting with others present Villanueva jokingly stated to Plaintiff "You know we own you right." When Plaintiff asked for clarification, or around March 15, 2018, Villanueva backtracked and stated that the Department and Battalion 13 own Plaintiff.

- 39. Plaintiff is informed and believes that command staff at FS 21 were in violation of LAFD's policy and procedure in failing to transfer out the harassers pending resolution of Plaintiff's complaint with PSD. As a result, Plaintiff was forced to remain at FS 21 with the harassers and endure further discrimination, harassment, and retaliation, which in turn led to his involuntary transfer.
- 40. On or around April 8, 2018, Captain Eric Nelson handed Plaintiff a notice from PSD indicating his fecal matter complaint was closed due to insufficient evidence. Nelson stated to Plaintiff "I guess these are your walking papers."
- 41. As a result of transferring out of FS 21, Plaintiff lost out on a HAZMAT bonus and FLSA bonus. He also lost the coveted position at FS 21 where he did not have to rotate assignments and remained exclusively assigned the Paramedic assignment.
- 42. On a continuing and ongoing basis, Plaintiff is being retaliated against and harassed based on his race and additionally being retaliated against for reporting discriminatory conduct within the LAFD.
- 43. Plaintiff's career has been materially and adversely affected, and irreparably harmed and damaged by the conduct of the Defendants. Plaintiff was discriminated and retaliated against on the basis of his race, and was further discriminated, harassed, and retaliated against for engaging in protected activity and reporting the discriminatory conduct he was being subjected to. After suffering such discrimination and harassment, he spoke out and formally reported the misconduct of various Supervisors and Command Staff of FS 21 and to PSD. As a direct and proximate consequence of reporting such misconduct—which constitutes protected activity under state and federal law—Defendants, and each of them, retaliated against, discriminated against, and harassed Plaintiff and subjected Plaintiff to adverse employment actions. Those adverse employment actions include but are not limited to: being denied a work environment free of

discrimination, harassment, and retaliation, forced to transfer out of FS 21, damage to his reputation, and interference with Plaintiff's ability to do his job.

- 44. Plaintiff has suffered both general and special damages in the past and present and will continue to suffer such damages in the future for an unknown period of time. Plaintiff has also suffered and continues to suffer losses in earnings and other employment benefits, as well as past and future non-economic injury. This has caused damage to his professional reputation, his ability to promote, his ability to be selected for other units, his ability to work, will cause him to have to take a different retirement path, has caused him to lose overtime opportunities and pay, and will adversely affect his income and his pension and other benefits. Moreover, it has adversely affected his personal health and well being, including medical expenses, that are anticipated into the future and may force an early retirement. Plaintiff has also suffered extensive general damages in the form of anxiety, anguish, and mental suffering. Plaintiff's damages are continuing and in an amount not yet determined, but in excess of \$25,000.
- 45. The Department's conduct was a violation of Plaintiff's rights under both state and federal law, including but not limited to the Firefighters Bill of Rights and the Fair Employment and Housing Act (CAL. GOV'T C. §§ 12940, et seq.). Therefore, Defendants, and each of them, are liable under FEHA, are liable for retaliation in violation of public policy as identified in *Tameny v. Atlantic Richfield Co.* (1980) 27 Cal.3d 167 and its progeny, and may be liable for constructive discharge. The wrongful conduct of Defendants, and each of them, is continuing and ongoing as of the present date.

FIRST CAUSE OF ACTION

BY PLAINTIFF AGAINST ALL DEFENDANTS

DISCRIMINATION IN VIOLATION OF FEHA (CAL. GOV'T C. §§ 12940, ET SEQ.)

- 46. Plaintiff re-alleges and incorporates by reference each and every allegation contained in paragraphs 1–45 of this complaint as though fully set forth herein again.
- 47. At all times herein mentioned, Government Code §§ 12940, *et seq.* was in full force and effect and was binding upon Defendants, and each of them.

- 49. Commencing before and during 2017, and continuing to the present, Defendants created and allowed to exist an environment hostile to African American persons and discriminated against Plaintiff on the basis of his race. Such discrimination was in violation of Government Code §§ 12940, *et seq.* and the public policy embodied therein.
- 50. At all times herein mentioned, Defendants, and each of them, had actual and/or constructive knowledge of the discriminatory conduct levied against Plaintiff by Defendants, fellow employees and superiors. Moreover, such retaliation, harassment, and discriminatory conduct was also conducted and/or condoned by Defendants, and each of them.
- As a direct, foreseeable and proximate result of Defendants' discriminatory conduct and failure to act, Plaintiff suffered and continues to suffer damages, humiliation, embarrassment, anxiety, mental anguish and emotional distress. Plaintiff was required to and did employ, and will in the future employ, physicians and health care providers to examine, treat and care for plaintiff, and did, and will in the future, incur medical and incidental expenses. The exact amount of such expenses is unknown to Plaintiff at this time.
- 52. As a direct, foreseeable and proximate result of the Defendants' discriminatory conduct, Plaintiff suffered and continues to suffer losses in earnings and other employment benefits all to his damage in an amount in excess of the minimum jurisdictional limits of this court, the precise amount of which will be proven at trial.
- 53. As a further legal result of the above-described conduct of Defendants, and each of them, Plaintiff has and will continue to incur attorneys' fees and costs in an amount according to proof.

SECOND CAUSE OF ACTION

BY PLAINTIFF AGAINST ALL DEFENDANTS

HARASSMENT IN VIOLATION OF FEHA (CAL. GOV'T C. §§ 12940, ET SEQ.)

- 54. Plaintiff re-alleges and incorporates by reference each and every allegation contained in paragraphs 1–53 of this complaint as though fully set forth herein again.
- 55. At all times herein mentioned, Government Code §§ 12940, et seq. was in full force and effect and was binding upon Defendants, and each of them. Said law required Defendants, and each of them, to refrain from harassing any employee based upon race, and to provide each employee with a working environment free from harassment based on race.
- 56. At all times herein mentioned, Plaintiff was in the protected class of persons, *i.e.*, a person of African American race and one who engaged in protected activities contemplated by California Government Code §§ 12940, *et seq*. Plaintiff is informed and believes that Defendants, and each of them, harassed him based on his race, for reporting and speaking out against wrongful and harassing treatment based on his race, speaking out against improper conduct, and for generally attempting to protect and secure his rights and the rights of others under the FEHA.
- 57. Commencing in 2016, and continuing through Plaintiff's transfer in 2018, Defendants created and allowed to exist an environment hostile to African Americans at FS 21. Plaintiff was subject to this differential treatment, and racial comments and actions directed to Plaintiff. Such harassment was in violation of Government Code §§ 12940, et seq. and the public policy embodied therein.
- 58. At all times herein mentioned, Defendants, and each of them, had actual and/or constructive knowledge of the harassing conduct levied against Plaintiff by Defendants, fellow employees and superiors. Moreover, such retaliation, harassment, and discriminatory conduct was also conducted and/or condoned by Defendants, and each of them.
- 59. As a direct, foreseeable and proximate result of Defendants' harassing conduct and failure to act, Plaintiff suffered and continues to suffer humiliation, embarrassment, anxiety, mental anguish and emotional distress. Plaintiff was required to and did employ, and will in the future employ, physicians and health care providers to examine, treat and care for Plaintiff, and

did, and will in the future, incur medical and incidental expenses. The exact amount of such expenses is unknown to Plaintiff at this time.

- 60. As a direct, foreseeable and proximate result of the Defendants' harassing conduct, Plaintiff suffered and continues to suffer losses in earnings and other employment benefits all to her damage in an amount in excess of the minimum jurisdictional limits of this court, the precise amount of which will be proven at trial.
- 61. As a further legal result of the above-described conduct of Defendants, and each of them, Plaintiff has and will continue to incur attorneys' fees and costs in an amount according to proof.

THIRD CAUSE OF ACTION BY PLAINTIFF AGAINST ALL DEFENDANTS

RETALIATION IN VIOLATION OF FEHA (CAL. GOV'T C. §§ 12940, ET SEQ.)

- 62. Plaintiff re-alleges and incorporates by reference each and every allegation contained in paragraphs 1–61 of this complaint as though fully set forth herein again.
- 63. At all times herein mentioned, Government Code §§ 12940, et seq., was in full force and effect and were binding upon Defendants, and each of them. Said sections required Defendants, and each of them, to refrain from retaliating against an employee for his opposition to employment practices prohibited under FEHA.
- 64. At all times herein mentioned, Plaintiff engaged in protected activities contemplated by Government Code §§ 12940, et seq. Plaintiff is informed and believes that Defendants, and each of them, retaliated against him for seeking a work environment free from race discrimination and harassment, complaining about the failure provide a work environment free from race discrimination and harassment, and otherwise speaking out against and opposing inappropriate workplace behavior, reporting and speaking out against wrongful and discriminatory, harassing, and retaliatory treatment based on his race, speaking out against improper conduct, and for generally attempting to protect and secure his rights and the rights of others under the FEHA.

- 65. Commencing before and occurring in 2017, and continuing to the present,

 Defendants created and allowed to exist an environment hostile to African American persons and retaliated against Plaintiff on the basis of his protected activity. Such retaliation was in violation of Government Code §§ 12940, et seq. and the public policy embodied therein.
- 66. At all times herein mentioned, Defendants, and each of them, had actual and/or constructive knowledge of the retaliatory conduct levied against Plaintiff by Defendants, fellow employees and superiors. Moreover, such retaliation, harassment and discriminatory conduct was also conducted and/or condoned by Defendants, and each of them.
- 67. As a direct, foreseeable and proximate result of Defendants' retaliatory conduct, Plaintiff suffered and continues to suffer damages, humiliation, embarrassment, anxiety, mental anguish and emotional distress. Plaintiff was required to and did employ, and will in the future employ, physicians and health care providers to examine, treat and care for Plaintiff, and did, and will in the future, incur medical and incidental expenses. The exact amount of such expenses is unknown to Plaintiff at this time.
- 68. As a direct, foreseeable and proximate result of the Defendants' retaliatory conduct, Plaintiff suffered and continues to suffer losses in earnings and other employment benefits all to his damage in an amount in excess of the minimum jurisdictional limits of this court, the precise amount of which will be proven at trial.
- 69. As a further legal result of the above-described conduct of Defendants, and each of them, Plaintiff has and will continue to incur attorneys' fees and costs in an amount according to proof.

PRAYER

WHEREFORE, Plaintiff seeks judgment against all Defendants, and each of them, on all Causes of Action for:

- 1. Physical, mental, and emotional injuries, pain, distress, suffering, anguish, fright, nervousness, grief, anxiety, worry, shame, mortification, injured feelings, shock, humiliation and indignity, as well as other unpleasant physical, mental, and emotional reactions, damages to reputation, and other non-economic damages, in a sum to be ascertained according to proof;
- 2. Health care, services, supplies, medicines, health care appliances, modalities, and other related expenses in a sum to be ascertained according to proof;
- 3. Loss of wages, income, earnings, earning capacity, support, domestic services, benefits, and other economic damages in a sum to be ascertained according to proof;
- 4. Other actual, consequential, and/or incidental damages in a sum to be ascertained according to proof;
 - 5. Attorney fees and costs of suit pursuant to statute;
 - 6. Costs of suit herein incurred;
 - 7. Pre-judgment interest;
 - 8. Such other and further relief as the Court may deem just and proper.

Dated: August 6, 2018

McNICHOLAS & McNICHOLAS, LLP

By:

Matthew S. McNicholas Douglas D. Winter Attorneys for Plaintiff EMANUEL BROWN

DEMAND FOR JURY TRIAL

Plaintiff EMANUEL BROWN hereby demands a jury trial.

Dated: August 6, 2018

McNICHOLAS & McNICHOLAS, LLP

By:

Matthew S. McNicholas Douglas D. Winter Attorneys for Plaintiff EMANUEL BROWN

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| Los Angeles, CA 90024 | 10/475-7871 | Superiar Court Of Collifornia | | | | |
| SUPERIOR COURT OF CALIFORNIA, COUNTY OF LOS ANGELS STREET ADDRESS: 111 N. HILL STREET | ES | AUG 0.6 2018 | | | | |
| MAILING ADDRESS: CITY AND ZIP CODE: LOS ANGELES, CA 90012 | | Sherri R. Cartor, Executive Officer/Clerk | | | | |
| BRANCH NAME: CENTRAL DISTRICT CASE NAME: DROUBLE CITY OF LOS ANGELES AND | | By Creating Mayelen, Deputy | | | | |
| BROWN v. CITY OF LOS ANGELES, et al. | | CASE NUMBER: | | | | |
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| Unlimited Limited Cou | nter Joinder | BC716880 | | | | |
| demanded demanded is Filed with | irst appearance by defendan Rules of Court, rule 3.402) | t JUDGE: DEPT: | | | | |
| Items 1–6 below must be co | mpleted (see instructions on | page 2). | | | | |
| 1. Check one box below for the case type that best describe | | | | | | |
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| Uninsured motorist (46) | 740 collections (09) | ☐ Antitrust/Trade regulation (03) | | | | |
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| The state of the s | nt domain/Inverse | Environmental/Toxic tort (30) | | | | |
| Other PI/PD/WD (23) conde | nnation (14) ful eviction (33) | ☐ Insurance coverage claims arising from the above listed provisionally complex case types (41) | | | | |
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| Business tort/unfair business practice (07) Civil rights (08) Unlawful Det | · · · · · · · | Enforcement of judgment (20) | | | | |
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| Intellectual property (19) Drugs | (38) | Other complaint (not specified above) (42) | | | | |
| Professional negligence (25) Judicial Rev | ew Mis | scellaneous Civil Petition | | | | |
| Other non-PI/PD/WD tort (35) Asset | orfeiture (05) | Partnership and corporate governance (21) | | | | |
| Employment Petitio | n re: arbitration award (11) | Other petition (not specified above) (43) | | | | |
| Wrongful termination (36) Writ of | mandate (02) | | | | | |
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| This case is √ is not complex under rule factors requiring exceptional judicial management: | 3.400 of the California Rules | s of Court. If the case is complex, mark the | | | | |
| a. Large number of separately represented parties | d. Large number o | | | | | |
| b. Extensive motion practice raising difficult or nov | | h related actions pending in one or more courts | | | | |
| issues that will be time-consuming to resolve c. Substantial amount of documentary evidence | | s, states, or countries, or in a federal court judgment judicial supervision | | | | |
| 3. Remedies sought (check all that apply): a. monetar | b. nonmonetary; dec | laratory or injunctive relief | | | | |
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| 5. This case is is not a class action suit.6. If there are any known related cases, file and serve a no | ing of related ages. (Values | CM 015 | | | | |
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| Date: August 6, 2018 | \ / | 0,9 | | | | |
| Douglas D. Winter, Esq. (TYPE OR PRINT NAME) | (SIGN | ATURE OF PARTY OR ATTORNEY FOR PARTY) | | | | |
| - (TITE ON FAMILY | 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 Code, Family Code, or Welfare and Institutions Code). (Cal. Rules of Court, rule 3.220.) Failure to file may result | | | | | | |
| in sanctions. EFile this cover sheet in addition to any cover sheet requirent fits case is complex under rule 3.400 et seq. of the Ca | ed by local court rule. lifornia Rules of Court, you m | ust serve a copy of this cover sheet on all | | | | |
| other parties to the action or proceeding. Unless this is a collections case under rule 3.740 or a co | mplex case, this cover sheet | will be used for statistical purposes only. | | | | |

INSTRUCTIONS ON HOW TO COMPLETE THE COVER SHEET

To Plaintiffs and Others Filing First Papers. If you are filing a first paper (for example, a complaint) in a civil case, you must complete and file, along with your first paper, the Civil Case Cover Sheet contained on page 1. This information will be used to compile statistics about the types and numbers of cases filed. You must complete items 1 through 6 on the sheet. In item 1, you must check one box for the case type that best describes the case. If the case fits both a general and a more specific type of case listed in item 1, check the more specific one. If the case has multiple causes of action, check the box that best indicates the primary cause of action. To assist you in completing the sheet, examples of the cases that belong under each case type in item 1 are provided below. A cover sheet must be filed only with your initial paper. Failure to file a cover sheet with the first paper filed in a civil case may subject a party, its counsel, or both to sanctions under rules 2.30 and 3.220 of the California Rules of Court.

To Parties in Rule 3.740 Collections Cases. A "collections case" under rule 3.740 is defined as an action for recovery of money owed in a sum stated to be certain that is not more than \$25,000, exclusive of interest and attorney's fees, arising from a transaction in which property, services, or money was acquired on credit. A collections case does not include an action seeking the following: (1) tort damages, (2) punitive damages, (3) recovery of real property, (4) recovery of personal property, or (5) a prejudgment writ of attachment. The identification of a case as a rule 3.740 collections case on this form means that it will be exempt from the general time-for-service requirements and case management rules, unless a defendant files a responsive pleading. A rule 3.740 collections case will be subject to the requirements for service and obtaining a judgment in rule 3.740.

To Parties in Complex Cases. In complex cases only, parties must also use the Civil Case Cover Sheet to designate whether the case is complex. If a plaintiff believes the case is complex under rule 3.400 of the California Rules of Court, this must be indicated by completing the appropriate boxes in items 1 and 2. If a plaintiff designates a case as complex, the cover sheet must be served with the complaint on all parties to the action. A defendant may file and serve no later than the time of its first appearance a joinder in the plaintiff's designation, a counter-designation that the case is not complex, or, if the plaintiff has made no designation, a designation that the case is complex.

Auto Tort

Auto (22)-Personal Injury/Property Damage/Wrongful Death Uninsured Motorist (46) (if the case involves an uninsured motorist claim subject to arbitration, check this item instead of Auto)

Other PI/PD/WD (Personal Injury/ Property Damage/Wrongful Death) Tort

Asbestos (04)

Asbestos Property Damage Asbestos Personal Injury/ Wrongful Death

Product Liability (not asbestos or toxic/environmental) (24) Medical Malpractice (45)

Medical Malpractice-

Physicians & Surgeons Other Professional Health Care

Malpractice

Other PI/PD/WD (23)

Premises Liability (e.g., slip

and fall)

Intentional Bodily Injury/PD/WD (e.g., assault, vandalism)

Intentional Infliction of **Emotional Distress**

Negligent Infliction of

Emotional Distress

Other PI/PD/WD

Non-PI/PD/WD (Other) Tort

Business Tort/Unfair Business Practice (07)

Civil Rights (e.g., discrimination, false arrest) (not civil

harassment) (08)

Defamation (e.g., slander, libel)

(13)

Fraud (16)

Dintellectual Property (19)

Professional Negligence (25)

Legal Malpractice

Other Professional Malpractice (3)

(not medical or legal) Other Non-PI/PD/WD Tort (35)

Employment

CM-010 [Rev. July 1, 2007]

Wrongful Termination (36)

Other Employment (15)

CASE TYPES AND EXAMPLES

Contract

Breach of Contract/Warranty (06) Breach of Rental/Lease

> Contract (not unlawful detainer or wrongful eviction)

Contract/Warranty Breach-Seller

Plaintiff (not fraud or negligence)

Negligent Breach of Contract/

Warranty

Other Breach of Contract/Warranty

Collections (e.g., money owed, open

book accounts) (09)

Collection Case-Seller Plaintiff Other Promissory Note/Collections

Insurance Coverage (not provisionally

complex) (18)

Auto Subrogation

Other Coverage

Other Contract (37)

Contractual Fraud

Other Contract Dispute

Real Property

Eminent Domain/Inverse

Condemnation (14)

Wrongful Eviction (33)

Other Real Property (e.g., quiet title) (26)

Writ of Possession of Real Property

Mortgage Foreclosure

Quiet Title

Other Real Property (not eminent domain, landlord/tenant, or

foreclosure)

Unlawful Detainer

Commercial (31)

Residential (32)

Drugs (38) (if the case involves illegal drugs, check this item; otherwise, report as Commercial or Residential)

Judicial Review

Asset Forfeiture (05)

Petition Re: Arbitration Award (11)

Writ of Mandate (02)

Writ-Administrative Mandamus

Writ-Mandamus on Limited Court

Case Matter

Writ-Other Limited Court Case

Review

Other Judicial Review (39)

Review of Health Officer Order

Notice of Appeal-Labor

Commissioner Appeals

Provisionally Complex Civil Litigation (Cal.

Rules of Court Rules 3.400-3.403) Antitrust/Trade Regulation (03)

Construction Defect (10)

Claims Involving Mass Tort (40) Securities Litigation (28)

Environmental/Toxic Tort (30)

Insurance Coverage Claims

(arising from provisionally complex

case type listed above) (41)

Enforcement of Judgment

Enforcement of Judgment (20)

Abstract of Judgment (Out of

County)

Confession of Judgment (non-

domestic relations)

Sister State Judgment

Administrative Agency Award

(not unpaid taxes)

Petition/Certification of Entry of

Judgment on Unpaid Taxes Other Enforcement of Judgment

Miscellaneous Civil Complaint

RICO (27)

Other Complaint (not specified

above) (42)

Declaratory Relief Only

Injunctive Relief Only (non-

harassment)

Mechanics Lien

Other Commercial Complaint

Case (non-tort/non-complex)

Other Civil Complaint

(non-tort/non-complex)

Miscellaneous Civil Petition

Partnership and Corporate

Governance (21)

Other Petition (not specified above) (43)

Civil Harassment

Workplace Violence

Elder/Dependent Adult

Abuse

Election Contest

Petition for Name Change

Petition for Relief From Late

Claim

Other Civil Petition

CIVIL CASE COVER SHEET ADDENDUM AND STATEMENT OF LOCATION (CERTIFICATE OF GROUNDS FOR ASSIGNMENT TO COURTHOUSE LOCATION)

| This form is required pursuant to Local Rule 2.0 in all new civil case filings in the Los Angeles Superior Court. | | | | | | | |
|--|---|--|--|--|--|--|--|
| Item I. Check the types of hearing and fill in the estimated length of hearing JURY TRIAL? ✓ YES CLASS ACTION? ☐ YES LIMITED CASE? ☐ YES | - · | | | | | | |
| Item II. Indicate the correct district and courthouse location (4 steps – If y | rou checked "Limited Case", skip to Item III, Pg. 4): | | | | | | |
| Step 1: After first completing the Civil Case Cover Sheet form, find the case in the left margin below, and, to the right in Column A, the Civil Ca | - · · · | | | | | | |
| Step 2: Check one Superior Court type of action in Column B below | which best describes the nature of this case. | | | | | | |
| Step 3: In Column C , circle the reason for the court location choice th checked. For any exception to the court location, see Local Rule 2.0. | at applies to the type of action you have | | | | | | |
| Applicable Reasons for Choosing Courthouse Loc | ation (see Column C below) | | | | | | |
| May be filed in central (other county, or no bodily injury/property damage). Location where cause of action arose. Location where bodily injury, death or damage occurred. | Location of property or permanently garaged vehicle. Location where petitioner resides. Location wherein defendant/respondent functions wholly. Location where one or more of the parties reside. Location of Labor Commissioner Office | | | | | | |

Step 4: Fill in the information requested on page 4 in Item III; complete Item IV. Sign the declaration.

| | A Civil Case Cover Sheet Category No. | B Type of Action (Check only one) | C Applicable Reasons - See Step 3 Above |
|--|---|---|---|
| Auto Tort | Auto (22) | ☐ A7100 Motor Vehicle - Personal Injury/Property Damage/Wrongful Death | 1., 2., 4. |
| | Uninsured Motorist (46) | ☐ A7110 Personal Injury/Property Damage/Wrongful Death – Uninsured Motorist | 1., 2., 4. |
| ξι T | Asbestos (04) | □ A6070 Asbestos Property Damage □ A7221 Asbestos - Personal Injury/Wrongful Death | 2. |
| ्र Óthe्ह Personal Injury/ Property Damage/ Wrongful Death Tort | Product Liability (24) | ☐ A7260 Product Liability (not asbestos or toxic/environmental) | 1., 2., 3., 4., 8. |
| | Medical Malpractice (45) | □ A7210 Medical Malpractice - Physicians & Surgeons □ A7240 Other Professional Health Care Malpractice | 1., 4. 1., 4. |
| ୁ T ନ୍ତ ଅଦ୍ୟୁଣ୍ଡ Perୁsgnal Inju Damage/ Wrongful | Other Personal Injury Property Damage Wrongful Death (23) | □ A7250 Premises Liability (e.g., slip and fall) □ A7230 Intentional Bodily Injury/Property Damage/Wrongful Death (e.g., assault, vandalism, etc.) □ A7270 Intentional Infliction of Emotional Distress □ A7220 Other Personal Injury/Property Damage/Wrongful Death | 1., 4. 1., 4. 1., 3. 1., 4. |

Non-Personal Injury/ Property Damage/ Wrongful Death Tort

Employment

Contract

Real Property

Ovilawfül Detainer

| | invaced, e i i i i | |
|---|---|---|
| A Civil Case Cover Sheet Category No. | B Type of Action (Check only one) | C Applicable Reasons - See Step 3 Above |
| Business Tort (07) | □ A6029 Other Commercial/Business Tort (not fraud/breach of contract) | 1., 3. |
| Civil Rights (08) | . □ A6005 Civil Rights/Discrimination | 1., 2., 3. |
| Defamation (13) | □ A6010 Defamation (slander/libel) | 1., 2., 3. |
| Fraud (16) | □ A6013 Fraud (no contract) | 1., 2., 3. |
| Professional Negligence (25) | ☐ A6017 Legal Malpractice ☐ A6050 Other Professional Malpractice (not medical or legal) | 1., 2., 3. 1., 2., 3. |
| Other (35) | ☐ A6025 Other Non-Personal Injury/Property Damage tort | 2.,3. |
| Wrongful Termination (36) | ☐ A6037 Wrongful Termination | 1., 2., 3. |
| Other Employment (15) | ☑ A6024 Other Employment Complaint Case☐ A6109 Labor Commissioner Appeals | 1., 2., 3. 10. |
| Breach of Contract/ Warranty (06) (not insurance) | 2., 5. 2., 5. 1., 2., 5. 1., 2., 5. | |
| Collections (09) | □ A6002 Collections Case-Seller Plaintiff □ A6012 Other Promissory Note/Collections Case | 2., 5., 6. 2., 5. |
| Insurance Coverage (18) | □ A6015 Insurance Coverage (not complex) | 1., 2., 5., 8. |
| Other Contract (37) | Other Contract (37) A6009 Contractual Fraud A6001 Tortious Interference A6027 Other Contract Dispute(not breach/insurance/fraud/negligence) | |
| Eminent Domain/Inverse Condemnation (14) | ☐ A7300 Eminent Domain/Condemnation Number of parcels | 2. |
| Wrongful Eviction (33) | ☐ A6023 Wrongful Eviction Case | 2., 6. |
| Other Real Property (26) | Other Real Property (26) A6018 Mortgage Foreclosure A6032 Quiet Title A6060 Other Real Property (not eminent domain, landlord/tenant, foreclosure) | |
| Unlawful Detainer-Commercial (31) | LLL AbO21 Unlawful Detainer-Commercial (not driids or wrondful eviction) | |
| Unlawful Detainer-Residential (32) | ☐ A6020 Unlawful Detainer-Residential (not drugs or wrongful eviction) | 2., 6. |
| Unlawful Detainer- Post-Foreclosure (34) | Unlawful Detainer- D A6020E Unlawful Detainer-Post-Foreclosure | |
| Unlawful Detainer-Drugs (38) | □ A6022 Unlawful Detainer-Drugs | 2., 6. |

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| Enforcement | of Indoment |
| Miscellaneous | Civil Complaints |
| 70, | Civil Patitions |
| \$ 107 Z |) • |

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|--|--|--|
| A Civil Case Cover Sheet Category No. | Type of Action (Check only one) | Applicable Reasons - See Step 3 Above |
| Asset Forfeiture (05) | ☐ A6108 Asset Forfeiture Case | 2., 6. |
| Petition re Arbitration (11) | ☐ A6115 Petition to Compel/Confirm/Vacate Arbitration | 2., 5. |
| | ☐ A6151 Writ - Administrative Mandamus | 2., 8. |
| Writ of Mandate (02) | ☐ A6152 Writ - Mandamus on Limited Court Case Matter | 2. |
| | ☐ A6153 Writ - Other Limited Court Case Review | 2. |
| Other Judicial Review (39) | ☐ A6150 Other Writ /Judicial Review | 2., 8. |
| Antitrust/Trade Regulation (03) | ☐ A6003 Antitrust/Trade Regulation | 1., 2., 8. |
| Construction Defect (10) | ☐ A6007 Construction Defect | 1., 2., 3. |
| Claims Involving Mass Tort (40) | □ A6006 Claims Involving Mass Tort | 1., 2., 8. |
| Securities Litigation (28) | □ A6035 Securities Litigation Case | 1., 2., 8. |
| Toxic Tort Environmental (30) | □ A6036 Toxic Tort/Environmental | 1., 2., 3., 8. |
| Insurance Coverage Claims from Complex Case (41) | □ A6014 Insurance Coverage/Subrogation (complex case only) | 1., 2., 5., 8. |
| Enforcement , of Judgment (20) | □ A6141 Sister State Judgment □ A6160 Abstract of Judgment □ A6107 Confession of Judgment (non-domestic relations) □ A6140 Administrative Agency Award (not unpaid taxes) □ A6114 Petition/Certificate for Entry of Judgment on Unpaid Tax □ A6112 Other Enforcement of Judgment Case | 2., 9. 2., 6. 2., 9. 2., 8. 2., 8. 2., 8., 9. |
| RICO (27) | □ A6033 Racketeering (RICO) Case | 1., 2., 8. |
| Other Complaints (Not Specified Above) (42) | □ A6030 Declaratory Relief Only □ A6040 Injunctive Relief Only (not domestic/harassment) □ A6011 Other Commercial Complaint Case (non-tort/non-complex) □ A6000 Other Civil Complaint (non-tort/non-complex) | 1., 2., 8. 2., 8. 1., 2., 8. 1., 2., 8. |
| Partnership Corporation Governance (21) | ☐ A6113 Partnership and Corporate Governance Case | 2., 8. |
| Other Petitions · . (Not Specified Above) (43) | □ A6121 Civil Harassment □ A6123 Workplace Harassment □ A6124 Elder/Dependent Adult Abuse Case □ A6190 Election Contest □ A6110 Petition for Change of Name □ A6170 Petition for Relief from Late Claim Law | 2., 3., 9. 2., 3., 9. 2., 3., 9. 2. 2., 7. 2., 3., 4., 8. |
| | ☐ A6100 Other Civil Petition | 2., 9. |

| | | _ |
|-------|--------|---|
| SHORT | TITLE: | |

BROWN v. CITY OF LOS ANGELES, ET AL.

| • | | _ | |
|-----|----|-------|--|
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| ACE | NI | IMBED | |

(SIGNATURE OF ATTORNEY/FILING PARTY)

Item III. Statement of Location: Enter the address of the accident, party's residence or place of business, performance, or other circumstance indicated in Item II., Step 3 on Page 1, as the proper reason for filing in the court location you selected.

| REASON: Check the appropria under Column C for the type o this case. | | | ADDRESS: 200 North Main Street |
|--|--------------------|------------------|---|
| □1. ☑2. □3. ☑4. □5 | . □6. □7. □8. □ |]9. □10. | |
| CITY: | STATE: | ZIP CODE: | |
| Los Angeles | CA | 90012 | |
| and correct and that the abo | ve-entitled matter | is properly file | erjury under the laws of the State of California that the foregoing is true ed for assignment to the Stanley Mosk courthouse in the mia, County of Los Angeles [Code Civ. Proc., § 392 et seq., and Local |
| Rule 2.0, subds. (b), (c) and (c | d)]. | • | |
| Detect: August 6, 2018 | | | |

PLEASE HAVE THE FOLLOWING ITEMS COMPLETED AND READY TO BE FILED IN ORDER TO PROPERLY **COMMENCE YOUR NEW COURT CASE:**

- 1. Original Complaint or Petition.
- 2. If filing a Complaint, a completed Summons form for issuance by the Clerk.
- 3. Civil Case Cover Sheet, Judicial Council form CM-010.
- Civil Case Cover Sheet Addendum and Statement of Location form, LACIV 109, LASC Approved 03-04 (Rev. 03/11).
- 5. Payment in full of the filing fee, unless fees have been waived.
- 6. A signed order appointing the Guardian ad Litem, Judicial Council form CIV-010, if the plaintiff or petitioner is a minor under 18 years of age will be required by Court in order to issue a summons.
- 7. Additional copies of documents to be conformed by the Clerk. Copies of the cover sheet and this addendum must be served along with the summons and complaint, or other initiating pleading in the case.