1 2 3 4 5 6 7 8 9	JOHN A. GIRARDI, State Bar No. 54917 LAW OFFICES OF JOHN GIRARDI 29900 Hawthorne Boulevard Rolling Hills Estates, CA 90274 (310) 265-5787 Telephone john@johngirardilaw.com LAWRENCE J. LENNEMANN, State Bar No. 134108 LAW OFFICE OF LAWRENCE J. LENNEMANN 29900 Hawthorne Boulevard Rolling Hills Estates, CA 90274 (310) 265-5788 Telephone lennemann@att.net Attorneys for Plaintiff ROBERT WAGGLE					
10	SUPERIOR COURT OF THE STATE OF CALIFORNIA					
11	COUNTY OF KINGS					
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13	ROBERT WAGGLE, an Individual       )       CASE NO.:       21C-0282					
14	) PLAINTIFF ROBERT WAGGLE'S COMPLAINT FOR:					
15 16	Plaintiff, (1) HARASSMENT (HOSTILE WORK ENVIRONMENT) IN VIOLATION OF THE					
10	vs. <b>FAIR EMPLOYMENT AND HOUSING ACT;</b>					
18	(2) HARASSMENT (QUID PRO QUO) IN VIOLATION OF THE FAIR EMPLOYMENT					
19	<ul> <li>COUNTY OF KINGS, an entity of unknown</li> <li>AND HOUSING ACT;</li> <li>(3) RETALIATION IN VIOLATION OF THE</li> </ul>					
20	origin; and DOES 1 - 50, Inclusive, FAIR EMPLOYMENT AND HOUSING ACT; (4) FAILURE TO TAKE CORRECTIVE					
21	ACTION IN VIOLATION OF FEHA					
22	REQUEST FOR JURY TRIAL; AND (5)VIOLATION OF LABOR CODE §1102.5					
23	Defendants.					
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25	Plaintiff Robert Waggle ("Plaintiff"), with knowledge as to his own acts and based upon information					
26	and belief with regard to all other matters, by and through his attorneys of record, alleges as follows:					
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	l Case No. Plaintiff's Complaint					

Plaintiff is an individual who, at all times relevant herein, resided within the County of Kings,
 State of California and was employed by Defendant County of Kings ("County" or "Defendant") at
 Defendant's business office(s) located in the County of Kings, State of California.

2. Plaintiff alleges that Defendant is a municipality doing business in the County of Kings, State of California. The Kings County Board of Supervisors, as the governing body of the City of Kings, acts, represents, and implements policy on the behalf of Defendant.

3. Defendants County and DOE Defendants 1 through 50 are hereinafter sometimes collectively referred to as "Defendants".

4. On or about July 6, 2020, Plaintiff exhausted his administrative remedies by: (1) filing and serving a Government Claim [which referenced his concurrently-filed Department of Fair Employment and Housing ("DFEH") claim] against Defendant which was denied by operation of law; and (2) filing a Complaint with the DFEH and thereafter serving the resulting "Right to Sue" on Defendant

5. Plaintiff is presently not aware of the true names and/or capacities of defendants DOES 1 through 50, inclusive, and therefore sues said defendants by such fictitious names. Plaintiff is informed and believes and upon such information and belief alleges that said fictitiously named defendants are directly and proximately responsible for the injuries and damages alleged herein. Plaintiff will amend this Complaint to allege the true names and capacities of said fictitiously named defendants when, and if, ascertained.

6. Plaintiff is informed and believes and upon such information and belief alleges that at all
 relevant times each and every Defendant was a principle, agent, employer, employee, manager, supervisor,
 officer, shareholder and/or owner of each and every other Defendant, and each and every act and/or omission
 of each and every Defendant occurred by and through the owner of the Defendant and within the course and
 scope of such agency and/or employment and/or was approved and/or ratified by the acts and/or omissions
 of each and every other Defendant.

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7. As set forth herein in detail, Defendant's harassment and retaliation against and constructive termination of Plaintiff violates California law and Defendant's own policies and procedures, as well as Plaintiff's civil service rights.

#### FACTUAL BACKGROUND

#### A. Plaintiff was a Long-Term Exemplary Employee with Defendant.

8. By way of brief background, in 2003, Plaintiff - a heterosexual male - was hired as a Deputy Sheriff by the Kings County Sheriff's Office after graduating from the Fresno City College police academy at the top of his class. Plaintiff earned his B.S. Degree from California State University Fresno and eventually obtained his M.B.A. from Brandman University. Plaintiff was an excellent employee and promoted quickly. In 2010, when Plaintiff held the rank of Senior Deputy Sheriff, he transferred to the District Attorney's Office ("DA") as a DA Investigator.

9. Once at the DA's Office, Plaintiff was promoted to Senior Investigator and eventually to Chief Investigator. Plaintiff is currently a licensed private investigator with significant training/experience in criminal investigation and computer forensics and is a part time college professor teaching Administration of Justice and Computer Information Systems.

10. Throughout his 17-year career with the County, Plaintiff consistently received excellent performance reviews and merit-based salary increases.

#### **B.** Defendant and Fagundes.

11. In 2014, Keith Fagundes ("Fagundes") was elected as District Attorney.

12. When Fagundes took office, the then-Chief Investigator and the then-Assistant Chief Investigator chose to leave the office.

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## C. Plaintiff was Promoted by Fagundes and then Offered a Residence with "Strings" Attached.

13. In July of 2015, Plaintiff was promoted to Chief Investigator and Plaintiff then filled the other vacancies with in-house personnel.

14. In 2018, when Plaintiff was in the process of a divorce, Fagundes offered Plaintiff the apartment next door to Fagundes' home.

15. Plaintiff repeatedly offered to pay Fagundes for the apartment but Fagundes refused to accept payment, stating instead that: "You [Plaintiff] just being here is enough for me."

16. While Plaintiff was initially thankful for this assistance, Plaintiff was unaware of the "strings" that would be attached to this situation.

#### D. Fagundes Sexually Harassed Plaintiff.

17. During this time period, Plaintiff began dating Fagundes' secretary, Alexandria Smith. The three often socialized together. However, Fagundes (Plaintiff's direct supervisor) began to repeatedly make comments that Plaintiff's relationship with Ms. Smith was causing Fagundes "angst" as it was taking away from "Keith time."

18. Fagundes began to repeatedly and inappropriately make unwanted sexual remarks to Plaintiff
and began to send Plaintiff numerous unsolicited sexual comments, innuendos, memes and photographs.
(Despite Fangundes' requests/demands that Plaintiff delete these messages, Plaintiff has saved
approximately 5,000 text messages from Fagundes.)

19. The below are some examples (of many) of Fagundes' (Plaintiff's direct supervisor's) extended pattern and practice of improper and unlawful sexual harassment:

- Fagundes repeatedly made sexual comments regarding Plaintiff's body and clothing (and, eventually, Fagundes purchased the exact same articles of clothing that Plaintiff wore);
- Fagundes repeatedly touched Plaintiff in a sexual manner;

- Fagundes repeatedly blatantly stared at Plaintiff's crotch;
  - Fagundes repeatedly initiated conversations about sex (i.e., comparing the imagined size of Plaintiff's penis to various objects and stating: "Wow, I just can't get it out of my mind" or "Wow! I'm impressed!");
- Fagundes texted Plaintiff a photo of a statue of a man with a broken tennis racquet with a caption: "When the racquet on your tennis trophy breaks and now it looks like you won an award for masturbation", beneath which Fagundes wrote: "Why did I think of you when I saw this????";
- Fagundes visited a horse ranch and sent Plaintiff a photo of a male horse with its penis partially exposed and texted: "We are at this horse therapy place. The instructor told us to pick a horse that reminds us of ourselves. I chose this one";
- Fagundes texted Plaintiff a picture of an ad that stated: "Massage 60 minute massage includes head \$20" under which Fagundes had written: "You're the only person I could share it with . . . who won't judge me any further";
- Plaintiff texted Fagundes that a delivery package had arrived for Fagundes and Fagundes responded that he wanted to "cum over and see it";
- Fagundes repeatedly discussed eating pineapples with Plaintiff because Fagundes stated that eating pineapple would make male ejaculation ("cum") taste sweeter and sent Plaintiff texts which referred to pineapples (i.e., a photo of Dole pineapple juice, a photo of pineapple with white sauce beside it);
- Fagundes repeatedly raised the subject of cum with Plaintiff (i.e., "Do you like how cum tastes?", "Cum doesn't taste too bad") and stated that he enjoyed performing oral sex on his wife after he ejaculated inside her so that he could taste it;
  - Fagundes repeatedly discussed his sex life with Plaintiff (i.e., "My sex life is so much better now that you live here") and "credited" Plaintiff with this improvement;
- Fagundes repeatedly asked Plaintiff's girlfriend Ms. Smith about her sexual relationship with Plaintiff (i.e., what Plaintiff positions Plaintiff preferred during sexual intercourse with her) and inquired into whether the two of them had ever engaged in anal intercourse;
- Fagundes told Plaintiff that Fagundes had attempted to have anal intercourse with his wife but that she was unwilling/uninterested;
- Fagundes sent text messages with improper emojis (i.e., kissing faces, kissing lips) and then requested that Plaintiff delete the texts (which a photo of texts to be deleted);
  - Fagundes texted Plaintiff about swimming nude and about taking a shower afterwards;

1 2	• Fagundes asked Plaintiff about masturbating (i.e., how often and when), referred to Plaintiff's apartment as the "masturbatorium" and inquired into whether Fagundes could use Plaintiff's apartment to masturbate when Plaintiff was not home;					
3	• Fagundes purchased underwear for Plaintiff as a "gift";					
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5 6	• Fagundes asked Plaintiff about "good" pornography sites and stated that he had "inadvertantly" clicked on homosexual pornography sites;					
7	• Fagundes told Plaintiff that he "loved" him; and					
8	When Plaintiff was moving into his new home, Fagundes came over and, when touring the					
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10		house, Fagundes looked at the area where the bed would be placed in the master bedroom and stated: "I am going to imprint on you right now. I want you to envision me standing her				
11		while you are fucking Alex."				
12	20.	All of Fagundes' highly improper acts and communications caused Plaintiff to feel extremely				
13	uncomfortable, abused and traumatized.					
14	21.	As Fagundes continued to act improperly (despite Plaintiff's many requests for Fagundes to				
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16	stop), Plaintiff felt increasingly helpless and hopeless.					
17	22.	Indeed, when Plaintiff did attempt to set boundaries (or simply did not respond or said he was				
18	"busy"), Fagundes reacted negatively.					
19	23.	While Plaintiff would have known how to react had these improper actions come from				
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21	anyone other than Plaintiff's direct supervisor, Plaintiff felt powerless as a result of Fagundes' actual control					
22	over Plaintiff.					
23	24.	Additionally, Fagundes often mentioned his "blackmail folders" that he maintains on				
24	"everybody"	including Plaintiff.				
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26	25.	Based on Fagundes prior behavior (trying to politically destroy anyone who				
27	questioned/opposed him), Plaintiff justifiably feared retaliation. (Additionally, Fagundes' father is a member					
28	of the County Board of Supervisors.)					
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1 26. Plaintiff was well aware that any repudiation/complaints of Fagundes' actions would also

In any event, Fagundes expressed anger that Plaintiff had moved out of Fagundes' apartment

At the office, Fagundes began to retaliate against Plaintiff by, inter alia, continually ostracizing him, ignoring/excluding him, attempting to micro-manage him and by violating the chain of

Fagundes began to have private meetings with Plaintiff's subordinates and fail to include

Fagundes slowly stripped Plaintiff of his responsibilities/abilities to the point Plaintiff had

When Plaintiff requested to meet with Fagundes regarding Fagundes' expectations moving forward, Fagundes responded: "I don't know what that looks like. We wouldn't be having this conversation

Plaintiff felt sick as if Fagundes was attempting to force him back into some type of personal

Then, in or about February/March of 2021, serious allegations were made regarding a sitting

County Counsel Lee Burdick arranged for an outside law firm to investigate these allegations.

36. County Counsel then requested that the Attorney General become involved. However, the Attorney General stated that, unless the District Attorney conflicted out, they would not become involved.

37. Plaintiff confronted Fagundes and stated that a conflict clearly existed and that the District Attorney's office should not be conducting the investigation.

38. Despite this conflict, Fagundes refused to conflict out and proceeded to assign the investigation to Plaintiff's subordinate.

39. Fagundes then altered the direction of the investigation to focus not on the County Supervisorbut on women County executives for supposed collusion.

40. During this meeting, Plaintiff again stated that the District Attorneys' office should not be conducting this investigation as Fagundes had personal animosities towards not only these particular women but to women in power in general.

41. Fagundes wanted to send a message to these women that he - and not them - has the power and control.

#### G. Fagundes Again Retaliated Against Plaintiff.

42. In March of 2021, Plaintiff requested a voluntary demotion to the vacant position of "Computer Forensics Specialist" for which Plaintiff indisputably met all qualifications.

43. Fagundes denied Plaintiff's request by smirking, tilting his head and stating: "It's not good for the office. If I did allow it, it would have only been because of our personal relationship, and that's not there."

44. Thus, Fagundes made clear that his denial of a work benefit to Plaintiff was a result of Plaintiff's refusal to remain in the personal relationship demanded by Fagundes (i.e., a *quid pro quo*).

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#### 1 H. As a Result of Defendant's Unlawful Conduct, Plaintiff Suffered Damage. 2 45. Throughout this recent time period, Plaintiff reported Fagundes' various improper/illegal acts 3 to, *inter alia*, the County Counsel and the County's Risk Manager. 4 46. As a result of Fagundes' improper/illegal acts, Plaintiff began to suffer severe anxiety, panic 5 6 attacks and other physical/psychological aliments and was diagnosed by the County's own Qualified Medical 7 Examiner with Post Traumatic Stress Disorder and Panic Disorder, directly resulting from Fagundes' 8 actions. 9

47. On March 24, 2021, due to the severity of Claimant's distress, Claimant was placed on FMLA leave.

48. On July 8, 2021, as a result of Defendant's actions, Plaintiff was forced to take an Industrial Disability Retirement (i.e., constructively terminated.)

#### FIRST CAUSE OF ACTION

#### HARASSMENT (HOSTILE WORK ENVIRONMENT)

#### IN VIOLATION OF THE FAIR EMPLOYMENT AND HOUSING ACT

#### (Against All DEFENDANTS)

49. Plaintiff realleges Paragraphs 1 through 48 above and incorporates same as though fully set forth herein.

50. Plaintiff was an employee of Defendant.

51. As set forth above, Plaintiff was subjected to severe and/or pervasive harassment which created a work environment that was hostile, intimidating, offensive, oppressive and/or abusive. Additionally, a reasonable man in Plaintiff's circumstances would have considered the work environment to be hostile, intimidating, offensive, oppressive, or abusive.

52. The above-referenced conduct was engaged in by Plaintiff's direct supervisor.

53. As a result, Plaintiff was harmed and Defendant's conduct was a substantial factor in causing Plaintiff's harm.

# 54. As a direct and legal result of the harassment, Plaintiff suffered harm and injury that was legally (proximately) caused by the conduct of Defendants. Said harm and injury includes, but is not limited to, special (economic) damages, general (non-economic) damages, attorneys' fees [per *Government Code* §12965(b)], litigation costs, future damages and past damages, lost economic earning capacity in future employment endeavors and such further relief as shown at the time of Trial and in excess of the minimal jurisdictional of this Court.

#### **SECOND CAUSE OF ACTION**

#### HARASSMENT (QUID PRO QUO)

#### IN VIOLATION OF THE FAIR EMPLOYMENT AND HOUSING ACT

#### (Against All DEFENDANTS)

55. Plaintiff realleges Paragraphs 1 through 54 above and incorporates same as though fully set forth herein.

56. Plaintiff was an employee of Defendant.

57. As set forth in detail above, Fagundes made unwanted sexual advances to Plaintiff and/or engaged in other unwanted verbal and/or physical conduct of a sexual nature.

58. The terms of employment, job benefits, or favorable working conditions were made contingent, by words or by conduct, on Plaintiff's acceptance of Fagundes' sexual advances and/or conduct.

59. At the time of Fagundes' conduct, Fagundes was a supervisor or agent for Defendant.

60. As a result, Plaintiff was harmed and Defendant's conduct was a substantial factor in causing Plaintiff's harm.

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61. As a direct and legal result of the harassment, Plaintiff suffered harm and injury that was legally (proximately) caused by the conduct of Defendants. Said harm and injury includes, but is not limited to, special (economic) damages, general (non-economic) damages, attorneys' fees [per *Government Code* \$12965(b)], litigation costs, future damages and past damages, lost economic earning capacity in future employment endeavors and such further relief as shown at the time of Trial and in excess of the minimal jurisdictional of this Court.

#### THIRD CAUSE OF ACTION

#### RETALIATION IN VIOLATION OF FAIR EMPLOYMENT AND HOUSING ACT (PLAINTIFF Against All DEFENDANTS)

62. Plaintiff realleges Paragraphs 1 through 61 above and incorporates same as though fully set forth herein.

63. Section 12940 *et. seq.* of the California *Government Code* prohibits employers from retaliating against employees who have complained about discriminatory or harassing treatment of violations of Sections 12940 *et. seq.* of the California *Government Code*.

64. Plaintiff protested the discriminatory treatment of Defendants based on his protected status.
65. Plaintiff complained, formally and/or informally, about discrimination, harassment and retaliation. Plaintiff's protected activities have led to further adverse employment actions, including his constructive termination.

66. Plaintiff has been harmed and Defendants' retaliatory conduct was a substantial factor in causing Plaintiff's injuries, harm, damages, attorneys' fees and costs as set forth above.

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67. As a direct and legal result of the retaliation Plaintiff suffered, Plaintiff suffered harm and injury that was legally (proximately) caused by the conduct of Defendants. Said harm and injury includes, but is not limited to, special (economic) damages, general (non-economic) damages, attorneys' fees [per *Government Code* §12965(b)], litigation costs, future damages and past damages, lost economic earning capacity in future employment endeavors and such further relief as shown at the time of Trial and in excess of the minimal jurisdictional of this Court.

#### FOURTH CAUSE OF ACTION

### FAILURE TO TAKE CORRECTIVE ACTION IN VIOLATION OF FAIR EMPLOYMENT AND HOUSING ACT (PLAINTIFF Against All DEFENDANTS)

68. Plaintiff realleges Paragraphs 1 through 67 above and incorporates same as though fully set forth herein.

69. Not only was Defendant aware of its unlawful conduct against Plaintiff described herein but Plaintiff is informed and believes that Defendant has suffered other complaints and lawsuits alleging discrimination, harassment and retaliation putting Defendant on notice and providing knowledge of the need to eliminate discrimination, harassment and retaliation.

70. Under the law, as well as its own policies, Defendant had an obligation to take corrective action to prevent further discrimination, harassment and retaliation of Plaintiff but failed to do so in violation of Section 12940, *et. seq.* of the California *Government Code*. Defendant failed to conduct proper and timely investigations, failed to turn over the results of these investigations, failed to implement proper policies to prevent discrimination, harassment and retaliation and/or failed to properly punish those in engaged in misconduct to deter further such future actions.

71. As a direct and legal result of the retaliation Plaintiff, Plaintiff suffered harm and injury that was legally (proximately) caused by the conduct of Defendant. Said harm and injury includes, but is not limited to, special (economic) damages, general (non-economic) damages, attorneys' fees [per *Government Code* §12965(b)], litigation costs, future damages and past damages, lost economic earning capacity in future employment endeavors and such further relief as shown at the time of Trial and in excess of the minimal jurisdictional of this Court.

#### FIFTH CAUSE OF ACTION

#### VIOLATION OF LABOR CODE §1102.5

#### (Against All DEFENDANTS)

72. Plaintiff realleges Paragraphs 1 through 71 above and incorporates same as though fully set forth herein.

73. Plaintiff, as described more fully above, disclosed to a government agency and/or law enforcement agency and/or a person with authority over him or to an employee with authority to investigate, discover, or correct legal violations and/or noncompliance to Defendant. Plaintiff had reasonable cause to believe that the information disclosed a violation of state, or federal statute and/or a violation of and/or noncompliance with a local, state and/or federal rule and/or regulation [i.e., *Penal Code* §1181 (prosecutorial misconduct); *Penal Code* §§135, 141 (evidence tampering); *Penal Code* §424 (misuse of government funds); *Penal Code* §518 (extortion); *Penal Code* §115 (falsification of documents); *Penal Code* §136.1 (victim dissuasion) *Government Code* §§3060-3074 (misconduct of local officials); *Government Code* §53243-53244 (abuse of office); *Kings County Policies and Procedures* (i.e., Employer-Employee Relations Policy, Nepotism Policy, Personnel Rules, Sexual Harassment Policy, Workplace Bullying Policy); and *Government Code* §§12940, et seq. (Fair Employment and Housing Act).]

1 74. For sake of example (and there are many), in addition to the facts set forth above regarding 2 Fagundes' violation of the Fair Employment and Housing Act: 3 Fagundes has tampered with evidence in a criminal jury trial in an attempt to obtain a guilty 4 verdict: 5 Fagundes has abused his prosecutorial discretion by interfering in criminal prosecutions and 6 has manipulated cases to either be unfairly tough on defendants where he has a personal relationship with the victims or, conversely, to be unfairly lenient on defendants with whom 7 he also has relationships; 8 Fagundes has admittedly maintained "blackmail folders" on many (i.e., Fagundes has 9 preserved an emotionally charged and aggressive voicemail from one of the County Supervisors within the Board of Supervisors, as potential blackmail, in the event Fagundes 10 needed to use it; Fagundes has also preserved an aggressive voicemail of a former female 11 employee that had been harassed by him while she was employed for the District Attorney's Office); 12 13 Fagundes has arbitrarily utilized resources within his control at the District Attorney's Office, for acquaintances or friends (such as the Bureau of Investigations) to bypass the appropriate 14 protocol for investigations that should be conducted by other law enforcement agencies; 15 Fagundes improperly became involved in criminal cases in which his wife, Renea Fagundes, 16 might potentially be a witness (due to her position as Principal of a local public school) and has otherwise improperly influenced these cases by pressuring the Deputy District Attorneys 17 to handle them in a certain ways; 18 Fagundes has used government funding to directly benefit his immediate family members 19 in their private businesses and has often influenced decisions compelling employees to send business to his family members with government funds; 20 21 Fagundes has a close relationship with his fiscal analyst which allows for "creative funding" which Fagundes has often used to influence/gain compliance from his employees by 22 permitting the purchase of unnecessary equipment and luxuries using government funding, 23 including the use of government equipment such as take-home vehicles, cellular phones, and other conveniences, for personal use; 24 25 Fagundes has knowingly submitted inaccurate information on official documents submitted to the State of California and the Department of Justice, in order to gain approval for the case 26 management system used by the Kings County District Attorney's Office to act as a repository for sensitive law enforcement information accessed through the California Law 27 Enforcement Telecommunications System (CLETS); 28 111 111 14 WAGGLE V. COUNTY OF KINGS CASE NO

1	r againees has nequentry violated the rates and practices set forth in the county si erson					
2	Rules which has caused further issues for Human Resources and additional liability for County;					
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4	•	Fagundes has often referred to women whom he does not like as "cunts" and "bitches";				
5	•	On numerous occasions, Fagundes failed to comply with established County Policies with				
6 7		regards to the hiring of employees (i.e., Fagundes hired an employee - against the advice of Human Resources - following a failed drug test; Fagundes attempted to circumvent the system by claiming to pay the employee out of his "discretionary" fund account);				
8	•	Prior to being the District Attorney (when Fagundes had been placed in a supervisory				
9		position), Fagundes harassed multiple subordinates and demonstrated a propensity to breaking the rules to always get his way;				
10		breaking the fulles to always get his way,				
11	•	Fagundes has failed to act on multiple occasions to hold employees accountable for inappropriate and offensive conduct occurring in his presence and in front of other				
12		employees, failed to act on reported inappropriate conduct/bullying of employees, and failed				
13		to recommend that internal affairs investigations be initiated to resolve matters;				
14	•	Fagundes violated County Policies by personally conducting unauthorized construction within the District Attorney's Office, further violating building codes and regulations,				
15		resulting in the exposure of employees to safety issues, and compelling the County to rectify his mistakes by hiring licensed contractors to repair the work; and				
16		ins instakes by infing neensed contractors to repair the work, and				
17	•	Fagundes created a parking spot by painting lines on the ground - believing he was legally justified to do so.				
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19	75.	In response to the disclosures and complaints initiated by Plaintiff, Defendant failed to timely				
20 21	and thoroughly investigate and/or properly respond to same and, to the contrary, humiliated, degraded,					
21	retaliated against and constructively terminated Plaintiff as more fully described above.					
23	76.	Defendants' treatment of and response to the disclosures, complaints and grievances filed by				
24	Plaintiff was	in violation of Labor Code 81102 5				
25	Plaintiff was in violation of <i>Labor Code</i> §1102.5.					
26	77.	Plaintiff's disclosure of information was a contributing factor in his constructive termination.				
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	/ //					
	WAGGLE V. COUNTY C	DF KINGS 15 CASE NO. PLAINTIFF'S COMPLAINT				

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78. As a proximate result of Defendant's actions as alleged above, Plaintiff has been harmed by the loss of the wages, salary, income, benefits and additional amounts Plaintiff would have received if he had not been constructively terminated by Defendant. As a result of such actions and consequent harm, Plaintiff has suffered such damages as according to proof.

79. In addition to the damages sought above, as a proximate result of Defendants' actions as alleged above, Plaintiff will also seek backpay and benefits, actual damages and a civil penalty. *Labor Code* §§98.6(b), §1105, 1102.5(f).

80. As a direct and proximate result of the above-described acts of Defendants, Plaintiff has necessarily incurred attorney's fees and costs and Plaintiff is entitled to the reasonable value of such attorney's fees and costs pursuant to *Labor Code* §1102.5, Assembly Bill 1947 and *Code of Civil Procedure* §1021.5.

WHEREFORE, Plaintiff prays for Judgment against Defendants, and each of them, as follows:

1. For compensatory damages, including loss of earnings, income and benefits, deferred compensation, bonuses, vacation and other employment perquisites and other special and general damages according to proof;

2. Damages for pain and suffering and emotional distress;

3. Interest, including pre-judgment interest, at the prevailing legal rate;

4. Attorneys' fees and costs incurred herein; and

5. Costs of suit and such further and other relief as the Court deems just and proper.

WAGGLE V. COUNTY OF KINGS

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1	<u>REQUEST FC</u>	OR TRIAL BY JURY				
2 3	Plaintiff hereby demands a Trial by Jury.					
3 4						
4 5	DATED: September 8, 2021	LAW OFFICE OF LAWRENCE J. LENNEMANN	J			
6	, , , , , , , , , , , , , , , , ,					
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8		By: <u>Lawrence J. Lennemann</u> LAWRENCE J. LENNEMANN				
9		Attorneys for Plaintiff ROBERT WAGGLE				
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