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8 Attorneys for Plaintiff,
TREVOR PHILLIPS
9

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF LOS ANGELES, CENTRAL DISTRICT**

13 TREVOR PHILLIPS,

14 Plaintiff,

15 vs.

16 YEEZY LLC, DONDA ACADEMY
INCORPORATED; KANYE WEST
17 AKA "YE", an Individual; ET AL.;
and DOES 1 through 100, inclusive,
18

19 Defendants.
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Case No.: 24STCV08222

**PLAINTIFF TREVOR PHILLIPS'S
COMPLAINT FOR DAMAGES AND
INJUNCTIVE RELIEF FOR:**

- 29 **(1) DISCRIMINATION IN VIOLATION
OF THE FAIR EMPLOYMENT
AND HOUSING ACT ("FEHA");**
- 30 **(2) HOSTILE WORK ENVIRONMENT
HARASSMENT IN VIOLATION OF
FEHA;**
- 31 **(3) RETALIATION IN VIOLATION OF
FEHA;**
- 32 **(4) FAILING TO TAKE ALL
REASONABLE STEPS TO
PREVENT DISCRIMINATION,
HARASSMENT, AND
RETALIATION IN VIOLATION OF
FEHA;**
- 33 **(5) VIOLATION OF LABOR CODE
§ 1102.5(a), (b), & (c)
(WHISTLEBLOWER
RETALIATION);**

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- (6) VIOLATION OF LABOR CODE § 232.5 (RETALIATION FOR REPORTING WORKING CONDITIONS);**
- (7) VIOLATION OF LABOR CODE § 6310 (RETALIATION FOR DISCLOSING UNSAFE WORKING CONDITIONS);**
- (8) VIOLATION OF LABOR CODE § 98.7 (DISCRIMINATION FOR REPORTING WORKING CONDITIONS);**
- (9) WRONGFUL TERMINATION IN VIOLATION OF PUBLIC POLICY;**
- (10) INTENTIONAL INFLICTION OF EMOTIONAL DISTRESS;**
- (11) BREACH OF EXPRESS ORAL CONTRACT TO PAY WAGES AT A CERTAIN AMOUNT;**

DEMAND FOR JURY TRIAL.

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1 Plaintiff, Trevor Phillips (hereafter “Plaintiff” or “Phillips”), alleges, on the basis of
2 personal knowledge and/or information and belief:
3

4 INTRODUCTION

5 While employed by Kanye West’s (also known as “Ye”) (“Kanye”) Yeezy fashion
6 brand as well as his K-12 Christian private school, “Donda Academy” (“Donda”), Phillips
7 suffered severe discrimination, harassment, and retaliation directly by Kanye West.

8 From the start of Phillips’ tenure working at Yeezy and Donda, it was immediately
9 apparent to him, and others, that Kanye treated the black staff considerably worse than
10 white employees. Even when class was in session, Kanye would scream and berate black
11 employees, while never even as much raising his tone at the white staff. Often, Kanye
12 targeted Phillips – a black man – not just with this disparate and harassing behavior, but
13 complete and utter disdain.

14 On several occasions, Phillips also witnessed Kanye: (1) spew forth hate, (2) profess
15 antisemitic tropes and lies, (3) threaten the LGBTQ+ community, and even (4) on one
16 occasion, almost sexually stimulate himself. Already at a disadvantage because of his skin
17 color, once Phillips pushed back against Kanye’s bigotry and instructions to violate the
18 law, he became an even bigger target. In return, Kanye responded mercilessly, with
19 incessant harassment, humiliation, and attempts to both mentally control, and destroy,
20 Phillips. Kanye’s ill-will towards the plaintiff ultimately culminated in a vulgar lashing
21 in front of schoolchildren and their parents. Kanye even threatened Phillips with physical
22 violence.

23 Kanye’s behavior demonstrates how he has grown accustomed to doing, getting, and
24 saying whatever he wants. “*I am a God*”, he crudely proclaimed on his song titled, “I Am
25 a God.” On his most recent album released in February of 2024, Kanye ordained his
26 physical form “King” for getting away with his widely publicized xenophobia: “*Crazy,*
27 *bipolar, antisemite. And I’m still the king. They thought headlines was my kryptonite...*
28 *I’m still the king...*” Yet – in our society, no one is above the law – including self-

1 proclaimed kings or gods.

2 And, in our society, racism, antisemitism, and homophobia, can have no home –
3 much less find refuge in the beliefs of someone leading a school, where malleable young
4 minds are meant to soak up wisdom, not hate.

5 Plaintiff brings this action against defendants for economic, non-economic, and
6 compensatory damages, pre-judgment interest pursuant to Code of Civil Procedure section
7 3291, punitive damages pursuant to Civil Code section 3294, and costs and reasonable
8 attorneys' fees pursuant to Government Code section 12965(c), Government Code section
9 8547(c), Code of Civil Procedure section 1021.5, Labor Code section 1102.5(j), as well as
10 injunctive relief, and such other relief as this Court deems appropriate.

11
12 **PARTIES**

13 1. *Plaintiff*: Plaintiff Trevor Phillips (“Plaintiff” or “Phillips”) was, at all times
14 mentioned in this Complaint, a resident of Los Angeles County, California.

15 2. *Defendant*: Plaintiff alleges, on information and belief, that, at all relevant times,

16 a. Defendant Yeezy LLC, doing business as Yeezy (“Defendant” or “Yeezy”),
17 was a corporation doing business in Los Angeles County. Defendant’s principal place of
18 business at all relevant times was located at 20020 Parthenia Street, Northridge, CA 91324.

19 b. Defendant Yeezy Apparel LLC, doing business as Yeezy (“Defendant” or
20 “Yeezy”), was a corporation doing business in Los Angeles County. Defendant’s principal
21 place of business at all relevant times was located at 20020 Parthenia Street, Northridge,
22 CA 91324.

23 c. Defendant Yeezy Footwear LLC, doing business as Yeezy (“Defendant” or
24 “Yeezy”), was a corporation doing business in Los Angeles County. Defendant’s principal
25 place of business at all relevant times was located at 20020 Parthenia Street, Northridge,
26 CA 91324.

27 d. Defendant Yeezy Marketing LLC, doing business as Yeezy (“Defendant” or
28 “Yeezy”), was a corporation doing business in Los Angeles County. Defendant’s principal

1 place of business at all relevant times was located at 20020 Parthenia Street, Northridge,
2 CA 91324.

3 e. Defendant Yeezy Record Label LLC, doing business as Yeezy (“Defendant”
4 or “Yeezy”), was a corporation doing business in Los Angeles County. Defendant’s
5 principal place of business at all relevant times was located at 20020 Parthenia Street,
6 Northridge, CA 91324.

7 f. Defendant Donda Academy, doing business as Donda Academy
8 (“Defendant” or “Donda”), was a corporation doing business in Los Angeles County.
9 Defendant’s principal place of business at all relevant times was located at 19901 Nordoff
10 Pl, Chatsworth, CA 91311 AND/OR 19801 Norhoff Pl. Unit 11, Chatsworth, CA 91311.

11 g. Defendant Kanye West (“Kanye”), also known as “Ye”, at all times
12 mentioned in this Complaint, and was, the founder AND/OR an employee for Donda
13 Academy, Yeezy Apparel LLC, Yeezy Footwear LLC, Yeezy LLC, Yeezy Marketing
14 LLC, Yeezy Record Label LLC. Defendant Kanye is, and at all times mentioned in this
15 Complaint was believed to be, a resident of California.

16 h. *Doe defendants*: Defendants Does 1 to 100, inclusive, are sued under
17 fictitious names pursuant to Code of Civil Procedure section 474. Plaintiff is informed and
18 believes, and on that basis alleges, that each of the defendants sued under fictitious names
19 is in some manner responsible for the wrongs and damages alleged below, in so acting
20 was functioning as the agent, servant, partner, and employee of the co-defendants, and in
21 taking the actions mentioned below was acting within the course and scope of his or her
22 authority as such agent, servant, partner, and employee, with the permission and consent
23 of the co-defendants. The named defendants and Doe defendants are sometimes hereafter
24 referred to, collectively and/or individually, as “defendants.”

25 3. *Relationship of Defendants*: All defendants compelled, coerced, aided, and/or
26 abetted the discrimination, retaliation, and harassment alleged in this Complaint, which
27 conduct is prohibited under California Government Code section 12940(i). All defendants
28 were responsible for the events and damages alleged herein, including on the following

1 bases: (a) defendants committed the acts alleged; (b) at all relevant times, one or more of
2 the defendants was the agent or employee, and/or acted under the control or supervision,
3 of one or more of the remaining defendants and, in committing the acts alleged, acted
4 within the course and scope of such agency and employment and/or is or are otherwise
5 liable for plaintiff's damages; (c) at all relevant times, there existed a unity of ownership
6 and interest between or among two or more of the defendants such that any individuality
7 and separateness between or among those defendants has ceased, and defendants are the
8 alter egos of one another. Defendants exercised domination and control over one another
9 to such an extent that any individuality or separateness of defendants does not, and at all
10 times herein mentioned did not, exist. Adherence to the fiction of the separate existence
11 of defendants would permit abuse of the corporate privilege and would sanction fraud and
12 promote injustice. All actions of all defendants were taken by employees, supervisors,
13 executives, officers, and directors during employment with all defendants, were taken on
14 behalf of all defendants, and were engaged in, authorized, ratified, and approved of by all
15 other defendants.

16 4. All Defendants – Donda Academy, Kanye West, Yeezy LLC, Yeezy Apparel
17 LLC, Yeezy Footwear LLC, Yeezy Marketing LLC, Yeezy Record Label LLC, and DOES
18 1 through 100 – directly and indirectly employed plaintiff Trevor Phillips, as defined in
19 the Fair Employment and Housing Act (“FEHA”) at Government Code section 12926(d).

20 5. In addition, all Defendants – Donda Academy, Kanye West, Yeezy LLC, Yeezy
21 Apparel LLC, Yeezy Footwear LLC, Yeezy Marketing LLC, Yeezy Record Label LLC,
22 and DOES 1 through 100 – compelled, coerced, aided, and abetted the discrimination,
23 which is prohibited under California Government Code section 12940(i).

24 6. Plaintiff is informed and believes and based thereon alleges that, at all relevant
25 times, each of the Defendants, whether named or fictitious, was the agent, employee or
26 alter ego of each of the other Defendants, and in doing the things alleged to have been
27 done in the Complaint, acted within the scope of such agency or employment, or ratified
28 the acts of the other. On information and belief, Defendants: (i) commingled corporate

1 funds and personal funds; (ii) used corporate funds for something other than corporate
2 uses; (iii) failed to maintain adequate corporate records; (iv) confused the records of
3 separate entities; (v) shared overlapping of directors, officers, employees, and agents; (vi)
4 used the same offices and business locations; (vii) failed to adequately capitalize a
5 corporation; (viii) were used as mere shells, instrumentalities or conduits for a single
6 venture; (ix) failed to maintain arm's length relationships; AND/OR (x) used corporate
7 entity to procure labor, services, or merchandise for another entity.

8 7. Finally, at all relevant times mentioned herein, all defendants acted as agents of
9 all other defendants in committing the acts alleged herein.
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1 **FACTUAL ALLEGATIONS**

2 8. *Plaintiff's Job Performance*: At all times, plaintiff performed his job duties in an
3 exemplary and enthusiastic manner.

4 9. *Plaintiff's Protected Status and Activity*:

5 a. Plaintiff is an African American male.

6 b. Plaintiff suffers from a [perceived] medical condition/medical disability still
7 undergoing a diagnosis.

8 c. Plaintiff blew the whistle on Ye's illicit, and/or believed to be illicit,
9 instruction and conduct.

10 10. *Plaintiff's Employment Status*: Since his disturbing termination, Plaintiff has
11 remained unemployed despite a good faith effort to find work.

12 11. *Plaintiff's Hiring*

13 (a) In or around November of 2022, Kanye West (also known as Ye) ("Kanye")
14 interviewed Trevor Phillips ("Phillips" or "Plaintiff") for a position at Yeezy – Kanye's
15 juggernaut fashion brand. That night, Kanye extended Phillips a job offer.

16 (b) During the interview and thereafter, Kanye explained that Phillip's duties
17 would, among other things, include overseeing projects related to growing cotton and other
18 plants to use as materials in the Yeezy clothing lines as well food to eventually create a
19 self-sustainable Yeezy community. Ultimately however, Phillips not only did work for
20 Yeezy, but also Donda Academy – Kanye's K-12 Christian private school.

21 (c) Phillips – having watched Kanye's meteoric rise into superstardom during his
22 youth and much of his adult life – was thrilled to be working for one of the most famous
23 artists of his generation. Phillips saw Kanye not only as a boss but as an inspiration; to
24 him, Kanye represented the possibilities of what a black man could accomplish in
25 America: achievement, recognition, and financial freedom – truly, the American Dream.

26 (d) With this in mind, Phillips passionately dove into his work.

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1 (e) Just as quickly as he went viral, Kanye’s top business associates dropped all
2 ties with the artist – including Balenciaga, the GAP, Creative Arts Agency, and perhaps
3 his most profitable partner, Adidas, with whom he built a multi-billion dollar partnership.
4 Overnight, Kanye’s wealth nosedived.

5 (f) The consequences of Kanye’s discriminatory animus also reverberated not
6 only to Yeezy but also to his lesser known enterprises including his school, Donda
7 Academy (“Donda”). For instance, a landlord of one of the school’s two properties broke
8 their lease with Kanye and his school due to his antisemitism. Now with only half the
9 space the school previously occupied, Kanye and Donda tasked Phillips and some other
10 members of the VIC with planning how to convert one of Kanye’s Calabasas properties
11 into their new campus.

12 13. **Kanye Asks Phillips to Be on Call 24/7 and Promises To Pay \$100 Per Hour**

13 (a) Within the first few weeks of Phillips new job, Kanye held a meeting with
14 the VIC to discuss compensation. Acknowledging that the VIC had not yet been paid,
15 Kanye told them: “I can’t have you guys working without paying you.” Kanye then told
16 the team that he expected them to work 60-80 hours a week and promised to pay them
17 \$100 per hour. However, Kanye ultimately paid Phillips substantially less than \$100 per
18 hour.

19 14. **Kanye Mixes Yeezy and Donda Academy Funds, And Begins Having Phillips**
20 **Do Work for Both of His Companies**

21 (a) Around the same time, Adidas – Kanye’s partner in Yeezy – not only publicly
22 denounced Kanye’s recent antisemitism but also vowed to cut ties with the rapper. Because
23 of this split, the Yeezy accounts were frozen and Phillips nor the other Yeezy members
24 were being paid. On several occasions, Phillips complained to Kanye and other officials
25 asking when he would be paid. Kanye would respond, “*you will be taken care of – just*
26 *don’t worry about it.*” Shortly thereafter, Phillips received wires from Donda Academy –
27 rather than from Yeezy – for work he did for Yeezy.

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1 (b) As the bank accounts of Yeezy and Donda apparently blended, so too did
2 Phillips’ job responsibilities. Going forward, on any given day he would be working on
3 tasks for both Donda and Yeezy. Ultimately, there appeared to be no difference between
4 the two entities nor Kanye himself.

5 15. **Kanye Begins Spreading Antisemitism in Meetings At the School**

6 (a) Around the same time, Kanye proudly touted his discriminatory conspiracies
7 of Jews during meeting at the Donda Academy. Phillips, on several occasions, witnessed
8 Kanye preach to his staff obscenities such as “*the Jews are out to get me*” and “*the Jews*
9 *are stealing all my money.*” Fearing for their jobs and also to de-escalate Kanye’s
10 absurdities (so that the two present school children did not hear), the school staff did their
11 best to ignore him

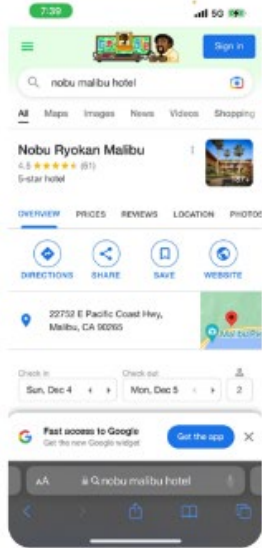
12 (b) However, in front of the two schoolchildren, Kanye continued his dangerous
13 rhetoric. Kanye started to openly discuss how *he only likes to date white women*. Then
14 addressing the two school children, Kanye told them that *he wanted them to shave their*
15 *heads and that he intended to put a jail at the school – and that they could be locked in*
16 *cages*. The staff quickly distracted the children, and escorted them out of the room.

17 (c) Kanye also told the employees in that meeting that no staff could be fat –
18 otherwise he would fire them.

19 16. **Kanye Invites Phillips to the Nobu Hotel, Where He Insults Jews and Gay**
20 **People**

21 (a) On or around December 2nd, 2022, Kanye unexpectedly called Phillips’s for
22 first time: “*Yo. Check out what I’m about to send you.*” Phillips replied, “okay.” Kanye
23 then asked, “*what are you doing right now?*” Phillips – who had only started his job a few
24 weeks earlier and wanted to be available for his new boss – responded, “nothing, I just got
25 home from the school.” Kanye commanded, “*come meet me at dinner at STK, let’s go*
26 *over everything.*” Phillips agreed and started driving to the restaurant. As Phillips was just
27 arriving, Kanye called again: “*Actually, we’re meeting at Nobu.*” Kanye then sent the
28 address, and Phillips re-routed his destination.

12/2/2022 7:30:22 PM



Loved an image

Eta 9:14

Do you want me to order food from Nobu

No thank you I appreciate it

I'm here

(b) Phillips arrived to the exclusive and intimate Nobu Hotel in Malibu, California around 9:40 p.m. The hotel staff greeted Phillips, asking him to wait in the lobby and that Kanye was on his way.

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1 (c) After about 20 minutes, Kanye appeared alone wearing a black jacket and
2 holding a black mask in his hand. It was the same outfit Kanye wore a day or two earlier
3 during his interview with InfoWars conspiracist Alex Jones.



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14 (d) The hotel staff escorted Phillips and Kanye to a small hotel room. Phillips,
15 contemplating the strangeness of the circumstances, sat in a chair while Kanye opened the
16 blinds out to the Pacific Ocean. Without a word said by either of them, Phillips listened to
17 the ocean waves while Kanye took his shoes off and sat on the bed.

18 (e) Kanye then abruptly spoke: “*What did you think about that video Coach*
19 *Murphy sent me?*”, in reference to the text messages Kanye had called Phillips about a
20 few hours earlier. In those texts Coach Murphy – a Donda Academy employee – had sent
21 Kanye a video of newsclips showing what purported to be people in Israel assaulting
22 people of color. Before Phillips could respond, Kanye interjected again: “*I think I am*
23 *going to fire Coach Murphy. Look what Murphy sent me! He sent me a racist’s video.*”

24 (f) Phillips, confused, tried to respond delicately, “I think he was just trying to
25 show you what was going on in Israel. I don’t know him well but I don’t think Murphy is
26 racist or a bad guy.” Kanye aggressively fired back, “*No, HE IS FIRED. DON’T defend*
27 *him.*” Phillips – alone in the room with Kanye and scared to anger his boss any more sat
28 silent looking away.

1 (g) Suddenly, Ye grabbed the hotel phone and sternly told the operator “***I asked***
2 ***you to put on Batman. Come put on Batman now.***” Phillips remained quiet and baffled.

3 (h) A few moments later the Nobu Hotel staff arrived and put on *The Batman*,
4 starring Robert Pattinson and Zoe Kravitz. Kanye lowered the volume to zero, and he and
5 Phillips watched the movie in total silence.

6 (i) After a long and awkward silence, Kanye finally spoke again. Turning his
7 attention back to Phillips, he began an unprovoked and bigoted rant attacking Jewish
8 people. Referencing the stereotype dating back to the to the Middle Ages that Jews are
9 “miserly”, Kanye opined: “***These Jews are GREEDY.***” With sincerity he professed, “***I***
10 ***HATE Jewish people.***” Rather than recognizing or repenting for his public remarks, he
11 shifted blame on his misfortune to others: “***Adidas did ME wrong.***”

12 (j) Perhaps most shockingly, Kanye glorified the very person responsible for the
13 brutal genocide over 6 million Jews: “***HITLER WAS GREAT. Hitler was an innovator!***
14 ***He invented so many things. He’s the reason we have cars.***”

15 (k) During this rant, Phillips couldn’t help but think of his own close friends who
16 were Jewish, and how their families were likely effected by Hitler’s massacre. No longer
17 able to continue listening to Kanye’s verbal filth, Phillips built up some courage, and
18 calmly responded “well, if Hitler was so great then what about the Holocaust?” Ye
19 absurdly yelled back “***THAT WAS FAKE.***” Recognizing Kanye’s increasingly hostile and
20 aggressive tone, Phillips ignored the preposterous statement to de-escalate the situation.

21 (l) After a brief pause, Kanye resume his attacks. “***HITLER WAS A GOOD***
22 ***PERSON.***” Instead, the “***Jewish people are BAD, and they run America. And Chinese***
23 ***people run THEM.***” “***The Zionist Jews are out to get ME. They are a part of human-***
24 ***sex trafficking.***” “***The Jews are working with Adidas to freeze up my money to try and***
25 ***make me broke! The Jews can’t stop me. Adidas can’t stop me. I WILL BE THE***
26 ***RICHEST PERSON IN THE WORLD.***”

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1 (m) Feeling deeply uncomfortable, Phillips attempted to shift topics. Searching
2 for any topic but Jewish conspiracy theories, Phillips looked at the TV and hastily
3 referenced the movie still playing. Pointing out the actress playing Catwoman, Phillips
4 commented that Zoe Kravitz was pretty. Kanye eerily responded, “***You look like Zoey***
5 ***Kravitz.***” Phillips was caught off guard by the comment and gave Kanye a confused look.
6 Catching himself complimenting his employee, Kanye responded “***Yeah you look like***
7 ***her... But, not like that. You are handsome like in a Lenny Kravitz type of way.***” Phillips
8 felt great discomfort, to say the least.

9 (n) Just a few moment later while lying flat on the bed and staring up at the
10 ceiling, Kanye began to make slow up and down motions with his hand just above his
11 genitals – as though he was masturbating – while he recounted to Phillips: “***I used to have***
12 ***orgies every day – at least two-to-three girls. And now, man, I can’t even lay down***
13 ***without jacking off.***” Then, Kanye used his second hand to forcefully and dramatically
14 grab and pull the hand making the masturbatory gestures away from his crotch, as he said:
15 “***I got to keep my hand away from my phone to keep me away from looking at pornos.***”
16 Phillips totally shocked and distraught by his Kanye’s incessant inappropriate conduct,
17 and in particular, his apparent arousal. What was meant to be a meeting with his boss about
18 Donda Academy, its curriculum and horticulture, ended up being an antisemitic and
19 bigoted soliloquy-topped off with sexual harassment.

20 (o) Stimulating his sexual arousal more, Kanye then Facetimed a female friend.
21 Phillips immediately recognized the female’s name because only a few weeks earlier,
22 while at the Yeezy headquarters, Kanye had flaunted nude pictures of her to many of the
23 Yeezy staff members. The female answered Kanye’s call, and he commanded her, “***Next***
24 ***time I see you, you better make sure you are wearing the lingerie and the shoes I got***
25 ***you.***”

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1 (p) The longer Phillips sat there, the more troubled and uncomfortable he felt.
2 On one hand, he was disgusted by Kanye’s bigoted rhetoric and sexual gestures – making
3 him want to leave. But, on the other hand, Phillips felt a duty to his schoolchildren,
4 including his younger brother and also daughter who both attended Donda Academy, not
5 only to educate them but also now insulate them. Leaving and being on Kanye’s bad side
6 would not help him with that goal. Moreover, Phillips was grateful for his job – it was one
7 that his own mother had helped him get and disappointing her was not an option.

8 (q) Luckily for Phillips, Nobu room service interrupted Kanye’s sexual drive.
9 Hundreds of dollars in sushi was served, and while Kanye indulged in his food he could
10 not resist indulging in his favorite topic: “ ***The Jews are GREEDY and they keep trying***
11 ***to take MY MONEY.***” In addition to other repeated attacks on Jewish people, Kanye then
12 began threatening the LGBTQ community. “***Yeah I am going for the Gays! FIRST the***
13 ***Jews, THEN the Gays.***” Phillips asked, what did gay people do? Kanye responded: “***Gay***
14 ***people are not true Christians. And Gay people are controlled by Bill Gates so that they***
15 ***don’t have children for population control.***”

16 (r) Phillips sat in silence and disbelief until about 1 a.m., and then went home.

17 17. **Kanye Gloats About Using School Funds to Fund His \$2 Million Trip to Paris**

18 (a) Around the same time, Kanye took a trip to Paris.

19 (b) Upon his return, Kanye gloated to Donda and Yeezy staff, admitting that he
20 mismanaged the schools money. Specifically, he told Phillips and other staff that he spent
21 \$2 million of the school budget on his trip to Paris.

22 (c) Phillips could not help but wonder if that money included the
23 schoolchildren’s tuition.

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1 18. *Phillips Notices Kanye’s Discriminatory Pattern Towards Black People*

2 (a) A few months into his job at Donda, Phillips started to notice that Kanye
3 treated black employees palpably worse than white employees.

4 (b) For instance, on one occasion, during a meeting Phillips suggested that the
5 school have a class teaching students about solar panels. Without hesitation, Kanye
6 publicly chastised Phillips proposal. In front of many staff Kanye yelled, “**SOLAR**
7 **PANELS? DON’T EVER SAY THAT AGAIN! The way you think...**” Caught off guard,
8 Phillips attempted to defend his idea by noting that solar panels are in line with Kanye’s
9 goal to create a self-sustaining community: “Well, they are a way to be sustainable, many
10 places use them.” Out of control, Ye incessantly yelled at, and humiliated, Phillips.

11 (c) A few weeks later during a meeting, a white school employee named Steve
12 raised the idea of teaching the students about solar panels. This time, to Phillips’s disbelief,
13 Kanye lauded Steve’s idea. “**This is GENIUS!**” The only difference between Steve’s
14 suggestion and Phillips’s – proposed just a few weeks earlier – was that Phillips’s was
15 suggested by a black man.

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1 (b) According to these instructions, Phillips had his students start painting the
2 garden boxes the same approved red. Then suddenly, Kanye busted into the classroom
3 uncontrollably screaming at Phillips in front of the children. “**WHY YOU GOT MY KIDS**
4 **PAINTING RED? HAVE THEM STOP THAT, NOW!**” Phillips was totally confused,
5 wondering why he was being blamed for lesson plans made by his colleague and approved
6 by Kanye himself. The only plausible answer to Phillips was that it was because he was
7 black, and Cutter was white.

8 (c) *During his tenure, Phillips never witnessed Kanye yell and berate a white*
9 *person, but on countless occasions he saw and/or personally experienced Kanye*
10 *frenziedly yell at black people.*

11 (d) Concerned for his students, Phillips quickly ended the art lesson and
12 attempted to move on with his day.

13 20. **Unprovoked, Another Black Employee Tells Plaintiff He Thinks Kanye is**
14 **Racist Toward Black People**

15 (a) One afternoon while working in the Donda gardens, a black security guard
16 approached Phillips after a meeting earlier where Kanye public berated Phillips.

17 (b) Without any provocation, the security guard ask Phillips: “*Why doesn’t he*
18 *like us?*” Confused Phillips responded, “what?” The security guard replied while pointing
19 at his skin, “*He loves white people, but why does he hate us?*” The security guard went
20 on to disclose numerous instances where Kanye mistreated people because they were black
21 and, in contrast, how he always treated white people more favorably.

22 21. **Kanye Gives a Black Security Guard an Ultimatum: Shave Your Dreads or Be**
23 **Fired**

24 (a) On another occasion, Kanye commanded that a black campus security guard
25 shave his dreads or threatened that he would be fired. Ultimately, the security guard
26 resigned.

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1 22. *Phillips Blows the Whistle On Kanye’s Illegal Conduct and Plans*

2 (a) In or around December of 2022, Kanye scrapped the plans Phillips and the
3 VIC team was working on to convert his Calabasas property into a school for Donda.
4 Instead, Kanye purchased a decrepit church and neighboring building that he intended to
5 make the home of Donda Academy. Kanye ordered his staff that the school open in just a
6 few weeks – by January 17th, 2023. After a site visit, Phillips – who is neither an architect
7 nor a building engineer – knew that this was obviously an impossible task given the
8 buildings dilapidated condition. He knew also knew that it was a goal that would endanger
9 the school children – including his own little brother and daughter.



20 (b) Given the extent of needed renovations, Phillips reported to Kanye that the
21 project would legally require planning and building permits, even more so presumably
22 because they were building a school. Kanye, however, demanded that Phillips and the
23 team complete the renovations *without any permits*. Phillips recognized that this was not
24 only illegal, but also would put the schoolchildren and staff in potentially serious danger.
25 Phillips built up the courage, and responded that they needed to get permits as required by
26 the law. Agitated, Kanye aggressively told Phillips ***“If you can’t do the job, I’ll find
someone else who can.”***

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1 (c) Phillips shortly thereafter approached the school Kimberly Calvo (“Calvo”)
2 – Kanye’s new project manager – to air out his concerns. Phillips explained to Love that
3 Kanye was instructing him and other to break the law by building without approved
4 permits, and how this put the students and staff at huge risk. Kimberly responded this is
5 how Kanye wants to do it.

6 (d) Soon afterwards, Kanye removed Phillips and the rest of the team from the
7 renovation project – demoting them.

8 **23. Kanye’s Project Manager Instructs Phillip to Do Dangerous Electrical Work,**
9 **Outside In the Rain**

10 (a) Around this time, one of Kanye’s building project managers, Kimberly Calvo
11 (“Calvo”), instructed Phillips to do electrical wire work in the rain. Phillips responded that
12 it was raining and dangerous, but Calvo instructed Phillips that Kanye needed it done.

13 (b) Phillips completed the electrical work in the rain luckily without injury.

14 **24. Kanye Lashes Out At Phillips And Compares Himself to Hitler**

15 (a) On or around December 29th, 2022, Kanye requested Phillips text him a list
16 of seeds that Phillips would purchase for Donda Academy. Phillips responded with a list
17 of about 29 seeds with their respective pricing. Kanye replied asking if there were any
18 seeds missing from the list. Phillips then responded with three additional seeds missing
19 from the prior list.

20 (b) The conversation continued as follows, *with Kanye comparing himself to*
21 *Hitler:*

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1 KANYE WEST

2 [REDACTED]
3 Why wasn't it on the previous list you sent
4 Why am I asking the same thing over and over
5 With all due respect
6 Just feels like I'm always being dragged and ignored
7 Even by doing things to 80% and forcing me to always ask for the same
8 thing 5 different ways is no longer acceptable from any and all parties
9 that I do business with and give directives to

10 [REDACTED]
11 Yes
12 I am on some complete Hitler level stuff
13 Minus the gas chambers
14 In Jesus name

TREVOR PHILLIPS

15 I apologize it cut off the last items of my text when I copy and pasted
16 everything
17 Things you might want that I can get us
18 Apples

19 (c) How Kanye could possibly claim he did his work in the name of Jesus, while
20 comparing himself to Hitler “minus the gas chambers” was beyond Phillips.

21 **25. Phillips Complains to Kanye, Principal Love, And Kimberly, About Live**
22 **Electrical Wires Exposed to Schoolchildren**

23 (a) In or around early 2023, Phillips did some work in the classrooms and noticed
24 there was an electrical wire box. When Phillips opened the box, he saw live electrical wires
25 totally exposed and uncovered. Realizing the 240 volts of electricity could seriously injure
26 if not kill a schoolchild, Phillips complained on several occasions to Principal Love,
27 Kimberly, and Kanye himself that they needed a certified electrician to come cover the
28 wires since children were often in that area. On information and belief, those wires may
still be exposed today.

1 26. ***Kanye Publicly Berates Phillips and Physically Threatens Him Around School***
2 ***Students and Parents***

3 (a) On or around May 21st, 2023, Phillips reported to work at Donda early in the
4 morning for “Sunday Service” – a pseudo-religious sermon where Kanye and a choir plays
5 gospel music, often in front of an audience. Phillips, always going above and beyond,
6 showed up far earlier than was expected of him to clean up the garden and make sure
7 everything looked neat and proper.

8 (b) As Phillips walked to pick up a water hose, Kanye from about 100 feet away
9 start screaming at Phillips the top of his lungs: ***“AYE YOU. AYE GET THE FUCK OUT***
10 ***OF HERE! YOU ARE FUCKING FIRED! GET THE FUCK OUT OF HERE! YOU***
11 ***ARE FUCKING FIRED!”*** Phillips, initially unaware that he was the target of Ye’s
12 screaming, turned around and watched helplessly as Kanye continued to publicly harass
13 and humiliate him: ***“YOU ARE FUCKING FIRED! GO TELL YOUR MOTHER AND***
14 ***GET THE FUCK OUT OF HERE!”*** Well over 100 others watched the spectacle,
15 including at least 40 schoolchildren, their parents, churchgoers, and Kanye’s friends.

16 (c) Phillips – terrified and shaken up – walked towards his mother (who was also
17 an employee of Donda). On the way, he was stopped by a parent who watched Kanye’s
18 harassment. Concerned, she asked, *“are you ok.”* Phillips shook his head and kept walking.

19 (d) Phillips’s mother pulled him aside and asked him, *“What’s wrong?”*? Phillips
20 responded, ***“He went berserk on me. I don’t know even know what I did.”***

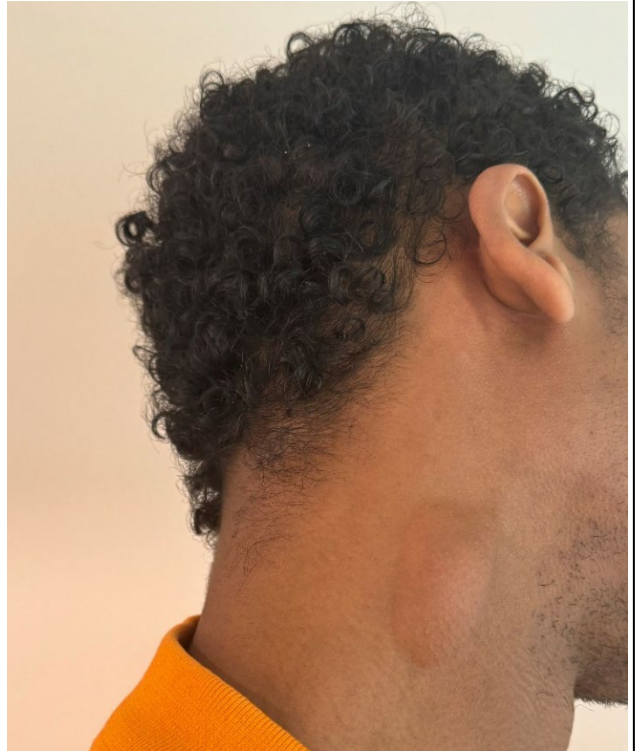
21 (e) Suddenly, Kanye’s visibly armed and 6-foot-9 security guard grabbed
22 Phillips, telling him ***“You have to come with me”*** and began escorting him off the
23 property.

24 (f) As Phillips was being pulled off the property, Kanye’s assistant intervened
25 and said “let me talk to him.” Trevor pleaded, ***“What did I do Z?”*** Z responded, ***“Who***
26 ***made the garden in the back?”*** Phillips assured Z, ***“I didn’t build that section. I was just***
27 ***watering the gardens. That was not me.”*** Z left to speak to Kanye along with Phillips’s
28 mother, and it appeared as though Kanye had calmed down and understood that Phillips

1 was not at fault.

2 (g) Phillips’s mother called Phillips over saying that Kanye wanted to speak with
3 him. Phillips timidly walked over as Kanye scolded him, “*just because this looks*
4 *beautiful to most people and think the garden looks good doesn’t mean it what I*
5 *wanted.*”

6 (h) With tears streaming down his
7 face, Phillips insisted, “*I am so grateful you*
8 *gave my mom this opportunity and me this*
9 *opportunity for work.*” Pointing to a **three-**
10 **and-a-half-inch growth** easily visible on his
11 neck, Phillips said “*I have this lump on my*
12 *neck that my doctors have been trying to*
13 *diagnose and I have no idea what it is. I know*
14 *that this job could be my last – it could be my*
15 *legacy, so I come every day and put my*
16 *everything into it. My daughter goes to school*
17 *here – my little brother. I want to make a*
18 *difference here.*”



19 (i) Kanye rushed close to Phillips’s face, and started yelling so hard that his neck
20 and face veins bulged: “**FUCK YOU!**” Kanye raised his hand and pointed at Phillips’s
21 neck condition and screamed: “**FUCK YOUR NECK!**” Then pointing at the school, Kanye
22 belched “**AND FUCK YOUR DAUGHTER.**” “**I DON’T GIVE A FUCK ABOUT NONE**
23 **OF THAT.**”

24 (j) By this time, nearly all the people attending the service were watching – over
25 one hundred people. It included not only Phillips’ own mom and daughter, but also
26 Kanye’s own friends such as rap producer 88-Keys.

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1 (k) Kanye then ran to the gardens and attempted to pick up and toss the garden
2 SoxxBoxx's but, too weak and out of shape – failed to pick them up. Instead, he started
3 pulling out the plants and individual pieces inside the boxes, ripping them apart and
4 throwing them on the floor, in a worse and more immature temper tantrum than any of
5 even the youngest Donda schoolchildren had ever thrown. The crowd continued to watch
6 in horror.



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19 (l) Phillips – utterly humiliated, disgusted, and terrified stood in shock with tears
20 pouring down his face. Kanye had not only attacked and disregarded his potentially life-
21 threatening medical condition, but worse, vulgarly insulted and disparaged his daughter –
22 one of Donda's students that Kanye personally knew.

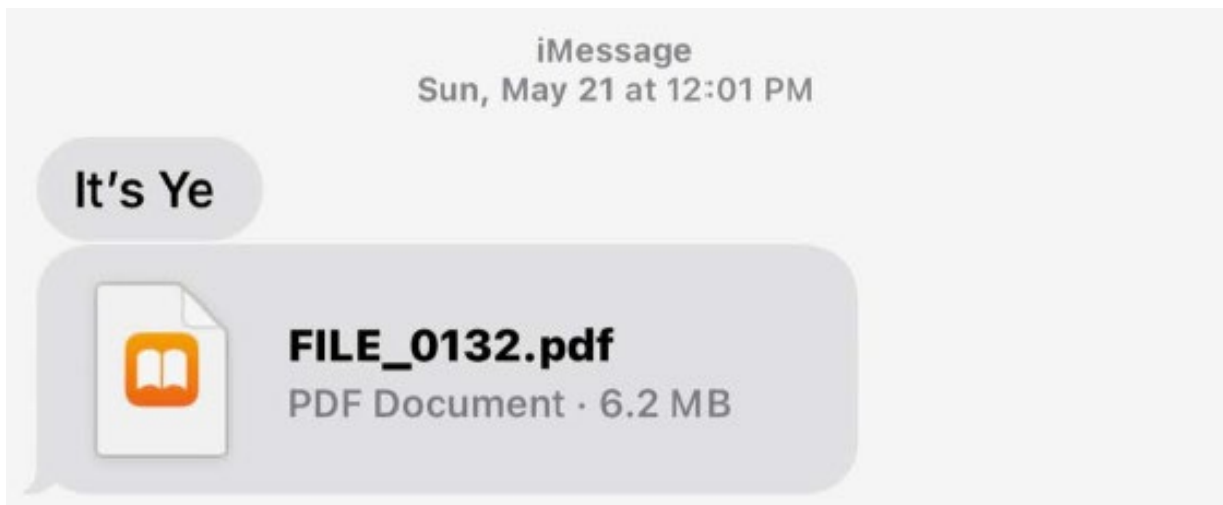
23 (m) In a pathetic effort to compose himself, Kanye walked back up to Phillips and
24 physically threatened him: ***"I WAS GOING TO PUNCH YOU IN THE FACE."*** He
25 repeated, ***"I WAS GOING TO PUNCH YOU IN THE FACE."*** This time with slang,
26 Kanye again thundered, ***"I was going to STEAL you in the FACE."*** Kanye then looked
27 to side and said to his project manager Jake, ***"I WAS GONNA PUNCH HIM, HUH***
28 ***JAKE?"*** In response, Jake looked down and just shook his head.

1 (n) Phillips asked, “*Why? How are you gonna hurt and punch me? What did I*
2 *ever do?*”

3 (o) Kanye paused and briefly went on his phone. Then imitating the
4 celebratory dance of Mario from the famous video game Super Mario
5 Brothers, Kanye jumped up with punching one fist in the air, while he said
6 “*I’m gonna give you one more chance. Another life! Check your phone*
7 *now.*”



8 (p) Phillips opened his phone and saw an iMessage that said “*It’s Ye*” and had
9 attached a pamphlet for a farm in Fillmore, California.



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19 (q) Kanye said, “*You need to go to the farm and talk to the owner. Then, tell*
20 *me if I should buy it or not.*” Mentally beaten and broken down, Phillips didn’t know what
21 to reply – other than “okay.”
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1 (r) Phillips drove home and broke down crying to his younger brother. He broke
2 down not only about Kanye’s inhumane treatment that day, but also months of constant
3 harassment, attacks, racism, as well as exposure to unwelcome sexual innuendos and
4 antisemitic remarks. His dream of working for someone he once admired as a great artist
5 was like his spirit – crushed. While Kanye considered himself a god or king, in reality he
6 was an ill-tempered tyrant and despot, who sought to mentally obliterate and control those
7 around him.

8 (s) Still in shock, Phillips drove to the farm that day and toured it as instructed.
9 Kanye called Phillips that evening for an update on the farm visit. After Phillips provided
10 his thoughts, Kanye told Phillips that he was going to purchase the land and put Phillips
11 in charge of running it. Kanye sold a grand vision, with Phillips spearheading it. Yet,
12 Kanye did not apologize for his conduct earlier that day, nor even acknowledge it.

13 (t) The following day, Phillips resumed the tour and then drove home in the
14 evening. Just as he got home, Phillips received a text from Kanye: “***You are fired[.] You***
15 ***are not on the level.***”



21 (u) Shortly thereafter, Donda’s Principal Love called Phillips apologizing for
22 Kanye’s behavior and assuring him that he was still employed. “*I’m really sorry. You know*
23 *how he is. He hires and fires people all the time. Just brush it under the rug. There’s no*
24 *one at the school to take care of the chickens without you, so please do me a favor and*
25 *finish out the last few days of the semester.*”

26 (v) Phillips returned to the school for work, and avoided Kanye at all costs.

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1 (w) Everyone at Donda either witnessed or heard Kanye rage at Phillips at the
2 Sunday Service. Many staff and teachers approached Phillips offering their apologies and
3 asking if he was okay.

4 (x) One full time teacher who had worked at Donda for three years disclosed to
5 Phillips, *“I’ve seen him to the same thing to so many black guys. He goes crazy and
6 blows up on them for no reason.”*

7 **27. *Ye Shuts Down Donda Academy As a Part of a Plan to Rebrand and Reopen It***

8 (a) In or around early August 2023, Phillips worked his last day at Donda
9 Academy. Principal Love informed the staff that she was unsure if the school would
10 reopen in the future.

11 (b) In or around August of 2023, after the school shut down, Phillips asked
12 Principal love why he had not been offered a severance or termination paperwork. Love
13 responded *“We don’t know if the school is closing officially yet.”*

14 (c) According several reports from publications in March of 2024, Kanye is
15 planning to publicly reopen Donda Academy.¹ On information and belief, Donda
16 Academy still operates to this day.

17 28. *Injunctive relief:* Plaintiff seeks that all Defendants be prohibited from owning
18 and operating any type of educational institution for minors under the age of 18 years old
19 in the state of California, in addition to other injunctive relief per the prayer below.

20 29. *Economic damages:* As a consequence of defendants’ conduct, plaintiff has
21 suffered and will suffer harm, including lost past and future income and employment
22 benefits, damage to her career, and lost wages, overtime, unpaid expenses, and penalties,
23 as well as interest on unpaid wages at the legal rate from and after each payday on which
24 those wages should have been paid, in a sum to be proven at trial.

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28 ¹ <https://www.aol.com/sports/kanye-west-launching-donda-academy-224944355.html>

1 30. *Non-economic damages:* As a consequence of defendants’ conduct, plaintiff has
2 suffered and will suffer psychological and emotional distress, humiliation, and mental and
3 physical pain and anguish, in a sum to be proven at trial.

4 31. *Punitive damages:* Defendants’ conduct constitutes oppression, fraud, and/or
5 malice under California Civil Code section 3294, entitling plaintiff to an award of
6 exemplary and/or punitive damages.

7 a. *Malice:* Defendants’ conduct was committed with malice within the meaning
8 of California Civil Code section 3294, including that (a) defendants acted with intent to
9 cause injury to plaintiff and/or acted with reckless disregard for plaintiff’s injury,
10 including by terminating plaintiff’s employment and/or taking other adverse job action
11 against plaintiff because of plaintiff’s protected categories, good faith complaints, and/or
12 protected conduct, and/or (b) defendants’ conduct was despicable and committed in willful
13 and conscious disregard of plaintiff’s rights, health, and safety, including plaintiff’s right
14 to be free of harassment, discrimination, and retaliation, and wrongful employment
15 termination.

16 b. *Oppression:* In addition, and/or alternatively, defendants’ conduct was
17 committed with oppression within the meaning of California Civil Code section 3294,
18 including that defendants’ actions against plaintiff because of plaintiff’s protected
19 categories, good faith complaints, and/or protected conduct was “despicable” and
20 subjected plaintiff to cruel and unjust hardship, in knowing disregard of plaintiff’s rights
21 to a work place free of discrimination, harassment, retaliation, and wrongful employment
22 termination.

23 c. *Fraud:* In addition, and/or alternatively, defendants’ conduct, as alleged, was
24 fraudulent within the meaning of California Civil Code section 3294, including that
25 defendants asserted false (pretextual) grounds for terminating plaintiff’s employment
26 and/or other adverse job actions, thereby to cause plaintiff hardship and deprive plaintiff
27 of legal rights.

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1 32. *Attorneys' fees*: Plaintiff has incurred and continues to incur legal expenses and
2 attorneys' fees.

3 33. *Exhaustion of administrative remedies*: Prior to filing this action, plaintiff
4 exhausted her administrative remedies by filing a timely administrative complaint with the
5 California Civil Rights Department ("CCRD"), formerly known as the Department of Fair
6 Employment and Housing ("DFEH"), and receiving a CCRD/DFEH right-to-sue letter.

7
8 **FIRST CAUSE OF ACTION**

9 **Discrimination on the Basis of Race, Color, National Origin,**

10 **Medical Condition, Medical Disability**

11 **(Cal. Gov. Code § 12900, *et seq.*)**

12 **Against Entity Defendants and DOES 1-100, Inclusive**

13 34. The allegations set forth in preceding paragraphs are re-alleged and incorporated
14 herein by reference.

15 35. At all times herein mentioned, FEHA, Government Code section 12940, *et seq.*,
16 was in full force and effect and was binding on defendants. This statute requires
17 defendants to refrain from discriminating against any employee because but not limited to
18 he or she is more than because of the employee's race, color, ancestry, national origin,
19 Medical Condition (actual and/or perceived), and/or Medical Disability (actual and/or
20 perceived).

21 36. Plaintiff's race, color, ancestry, national origin, Medical Condition (actual and/or
22 perceived), and/or Medical Disability (actual and/or perceived) and/or other
23 characteristics protected by FEHA, Government Code section 12900, *et seq.*, were
24 substantial motivating reasons in defendants' decision to terminate plaintiff's
25 employment, not to retain, hire, or otherwise employ plaintiff in any position, and/or to
26 take other adverse employment actions against plaintiff.

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1 37. As a proximate result of defendants' willful, knowing, and intentional
2 discrimination against plaintiff, plaintiff has sustained and continues to sustain substantial
3 losses of earnings and other employment benefits.

4 38. As a proximate result of defendants' willful, knowing, and intentional
5 discrimination against plaintiff, plaintiff has suffered and continues to suffer humiliation,
6 emotional distress, and mental and physical pain and anguish, all to his damage in a sum
7 according to proof.

8 39. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
9 Pursuant to Government Code section 12965(b), plaintiff is entitled to recover reasonable
10 attorneys' fees and costs (including expert costs) in an amount according to proof.

11 40. Defendants' discrimination was committed intentionally, in a malicious,
12 fraudulent, despicable, and/or oppressive manner, and this entitles plaintiff to punitive
13 damages against defendants.

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15 **SECOND CAUSE OF ACTION**

16 **Hostile Work Environment / Harassment for on the Basis of Race,**
17 **Color, National Origin, Medical Condition, Medical Disability, and**
18 **Sex**

19 **(Cal. Gov. Code § 12900, *et seq.*)**

20 **Against All Defendants and DOES 1-100, Inclusive**

21 41. The allegations set forth in preceding paragraphs are re-alleged and incorporated
22 herein by reference.

23 42. At all times herein mentioned, FEHA, Government Code section 12940, *et seq.*,
24 was in full force and effect and was binding on defendants. This statute requires
25 defendants to refrain from harassing any employee because of the employee's race, color,
26 ancestry, or national origin.

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1 43. Plaintiff was subjected to harassing conduct through a hostile work environment,
2 in whole or in part on the basis of plaintiff's race, color, ancestry, national origin, Medical
3 Condition (actual and/or perceived), and/or Medical Disability (actual and/or perceived)
4 and/or other characteristics protected by FEHA, in violation of Government Code sections
5 12940(j) and 12923.

6 44. Pursuant to Government Code section 12923(b), a single incident of harassing
7 conduct is sufficient to create a hostile work environment if the harassing conduct has
8 unreasonably interfered with plaintiff's work performance or created an intimidating,
9 hostile, or offensive working environment.

10 45. As a proximate result of defendants' willful, knowing, and intentional harassment
11 of plaintiff, plaintiff has sustained and continues to sustain substantial losses of earnings
12 and other employment benefits.

13 46. As a proximate result of defendants' willful, knowing, and intentional harassment
14 of plaintiff, plaintiff has suffered and continues to suffer humiliation, emotional distress,
15 and mental and physical pain and anguish, all to his damage in a sum according to proof.

16 47. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
17 Pursuant to Government Code section 12965(b), plaintiff is entitled to recover reasonable
18 attorneys' fees and costs (including expert costs) in an amount according to proof.

19 48. Defendants' harassment was committed intentionally, in a malicious, fraudulent,
20 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
21 against defendants.

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1 **THIRD CAUSE OF ACTION**

2 **Retaliation for the Exercise of Rights Guaranteed Under the**
3 **FEHA, e.g., Participating in Protected Activities, and/or Opposing**
4 **Defendants' Failure to Provide Such Rights**

5 **(Cal. Gov. Code § 12900, et seq.)**

6 **Against Entity Defendants and DOES 1-100, Inclusive**

7 49. Plaintiff repeats, realleges, and incorporates by reference the allegations
8 contained in all paragraphs set forth above and below, as though fully stated here.

9 50. At all times herein mentioned, FEHA, Government Code section 12940, et seq.,
10 was in full force and effect and was binding on Defendants. This statute requires
11 defendants to refrain from retaliating against any employee making complaints or
12 opposing discrimination, harassment, or retaliation, or otherwise engaging in activity
13 protected by the FEHA, including for seeking to exercise rights guaranteed under FEHA
14 and/or assisting and/or participating in an investigation, opposing defendants' failure to
15 provide rights, including rights to complain and to assist in a lawsuit, and/or the right to
16 be free of retaliation, in violation of Government Code section 12940(h).

17 51. Plaintiff's seeking to exercise rights guaranteed under FEHA and/or opposing
18 defendants' failure to provide such rights, including the right to be free of discrimination,
19 harassment, or retaliation, in violation of Government Code section 12940(h), were
20 substantial motivating reasons in defendants' decision to terminate plaintiff's
21 employment, not to retain, hire, or otherwise employ plaintiff in any position, and/or to
22 take other adverse employment actions against plaintiff.

23 52. As a proximate result of Defendants' willful, knowing, and intentional retaliation
24 against plaintiff, plaintiff has sustained and continues to sustain substantial losses of
25 earnings and other employment benefits.

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1 53. As a proximate result of Defendants' willful, knowing, and intentional retaliation
2 against plaintiff, plaintiff has suffered and continues to suffer humiliation, emotional
3 distress, and physical and mental pain and anguish, all to his damage in a sum according
4 to proof.

5 54. Defendants' misconduct was committed intentionally, in a malicious, fraudulent,
6 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
7 against Defendants.

8 55. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
9 Pursuant to Government Code section 12965(b), plaintiff is entitled to recover reasonable
10 attorneys' fees and costs (including expert costs) in an amount according to proof.
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12 **FOURTH CAUSE OF ACTION**

13 **Failure to Take All Reasonable Steps to Prevent Discrimination,**

14 **Harassment, and Retaliation**

15 **(Cal. Gov. Code § 12940(k))**

16 **Against Entity Defendants and DOES 1-100, Inclusive**

17 56. The allegations set forth in preceding paragraphs are re-alleged and incorporated
18 herein by reference.

19 57. At all times herein mentioned, FEHA, Government Code section 12940(k), was
20 in full force and effect and was binding on defendants. This statute states that it is an
21 unlawful employment practice in California for an employer "to fail to take all reasonable
22 steps necessary to prevent discrimination and harassment from occurring."

23 58. During the course of plaintiff's employment, defendants failed to prevent their
24 employees from engaging in intentional actions that resulted in plaintiff being treated less
25 favorably because of plaintiff's protected characteristics or because plaintiff had engaged
26 in protected activity.

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1 59. Plaintiff believes that he was subjected to discrimination, harassment and
2 retaliation because of his protected characteristics and/or protected activity.

3 60. As a proximate result of defendants' willful, knowing, and intentional
4 misconduct, plaintiffs have sustained and continue to sustain substantial losses of earnings
5 and other employment benefits.

6 61. As a proximate result of defendants' willful, knowing, and intentional
7 misconduct, plaintiff has suffered and continues to suffer humiliation, emotional distress,
8 and physical and mental pain and anguish, all to his damage in a sum according to proof.

9 62. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
10 Pursuant to Government Code section 12965(b), plaintiff is entitled to recover reasonable
11 attorneys' fees and costs (including expert costs) in an amount according to proof.

12 63. Defendants' misconduct was committed intentionally, in a malicious, fraudulent,
13 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
14 against defendants.

15
16 **FIFTH CAUSE OF ACTION**

17 **Whistleblower Retaliation**

18 **(Violations of Labor Code § 1102.5, *et seq.*)**

19 **Against Entity Defendants and DOES 1-100, Inclusive**

20 64. Plaintiff repeats, realleges, and incorporates by reference the allegations
21 contained in all paragraphs set forth above and below, as though fully stated here.

22 65. At all relevant times, Labor Code section 1102.5 was in effect and was binding
23 on defendants. This statute prohibits defendants from:
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1 a. Making, adopting, or enforcing any rule, regulation, or policy preventing an
2 employee from disclosing information to a government or law enforcement agency, to a
3 person with authority over the employee who has authority to investigate, discover, or
4 correct the violation or noncompliance, or from providing information to, or testifying
5 before, any public body conducting an investigation, hearing, or inquiry, if the employee
6 has reasonable cause to believe that the information discloses a violation of state or federal
7 statute, or a violation of or noncompliance with a local, state, or federal rule or regulation,
8 regardless of whether disclosing the information is part of the employee's job duties.

9 b. Retaliating against an employee for disclosing information, or because the
10 employer believes that the employee disclosed or may disclose information, to a
11 government or law enforcement agency, to a person with authority over the employee or
12 another employee who has the authority to investigate, discover, or correct the violation
13 or noncompliance, or for providing information to, or testifying before, any public body
14 conducting an investigation, hearing, or inquiry, if the employee has reasonable cause to
15 believe that the information discloses a violation of state or federal statute, or a violation
16 of or noncompliance with a local, state, or federal rule or regulation, regardless of whether
17 disclosing the information is part of the employee's job duties.

18 c. Retaliating against an employee for refusing to participate in an activity that
19 would result in a violation of state or federal statute, or a violation of or noncompliance
20 with a local, state, or federal rule or regulation.

21 66. Here, Defendants violated each of the aforementioned subsections, after plaintiff
22 took part in numerous instances of protected activity described above and incorporated
23 herein. Needless to say, Plaintiff: **(1)** raised complaints of what he believed to be illegality
24 while he worked for Defendants; **(2)** outright refused to perform illegal activities, and **(3)**
25 refused to abide by Defendants' unwritten policy prohibiting the reporting of unlawful
26 conduct created by the consistent and repeated oral reprimands when illegal conduct was
27 complained of and statements that such complaints were inappropriate and would not be
28 tolerated.

1 67. The statutes which underly Phillips's reasonable believe of illegality and/or the
2 illegality include, but are not limited to: the California Building Standards Code, the
3 FEHA; the California Labor Code (*see* 98.6, 232.5, and 1102.5; etc.

4 68. In response, Defendants retaliated against him by discriminating against him,
5 harassing him, and taking actions that would deter a reasonable person from making
6 complaints, such as subjecting him to adverse employment actions, including the
7 termination of his employment.

8 69. As a proximate result of defendant's willful, knowing, and intentional violations
9 of Labor Code section 1102.5, plaintiff has suffered and continues to suffer humiliation,
10 emotional distress, and mental and physical pain and anguish, all to his damage in a sum
11 according to proof.

12 70. As a proximate result of defendants' willful, knowing, and intentional
13 misconduct, plaintiff has sustained and continues to sustain substantial losses of earnings
14 and other employment benefits.

15 71. Defendants' misconduct was committed intentionally, in a malicious, fraudulent,
16 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
17 against Defendants.

18 72. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
19 Pursuant to Labor Code section 1102.5(j), plaintiff is entitled to recover reasonable
20 attorneys' fees in an amount according to proof.

21
22 **SIXTH CAUSE OF ACTION**

23 **Retaliation for Disclosing Working Conditions**

24 **(Violations of Labor Code § 232.5)**

25 **Against Entity Defendants and DOES 1-100, Inclusive**

26 73. Plaintiff repeats, realleges, and incorporates by reference the allegations
27 contained in all paragraphs set forth above and below, as though fully stated here.

28 ///

1 74. At all relevant times, Labor Code section 232.5 was in effect and was binding on
2 Defendants. As relevant, this statute prohibits Defendants from discharging, formally
3 disciplining, or otherwise discriminating against an employee who discloses information
4 about the employer's working conditions.

5 75. California courts have interpreted Labor Code section 232.5's definition of
6 working conditions to mean "those conditions determined by the employer as a condition
7 of employment." Here, as outlined above, Plaintiff clearly complained about his working
8 conditions.

9 76. In violation of Labor Code section 232.5, defendants retaliated against the
10 plaintiff, discriminated against him, harassed him, and otherwise took adverse
11 employment actions against him, up to, and including, the termination of his employment
12 as a result of his disclosure of information about his working conditions as described
13 above.

14 77. As a proximate result of Defendants' willful, knowing, and intentional and
15 repeated violations of Labor Code section 232.5, Plaintiff has suffered and continues to
16 suffer humiliation, emotional distress, and mental and physical pain and anguish, all to his
17 damage in a sum according to proof.

18 78. As a proximate result of defendants' willful, knowing, and intentional
19 misconduct, plaintiff has sustained and continues to sustain substantial losses of earnings
20 and other employment benefits.

21 79. Defendants' misconduct was committed intentionally, in a malicious, fraudulent,
22 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
23 against Defendants.

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1 **SEVENTH CAUSE OF ACTION**

2 **Whistleblower Retaliation**

3 **(Violation of Labor Code § 6310)**

4 **Against Entity Defendants and DOES 1-100, Inclusive**

5 80. Plaintiff alleges and incorporates herein by reference each allegation set forth in
6 all previous and subsequent paragraphs as though fully set forth herein.

7 81. At all relevant times, Labor Code section 6310 was in effect and was binding on
8 defendants. This statute prohibits defendants from retaliating or otherwise discriminating
9 against an employee, including plaintiff, for raising complaints (either oral or written)
10 regarding health or health conditions or practices and/or instate or cause to be instated
11 proceedings related to the employee's right to safe and healthful working conditions.
12 Section 6310 also protects employees who report work-related injuries and illnesses.

13 82. Plaintiff made protected reports, complaints, and/or disclosures while he worked
14 for defendants and was believed to be willing to raise complaints, and because of those
15 reports/complaints/disclosures, defendants retaliated against him, discriminated against
16 him, harassed him, and otherwise took adverse employment actions against him, up to,
17 and including, the termination of his employment.

18 83. As a proximate result of defendants' willful, knowing, and intentional violations
19 of Labor Code section 6310, plaintiff has suffered and continues to suffer humiliation,
20 emotional distress, and mental and physical pain and anguish, all to his damage in a sum
21 according to proof.

22 84. As a result of defendants' adverse employment actions against plaintiff, plaintiff
23 has suffered general and special damages in sums according to proof.

24 85. Defendants' misconduct was committed intentionally, in a malicious, fraudulent,
25 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
26 against defendants.

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1 **EIGHTH CAUSE OF ACTION**

2 **Wage Complaint Retaliation**

3 **(Violations of Labor Code § 98.6)**

4 **Against Entity Defendants and DOES 1-100, Inclusive**

5 86. At all relevant times, Labor Code section 98.6 was in effect and was binding on
6 the defendants. The statute prohibits defendants from retaliating against an employee for
7 making complaints about wages.

8 87. Plaintiff made protected complaints about his wages and compensation.

9 88. As a proximate result of defendants' willful, knowing, and intentional violations
10 of Labor Code section 98.6, plaintiff has suffered and continues to suffer humiliation,
11 emotional distress, and mental and physical pain and anguish, all of his damage in a sum
12 according to proof.

13 89. As a proximate result of Defendants' willful, knowing, and intentional retaliation
14 against plaintiff, plaintiff has sustained and continues to sustain substantial losses of
15 earnings and other employment benefits.

16 90. Defendants' misconduct was committed intentionally, in a malicious, fraudulent,
17 and/or oppressive manner, and this entitles plaintiff to punitive damages against
18 defendants.

19
20 **NINTH CAUSE OF ACTION**

21 **Wrongful Termination of Employment in Violation of Public**

22 **Policy**

23 ***(Tamney v. Atlantic Richfield Co. (1980) 27 Cal.3d 167)***

24 **Against Entity Defendants and DOES 1-100, Inclusive**

25 91. Plaintiff repeats, realleges, and incorporates by reference the allegations
26 contained in all paragraphs set forth above and below, as though fully stated here.

27 92. Defendants terminated plaintiff's employment in violation of various
28 fundamental public policies underlying both state and federal laws. Specifically, plaintiff's

1 employment was terminated in part because of his protected status (e.g., race and/or who
2 have participated in protected activity, good faith complaints, and/or other protected
3 characteristics) and/or protected activity (e.g., for making lawful complaints and/or
4 requesting accommodations). These actions were in violation of, among other things,
5 FEHA (Government Code section 12900, *et seq.*); and various Labor Code sections,
6 including sections 98.6, 232.5, and 1102.5.

7 93. As a proximate result of defendants' wrongful termination of plaintiff's
8 employment in violation of fundamental public policies, plaintiff has suffered and
9 continues to suffer humiliation, emotional distress, and mental and physical pain and
10 anguish, all to his damage in a sum according to proof.

11 94. As a result of defendants' wrongful termination of his employment, plaintiff has
12 suffered general and special damages in sums according to proof.

13 95. Defendants' wrongful termination of plaintiff's employment was done
14 intentionally, in a malicious, fraudulent, and/or oppressive manner, which entitles plaintiff
15 to punitive damages.

16 96. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
17 Pursuant to Code of Civil Procedure sections 1021.5 and 1032, *et seq.*, Government Code
18 section 12965(b), Labor Code section 1102.5(j), and Civil Code section 3294, plaintiff is
19 entitled to recover reasonable attorneys' fees and costs in an amount according to proof.
20

21 TENTH CAUSE OF ACTION

22 **Intentional Infliction of Emotional Distress**

23 ***(Hughes v. Pair (2009) 46 Cal.4th 1035)***

24 **Against All Defendants and DOES 1-100, Inclusive**

25 97. Plaintiff repeats, realleges, and incorporates by reference the allegations
26 contained in all paragraphs set forth above and below, as though fully stated here.

27 98. The law has long held that there is a fundamental civil right to a discrimination
28 free work environment and that discrimination in the workplace is "extreme and

1 outrageous” as the term is used in relation to a claim for Intentional Infliction of Emotional
2 Distress. Here, Plaintiff has properly pleaded discrimination and wrongful termination
3 based thereon, making Defendants’ action, each of them, extreme and outrageous under
4 fundamental California public policy. Such discrimination and harassment is
5 unquestionably outside the normal part of the employment environment.

6 99. Here, Plaintiff fulfills all required elements: (1) Defendants’ discrimination and
7 wrongful termination (as described in detail above) were done with malice, fraud, and
8 oppression with the intent of causing Phillips emotional distress (or the least reckless
9 disregard of such); Phillips suffered emotional, physical, and mental injuries; and (3) said
10 conduct was the proximate cause of Plaintiff’s injury.

11 100. Along with the fact that discriminatory conduct in violation of public policy is
12 extreme and outrageous, this conduct was extreme and outrageous in that it should not be
13 tolerated in a civil society, because Defendants: (1) with malice, fraud, and oppression,
14 attempted to hide the true reason for their illegal actions in order to avoid liability and any
15 their obligation to make Phillips whole; (2) were aware that treating plaintiff in the manner
16 alleged above, including depriving plaintiff of his livelihood, would devastate plaintiff and
17 cause his extreme hardship; (3) abused their position of power to willfully accomplish the
18 above; and (4) maliciously and purposefully terminated Phillips when they knew Phillips
19 relied on his employment as his only means of income.

20 101. Defendant’s extreme and outrageous conduct occurred by and through
21 Defendant’s employees the aforementioned defendant employees.

22 102. Clearly Defendant abused their position of power to damage plaintiff’s interests
23 and irreparably alter the terms of his employment.

24 103. This conduct, as described above, was done with the intent to cause Phillips harm,
25 or at the very least, with reckless disregard for such. Plaintiff suffered severe emotional
26 distress as a result. The same as described above. As the causation between the damages
27 Phillips suffered and the harm to professional reputation, as described above, is both an
28 actual and proximate cause to Phillips’s harm.

1 104. This conduct is not only severe and pervasive enough to alter the terms of
2 plaintiff's employment but is also extreme and outrageous conduct with the intention of
3 causing, or reckless disregard for the probability of causing, emotional distress.

4 105. As a proximate result of defendant's extreme and outrageous conduct, plaintiff
5 has suffered and continues to suffer severe emotional distress. Plaintiff has sustained and
6 continues to sustain substantial losses of earnings and other employment benefits as a
7 result of being emotionally distressed.

8 106. As a proximate result of defendant's extreme and outrageous conduct, plaintiff
9 has suffered and continues to suffer humiliation, emotional distress, and mental and
10 physical pain and anguish, all to his damage in a sum according to proof.

11 107. Defendant's conduct was committed intentionally, in a malicious, fraudulent,
12 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
13 against defendants.

14
15 **ELEVENTH CAUSE OF ACTION**

16 **Breach of Express Oral Contract To Pay Wages At A**
17 **Certain Amount (*Marvin v. Marvin* (1976) 18 Cal.3d 660)**
18 **Against All Defendants; and Does 1 to 100, Inclusive**

19 108. The allegations set forth in preceding paragraphs are re-alleged and incorporated
20 herein by reference.

21 109. Defendants, through their agents, entered an oral agreement to pay plaintiff
22 wages at a certain amount. Plaintiff and defendants, through their supervisors, made
23 mutual promises of consideration pursuant to this oral agreement. Plaintiff performed all
24 duties required of him under the agreement by performing his job in an exemplary manner.

25 110. Defendants and their managers and supervisors failed to pay plaintiff the agreed
26 upon wage, violating the express oral contract they had with him.

27 111. As a proximate result of defendants' willful breach of the express oral contract
28 not to terminate employment without good cause, plaintiff has suffered and continues to

1 suffer damages, including losses of earnings and benefits, in a sum according to proof.

2
3 **PRAYER FOR RELIEF**

4 WHEREFORE, Plaintiff, Trevor Phillips, prays for judgment as follows on all causes
5 of action:

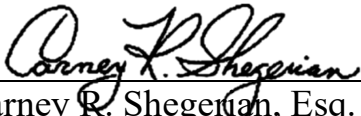
- 6 0. For general and special damages according to proof;
- 7 1. For exemplary damages, according to proof;
- 8 2. For pre-judgment and post-judgment interest on all damages awarded;
- 9 3. For reasonable attorneys' fees;
- 10 4. For costs of suits incurred;
- 11 5. For such other and further relief as the Court may deem just and proper;
- 12 6. For declaratory relief in the following manner:
- 13 a. A preliminary and permanent injunction, and a public injunction, against all
14 Defendants, prohibiting them from owning and operating any type of
15 educational school for minor children under the age of 18 years in the state
16 of California.

17
18 **DEMAND FOR JURY TRIAL**

19 ADDITIONALLY, Plaintiff, Trevor Phillips, hereby demands a jury trial on the
20 causes of action set forth herein. The amount demanded exceeds \$35,000.00 (Government
21 Code § 72055).

22
23 Dated: April 2, 2024

SHEGERIAN & ASSOCIATES, INC.

24
25 By: 
26 Carney R. Shegerian, Esq.

27 Attorneys for Plaintiff,
28 TREVOR PHILLIPS