



**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
800-884-1684 | TDD 800-700-2320  
www.dfeh.ca.gov | email: contact.center@dfeh.ca.gov

DIRECTOR KEVIN KISH

September 14, 2016

John T. Mullan

Rudy, Exelrod, Zieff And Lowe, 351 California St., Suite 700  
San Francisco California 94104

**RE: Notice to Complainant or Complainant's Attorney**

DFEH Matter Number: [REDACTED]

Right to Sue: [REDACTED] / Uber Technologies, Inc.

Dear Complainant or Complainant's Attorney:

Attached is a copy of your complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also attached is a copy of your Notice of Case Closure and Right to Sue. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer. You or your attorney must serve the complaint. If you do not have an attorney, you must serve the complaint yourself. Please refer to the attached Notice of Case Closure and Right to Sue for information regarding filing a private lawsuit in the State of California.

Be advised that the DFEH does not review or edit the complaint form to ensure that it meets procedural or statutory requirements.

Sincerely,

Department of Fair Employment and Housing



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DIRECTOR KEVIN KISH

September 14, 2016

**RE: Notice of Filing of Discrimination Complaint**

DFEH Matter Number: [REDACTED]

Right to Sue: [REDACTED] / Uber Technologies, Inc.

To All Respondent(s):

Enclosed is a copy of a complaint of discrimination that has been filed with the Department of Fair Employment and Housing (DFEH) in accordance with Government Code section 12960. This constitutes service of the complaint pursuant to Government Code section 12962. The complainant has requested an authorization to file a lawsuit. This case is not being investigated by DFEH and is being closed immediately. A copy of the Notice of Case Closure and Right to Sue is enclosed for your records.

Please refer to the attached complaint for a list of all respondent(s) and their contact information.

**No response to DFEH is requested or required.**

Sincerely,

Department of Fair Employment and Housing

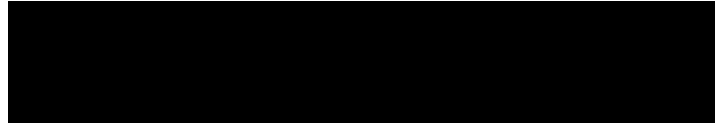


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September 14, 2016



**RE: Notice of Case Closure and Right to Sue**

DFEH Matter Number: [REDACTED]

Right to Sue: [REDACTED] / Uber Technologies, Inc.

Dear [REDACTED]

This letter informs you that the above-referenced complaint was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective September 14, 2016 because an immediate Right to Sue notice was requested. DFEH will take no further action on the complaint.

This letter is also your Right to Sue notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

To obtain a federal Right to Sue notice, you must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of this DFEH Notice of Case Closure or within 300 days of the alleged discriminatory act, whichever is earlier.

Sincerely,

Department of Fair Employment and Housing



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Enclosures

cc:



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**Additional Complaint Details:**

Beginning in late 2015, a number of [REDACTED] female colleagues sought his intervention regarding alleged sex-based discrimination and harassment they were suffering at the hands of a male supervisor. On several occasions, [REDACTED] raised these concerns with Uber's HR department. Instead of investigating the allegations of discrimination and harassment and taking appropriate corrective action, HR told [REDACTED] that "we get a lot of phone calls from employees that we don't always act on." Shortly thereafter, [REDACTED] was subjected to a retaliatory investigation, resulting in his termination on or about March 15, 2016.

1 VERIFICATION

2 I, **John T. Mullan**, am the Attorney for Complainant in the above-entitled complaint. I have read the  
3 foregoing complaint and know the contents thereof. The same is true of my own knowledge, except as to those  
4 matters which are therein alleged on information and belief, and as to those matters, I believe it to be true.

5 On September 14, 2016, I declare under penalty of perjury under the laws of the State of California that the  
6 foregoing is true and correct.

7 **San Francisco, California**  
8 **John T. Mullan**  
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