1 Thomas A. Saenz (State Bar No. 159430) Victor Viramontes (State Bar No. 214158) 2 MEXICAN AMERICAN LEGAL DEFENSE 3 AND EDUCATIONAL FUND 634 S. Spring Street, 11th Floor 4 Los Angeles, CA 90014 5 Telephone: 213.629.2512 Facsimile: 213.629.0266 6 tsaenz@maldef.org Email: 7 vviramontes@maldef.org 8 Attorneys for Plaintiffs 9 10 UNITED STATES DISTRICT COURT 11 CENTRAL DISTRICT OF CALIFORNIA 12 13 Case No CV11-00278 JOSE FLORES, RYAN REYES, BRIAN PEREZ, 14 15 COMPLAINT FOR NATIONAL Plaintiffs, 16 Cal. Gov. Code § 12940 et seq.; 42 U.S.C. § 1981; Equal Protection VS. 17 CITY OF WESTMINSTER, **DEMAND FOR JURY TRIAL** 18 MITCHELL WALLER, in his 19 individual capacity, ANDREW HALL, 20 in his individual capacity, and DOES 1 to 20, inclusive 21 22 Defendants. 23 24 Plaintiffs Jose Flores, Ryan Reyes, and Brian Perez allege as follows: 25

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1. This action seeks remedies for unlawful discrimination that Jose Flores, Ryan Reyes, and Brian Perez ("Plaintiffs") experienced in their positions as police officers for the City of Westminster. By denying Plaintiffs special assignments

- and promotions, the Defendants City of Westminster, Mitchell Waller, and Andrew Hall discriminated against Plaintiffs on the basis of their Latino national origin and violated California's Fair Housing and Employment Act, the Equal Protection Clause of the Fourteenth Amendment, and 42 U.S.C § 1981.
- 2. Venue is proper in this Court because the illegal acts against the Plaintiffs took place in the Central District of California. Defendant City of Westminster is also found in this District.
- 3. This Court has jurisdiction over this action under 28 U.S.C. § 1343 and 42 U.S.C. § 1983.
- 4. Plaintiff Jose Flores is an individual of Latino/Hispanic origin. He resides in the Central District of California. Plaintiff Flores has worked as a police officer for Defendant City of Westminster since about 2002.
- 5. Plaintiff Ryan Reyes is an individual of Latino/Hispanic origin. He resides in the Central District of California. Plaintiff Reyes has worked as a police officer for Defendant City of Westminster since about 1999.
- 6. Plaintiff Brian Perez is an individual of Latino/Hispanic origin. He resides in the Central District of California. Plaintiff Perez has worked as a police officer for Defendant City of Westminster since 2003.
- 7. Defendant City of Westminster ("City") is a city in the State of California and County of Los Angeles. The Westminster Police Department is an agency of the City of Westminster. The City is Plaintiffs' employer. Decisions to deny Plaintiffs Special Assignments and promotions were made by the City, the Westminster Police Department, and/or their agents and employees.
- 8. Defendant Mitchell Waller is currently the Chief of Police for the City. Decisions to deny Plaintiffs Special Assignments and promotions were made by Defendant Waller.

- 9. Defendant Andrew Hall is formerly the Chief of Police for the Westminster Police Department. Decisions to deny Plaintiffs Special Assignments and promotions were made by Defendant Hall.
- 10. The true names and capacities, whether individual, corporate, associate, or otherwise, and the true involvement of Defendants sued here as Does 1 through 20, inclusive, are unknown to Plaintiffs who therefore sues these Defendants by fictitious names and will amend this Complaint to show the true names, capacities and involvement when ascertained. Plaintiffs are informed and believe and allege that each of the Defendants designated as a Doe is responsible in some manner for the events and happenings referred to here, and that Plaintiffs' injuries and damages were proximately caused by these Defendants.
- 11. On information and belief, Defendant City has engaged in a pattern or practice of failing to promote Latinos and failing to award Latinos Special Assignments. Plaintiffs have been injured by the pattern or practice.
- 12. On information and belief, Defendant City engages in a policy or custom of discriminating against Latino officers with regard to Special Assignments and promotions. Plaintiffs have been injured by the City's discriminatory policy or practice.
- 13. Plaintiffs have performed their duties well as police officers. Despite performing well, Defendants have not awarded Plaintiffs Special Assignments or promotions.
- 14. On information and belief, Special Assignments include detective assignments in narcotics, burglary, and gangs. In addition, Special Assignments include motor assignments, among others. Defendants also award a Special Assignment for the mall. However, the mall assignment is less prestigious than other special assignments.
- 15. On information and belief, after police officers receive Special Assignments, their profile for potential promotions becomes stronger.

- 16. Defendants have denied Plaintiffs Special Assignments and promotions. Plaintiffs understood that applications for promotion were futile, when Defendants would deny Plaintiffs Special Assignments.
- 17. Plaintiff Flores has applied for special assignments within the Westminster Police Department, and Defendants have denied him all special assignments, except the mall assignment. Defendants denied Plaintiff Flores Special Assignments even though Plaintiff Flores has received recognition for his work as a police officer in Westminster including the Mothers Against Drunk Driving Award and the Centurian Award.
- 18. Since about 2005, Plaintiff Flores has applied for about four detective positions during his time as a police officer at the City. Plaintiff Flores did not apply to some Special Assignment positions because he knew it would be futile because Defendants would deny him the position. Plaintiff Flores did not apply for promotion because he understood it would be futile.
- 19. Plaintiff Reyes has applied for special assignments within the Westminster Police Department, and Defendants have denied him all special assignments, except the mall assignment. Defendants have denied Plaintiff Reyes Special Assignments even though Plaintiff Reyes has received recognition for his work as a police officer including the rookie of the year award and multiple medals of merit.
- 20. Since about 2002, Plaintiff Reyes has applied for more than twenty Special Assignments during his time as a police officer at the City. Plaintiff Reyes did not apply to some Special Assignment positions because he knew it would be futile because Defendants would deny him the position. Plaintiff Reyes did not apply for promotion because he understood it would be futile.
- 21. Plaintiff Perez has applied for Special Assignments within the Westminster police department, and Defendants have denied him all Special Assignments. Plaintiff Perez currently serves as a Major in the United States

Marine Corps. He has been promoted multiple times by the Unites States Marines Corps, but Defendants have not awarded him a single Special Assignment.

- 22. Since about 2005, Plaintiff Perez has applied for about four detective positions during his time as a police officer at the City. Plaintiff Perez did not apply to some Special Assignment positions because he knew it would be futile because Defendants would deny him the position. Plaintiff Perez did not apply for promotion because he understood it would be futile.
- 23. In or about June 28, 2010, Plaintiff Flores filed a complaint with the California Department of Fair Employment and Housing ("DFEH"). He received a right to sue notice from the DFEH.
- 24. In or about January 20, 2010, Plaintiff Reyes filed a complaint with the California Department of Fair Employment and Housing ("DFEH"). He received a right to sue notice from the DFEH.
- 25. In or about August 23, 2010, Plaintiff Perez filed a complaint with the California Department of Fair Employment and Housing ("DFEH"). He received a right to sue notice from the DFEH.

# First Cause of Action Cal. Gov. Code Section 12940 et seq. (against City of Westminster)

- 26. Plaintiffs reallege paragraphs 1 through 25 of this Complaint.
- 27. The City discriminated against Plaintiffs based on their national origin, Latino.
- 28. The City denied Plaintiffs Special Assignments and promotions because of their national origin.
- 29. The City subjected Plaintiffs to differential treatment in the terms and conditions of their employment because of their national origin.
  - 30. Plaintiffs exhausted their administrative remedies.

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31. As a result of the City's conduct, Plaintiffs have suffered damages including economic losses and emotional distress, in an amount to be determined at trial.

32. The City's actions were willful, malicious, fraudulent, and oppressive, and were committed with the wrongful intent to injure Plaintiffs and in conscious disregard of Plaintiffs' rights.

## Second Cause of Action Section 1981 (against Defendants Hall and Waller)

- 33. Plaintiffs reallege paragraphs 1 through 32 of this Complaint.
- 34. Defendants Hall and Waller discriminated against Plaintiffs based on their national origin by denying Plaintiffs Special Assignments and promotions.
- 35. Defendants Hall and Waller subjected Plaintiffs to differential treatment in the terms and conditions of their employment because of their national origin.
- 36. As a result of Defendant Hall and Waller's conduct, Plaintiffs have suffered damages including economic losses and emotional distress, in an amount to be determined at trial.
- 37. Defendant Hall and Waller's actions were willful, malicious, fraudulent, oppressive, and made with evil motive and intent or in callous disregard of Plaintiffs' rights.

# Third Cause of Action Section 1981 (Against Defendant City of Westminster)

- 38. Plaintiffs reallege paragraphs 1 through 37 of this Complaint.
- 39. Defendant City discriminated against Plaintiffs by denying them Special Assignments and promotions based on their national origin.
  - 40. Defendant City subjected Plaintiffs to differential treatment in the terms

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and conditions of their employment because of their national origin.

- 41. Defendant City discriminated against Plaintiffs due to a policy or custom.
- 42. As a result of Defendant City's conduct, Plaintiffs have suffered damages including economic losses and emotional distress, in an amount to be determined at trial.

### **Fourth Cause of Action Equal Protection**; Section 1983 (Defendants Waller and Hall)

- 43. Plaintiffs reallege paragraghs 1 through 42 of this Complaint.
- 44. Defendants Hall and Waller discriminated against Plaintiffs based on their national origin by denying Plaintiffs Special Assignments and promotions.
- 45. Defendants Hall and Waller subjected Plaintiffs to differential treatment in the terms and conditions of their employment because of their national origin.
- 46. As a result of Defendant Hall and Waller's conduct, Plaintiffs have suffered damages including economic losses and emotional distress, in an amount to be determined at trial.
- 47. Defendant Hall and Waller's actions were willful, malicious, fraudulent, oppressive, and made with evil motive and intent or in callous disregard of Plaintiffs' rights.

# Fifth Cause of Action **Equal Protection**; Section 1983 (Against Defendant City of Westminster)

- 48. Plaintiffs reallege paragraphs 1 through 47 of this Complaint.
- 49. Defendant City discriminated against Plaintiffs by denying them promotions and Special Assignments based on their national origin.

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f. For an award of reasonable attorney fees and expenses of this litigation; g. For any additional and further relief as the Court deems appropriate. Respectfully submitted, Date: February 15, 2011 MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATIONAL FUND Victor Viramontes Attorneys for Plaintiffs. 

	SUMMONS
Mexican American Legal Defense & Educational Fund 634 S. Spring St., 11th Floor Los Angeles, CA 90014  UNITED STATES CENTRAL DISTRI  Jose Flores, Ryan Reyes, Brian Perez  PLAINTIFF(S) v.  City of Westminster, Mitchell Waller in his individual capacity, Andrew Hall in his individual capacity and	CASE NUMBER  SACV11-00278 DOC (RN)  SUMMONS
Fund 634 S. Spring St., 11th Floor Los Angeles, CA 90014  UNITED STATES CENTRAL DISTRI Jose Flores, Ryan Reyes, Brian Perez  PLAINTIFF(S) V.  City of Westminster, Mitchell Waller in his individual capacity, Andrew Hall in his individual capacity and	CASE NUMBER  SACV11-00278 DOC (RN)  SUMMONS
634 S. Spring St., 11th Floor Los Angeles, CA 90014  UNITED STATES CENTRAL DISTRI  Jose Flores, Ryan Reyes, Brian Perez  PLAINTIFF(S) V.  City of Westminster, Mitchell Waller in his individual capacity, Andrew Hall in his individual capacity and	CASE NUMBER  SACV11-00278 DOC (RN)  SUMMONS
Los Angeles, CA 90014  UNITED STATES CENTRAL DISTRI  Jose Flores, Ryan Reyes, Brian Perez  PLAINTIFF(S)  v.  City of Westminster, Mitchell Waller in his individual capacity, Andrew Hall in his individual capacity and	CASE NUMBER  SACV11-00278 DOC (RN)  SUMMONS
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DEFENDANT(S).	1
must serve on the plaintiff an answer to the attached of counterclaim cross-claim or a motion under Rule or motion must be served on the plaintiff's attorney, V634 S. Spring Street, 11th Floor, Los Angeles, CA 900 udgment by default will be entered against you for the	12 of the Federal Rules of Civil Procedure. The answer Victor Viramontes , whose address is
our answer or motion with the court.	
	Clerk, U.S. District Court
FEB 1 5 2011 Dated:	By: Deputy Clerk
	(Seal of the Court)
	1181 tes agency, or is an officer or employee of the United States. Allowed
60 days by Rule 12(a)(3)].	MMONS

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

I (a) PLAINTIFFS (Check box if you are representing yourself □)  Jose Flores, Ryan Reyes, Brian Perez				DEFENDANTS City of Westminster, Mitchell Waller, in his individual capacity, Andrew Hall in his individual capacity and Does 1 to 20, inclusive						
(b) Attorneys (Firm Name, Address and Telephone Number. If you are representing yourself, provide same.)				Attorneys (If Known)						
Thomas A. Saenz and Victor Viramontes, Mexican American Legal Defense and Educational Fund, 634 S. Spring St., 11th Floor, Los Angeles, CA 90014 (213) 629-2512										
				NSHIP OF PRINCIPAL PARTIES - For Diversity Cases Only X in one box for plaintiff and one for defendant.)						
☐ 1 U.S. Government Plaintiff	3 Federal Question (U.S. Government Not a Party)	)	Citizen of This Sta	ite	PTF □ 1	<b>DEF</b> □ 1	Incorporated or P of Business in thi		<b>PTF</b> □ 4	DEF □ 4
☐ 2 U.S. Government Defendant	of Parties in Item III)		Citizen of Another		□2		Incorporated and of Business in An			□ <i>5</i>
			Citizen or Subject	of a Foreign	Country 113		Foreign Nation		□ 6	□ 6
IV. ORIGIN (Place an X in one	• •			_						
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V. REQUESTED IN COMPL.	AINT: JURY DEMAND: 🗹 Y	′es □	No (Check 'Yes' o	nly if deman	nded in complain	t.)				
CLASS ACTION under F.R.C.	.P. 23: □ Yes 🗹 No		□мо	ONEY DEM	IANDED IN CO	MPLAI	INT: \$			
VI. CAUSE OF ACTION (Cite	the U.S. Civil Statute under which	h you a	re filing and write	a brief staten	nent of cause. D	o not cit	e jurisdictional sta	atutes unless dive	ersity.)	
	rotection, FEHA, Discrimination-									
VII. NATURE OF SUIT (Plac	e an X in one box only.)									
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☐ 460 Deportation	Overpayment &	L 220	Slander Fed. Employers'		operty Damage			Reportin		
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and Corrupt Organizations	Judgment ☐ 151 Medicare Act		Marine		oduct Liability   KRUPTCY			☐ 790 Other L		ACI
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SACV11-00278

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

FOR OFFICE USE ONLY: Case Number:

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

VIII(a). IDENTICAL CASES: Has this action been previously filed in this court and dismissed, remanded or closed? In No Yes If yes, list case number(s):							
VIII(b). RELATED CASES: Have any cases been previously filed in this court that are related to the present case? VNo							
- DB	Arise from the same of Call for determination. For other reasons would have the same pater.	or closely related transactions, happenings, or events; or of the same or substantially related or similar questions of law and fact; or all dentail substantial duplication of labor if heard by different judges; or all of the factors identified above in a, b or c also is present.					
		n, use an additional sheet if necessary.) side of this District; State if other than California; or Foreign Country, in which EACH named plaintiff resides.					
Check here if the government,	, its agencies or employe	ces is a named plaintiff. If this box is checked, go to item (b).  California County outside of this District: State, if other than California; or Foreign Country					
County in this District:*		California County outside of this District. State, if other than Camornia, or Foregot Country					
Orange County	•						
(b) List the County in this Distric  Check here if the government	et; California County outs	side of this District; State if other than California; or Foreign Country, in which EACH named defendant resides.					
County in this District:*	, 10 0201010	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	et; California County out	tside 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	nardino, Riverside, Ver	ntura, Santa Barbara, or San Luis Obispo Counties					
Note: In land condemnation cases	Note: In land condemnation cases, use the location of the tract of land involved  X. SIGNATURE OF ATTORNEY (OR PRO PER):   Date 2/15/2011						
Notice to Counsel/Parties:	The CV-71 (JS-44) Civ	vil Cover Sheet and the information contained herein neither replace nor supplement the filing and service of pleadings ed by the Judicial Conference of the United States in September 1974, is required pursuant to Local Rule 3-1 is not filed of statistics, venue and initiating the civil docket sheet. (For more detailed instructions, see separate instructions sheet.)					
Key to Statistical codes relating to	Social Security Cases:						
Nature of Suit Co	de Abbreviation	Substantive Statement of Cause of Action					
861	HIA	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))					
862	BL	All claims for "Black Lung" benefits under Title 4, Part B, of the Federal Coal Mine Health and Safety Act of 1969. (30 U.S.C. 923)					
863	DIWC	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 security income payments based upon disability filed under Title 16 of the Social Security Act, as amended.					
865	RSI	All claims for retirement (old age) and survivors benefits under Title 2 of the Social Security Act, as amended. (42 U.S.C. (g))					

# UNITED STATES DISTRICT COURT CENTRAL DISTRICT OF CALIFORNIA

#### NOTICE OF ASSIGNMENT TO UNITED STATES MAGISTRATE JUDGE FOR DISCOVERY

This case has been assigned to District Judge David O. Carter and the assigned discovery Magistrate Judge is Robert N. Block.

The case number on all documents filed with the Court should read as follows:

SACV11- 278 DOC (RNBx)

Pursuant to General Order 05-07 of the United States District Court for the Central District of California, the Magistrate Judge has been designated to hear discovery related motions.

All discovery related motions should be noticed on the calendar of the Magistrate Judge
NOTICE TO COUNCE!
NOTICE TO COUNSEL

A copy of this notice must be served with the summons and complaint on all defendants (if a removal action is filed, a copy of this notice must be served on all plaintiffs).

Subsequent documents must be filed at the following location:

Western Division 312 N. Spring St., Rm. G-8 Los Angeles, CA 90012	[X]	Southern Division 411 West Fourth St., Rm. 1-053 Santa Ana, CA 92701-4516	Eastern Division 3470 Twelfth St., Rm. 134 Riverside, CA 92501

Failure to file at the proper location will result in your documents being returned to you.