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UNITED STATES DISTRICT COURT

FOR THE NORTHERN DISTRICT OF CALIFORNIA, SAN JOSE DIVISION

ANNIE AHN, JORGE ALVAREZ, LAWANDA AVILA, COORINA AYALA, BRANDON BOWYER, SHIRLEY CHILDS, LANANH D'AMOUR, MEGAN DEDIOS, SINORA FREELAND, JEREMY GARVIN, LOURDES GOMEZ, LYDIA GONZALES-MURPHY, ANDREW HARDY, DANELE HOWARD, WILLIAM KOZICH, BRANDON LIM, RASHAAD MALVO, BRIAN MILLER, RUSTYN MOONEY, DUANE MOTEN, SUZANNE NICHOLS, CARLOS PADILLA, BRENDA PEREZ, TIMOTHY PERRY, PRABHAKAR ISAAC, DALE NELSON, ARISTIDES PULIDO, CHRISTINA RODRIGUEZ, ROXANA RUANO, ARNULFO SANCHEZ, ADAM VALLE, BRANDI VILLEGAS, and MARTHA-KATHLEEN VOLLE.

Plaintiffs,

VS.

## SANTA CLARA COUNTY,

Defendant.

Case No.:

## COMPLAINT FOR:

1. Violation of the Free Exercise Clause of the First Amendment to the United States Constitution, 42 U.S.C. § 1983;
2. Violation of Title VII, 42 U.S.C. § 2000e, *et seq.*;
3. Violation of California's Fair Employment and Housing Act, Cal. Gov't Code § 12940; and
4. Deprivation of Civil Rights Under 42 U.S.C. § 1983 (*Monell*)

## JURY TRIAL DEMANDED

## I. NATURE OF THE ACTION

1. This is a complaint for employment discrimination brought by employees holding religious convictions against taking the SARS-CoV-2 (“COVID-19”) vaccine and boosters.

2. In early 2020, the world discovered a novel coronavirus, COVID-19. Governments responded with unprecedented restrictions on freedom. They closed schools and shut down industries. They decided which activities were “essential” and which were not.

3. Many of these orders started in Santa Clara County (the “County” or “Defendant”). Indeed, former County Counsel James Williams and former Health Officer Dr. Sara Cody take credit for the first lockdown.

4. During 2020, several experimental vaccines were developed to help limit the effects of COVID-19. They were developed quickly to protect those who were at highest risk of becoming seriously ill from COVID-19, such as the elderly and those with multiple comorbidities.

5. Responding to the spread of Omicron and other variants, County executives ordered that all workers in high-risk settings in the County get the COVID-19 vaccine plus the most recent boosters.

6. County executives have the sole authority to enforce COVID-19 mandates and policies in the County and retain the discretion to exempt anyone from their policies or amend their policies at any time.

7. Plaintiffs are or were during the relevant time period County employees whose religious beliefs prevent them from taking the COVID-19 vaccine or boosters. In the fall of 2021, Defendant issued a mandate that all of its personnel must be vaccinated against COVID-19 or face termination. The County stated that it would accept requests for exemption from the vaccine mandate for medical, disability, and religious reasons. Plaintiffs all requested religious exemptions from the COVID-19 vaccination requirements and the County granted those exemptions, with one exception. The County subsequently informed Plaintiffs that, despite their religious exemptions, and because of the purportedly high-risk nature of their jobs, they would still be required to take the COVID-19 vaccine and boosters or be placed on administrative leave

1 without pay for an indefinite period of time. Defendant included in this shocking notification a  
 2 statement that it would discuss with Plaintiffs potential reassignment or transfer to alternate  
 3 positions in Plaintiffs' departments or elsewhere in the County. However, instead of engaging in  
 4 good faith negotiations to determine reasonable accommodations, Defendant relegated Plaintiffs  
 5 to unpaid leave and stripped them of their employment benefits. By contrast, Defendant assisted  
 6 individuals with medical and disability exemptions to the COVID-19 vaccine requirement with  
 7 transfers and reassessments. Defendant also allowed some unvaccinated employees to work in  
 8 high-risk settings in spite of, and in conflict with, its claim that permitting Plaintiffs to continue  
 9 working unvaccinated would pose an undue hardship to the County.

10       8.     This action seeks damages and equitable and injunctive relief related to the  
 11 County's vaccine orders, policies and conduct that violated California's Fair Employment and  
 12 Housing Act (FEHA) and Title VII and deprived Plaintiffs of their rights to free exercise of  
 13 religion.

## 14                   II.    PARTIES

15       9.     Plaintiff Annie Ahn was employed by the County as a Registered Nurse. She holds  
 16 sincere religious beliefs that prevent her from receiving the COVID-19 vaccine and boosters.  
 17 Plaintiff Ahn submitted a written request for a religious exemption from the COVID-19  
 18 vaccination mandate, and the County granted her request. Nevertheless, Plaintiff Ahn was  
 19 subjected to adverse employment action when the County placed her on indefinite, involuntary  
 20 and unpaid administrative leave and stripped her of employment benefits because she did not take  
 21 the COVID-19 vaccine. She was placed on unpaid administrative leave despite being a charge  
 22 nurse who had little direct interaction with patients. In fact, she had previously gotten in trouble  
 23 for putting the phone down to temporarily help with patient care. Furthermore, she had previously  
 24 been allowed to work directly with COVID-19 patients in full, anti-exposure gear. The County  
 25 did not offer Plaintiff a reasonable accommodation, or consider her suggestions for reasonable  
 26 accommodations, such as taking reasonable precautions by wearing gear and testing, teleworking,  
 27 or helping her transfer to a comparable job in a lower-risk position. The County cannot  
 28 demonstrate that reasonably accommodating Plaintiff Ahn would have caused it to suffer undue

1 hardship. Plaintiff knew of non-patient-facing jobs that were available that she was qualified for—  
 2 such as educational jobs, quality insurance work, and triage nursing positions. However, the  
 3 County refused to consider her for such positions. Plaintiff was also aware of numerous  
 4 employees with medical exemptions who were accommodated by being allowed to work jobs that  
 5 did not include direct patient care or that were otherwise not considered high-risk. Plaintiff Ahn  
 6 was also aware of other jobs, which directly interacted with the public to a greater extent than her  
 7 job, but who were considered lower-risk and allowed to continue working without being  
 8 vaccinated—including sheriff’s positions and firefighters. Plaintiff Ahn has exhausted  
 9 administrative remedies and has received a notice of right to sue from the Equal Employment  
 10 Opportunity Commission (“EEOC”) and the California Civil Rights Department (“CRD”).<sup>1</sup> A  
 11 true and correct copy of the notices, along with those of the other Plaintiffs, accompanies this  
 12 Complaint, is incorporated in full, and is marked as **Exhibit A**.

13 10. Plaintiff Jorge Alvarez was employed by the County as a Roofer. Plaintiff  
 14 Alvarez’s job was almost entirely solitary, as he does his work alone and was the only roofer  
 15 available and working through the pandemic. During the relevant time period, Plaintiff Alvarez  
 16 arrived at work early in the morning before nearly anyone else, obtained his assignment for the  
 17 day, and was out of the administrative facility by 6:45 a.m. Sometimes there would be one or two  
 18 other people in the office, but they were more than 30 feet away from him. Furthermore, his office  
 19 work could be accomplished remotely anywhere with an internet connection. Ninety-five percent  
 20 of the time, Plaintiff Alvarez had direct access to the roof he was working on and did not have to  
 21 pass through the building. The remaining 5% of the time, Mr. Alvarez would have to walk through  
 22 the building to get to the roof, which did not require any human contact and could be  
 23 accomplished in a matter of minutes. Also, there were enough buildings with direct roof access  
 24 that needed work that Mr. Alvarez could have continued to work full-time without ever having to

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25 1 The EEOC and the CRD have a work-sharing agreement that “automatically initiate[s] the  
 26 proceeding of both the EEOC and [CRD] for the purposes of Sections 706(c) and (e)(1) of Title  
 27 VII.” Worksharing Agreement Between State of California Civil Rights Department & The U.S.  
 28 Equal Employment Opportunity Commission, 2025, available at: <https://calcivilrights.ca.gov/wp-content/uploads/sites/32/2025/05/WSA-CRD-EEOC-FY25-CPG-Signed-Oct-15-2024.pdf> (last visited Aug. 5, 2025).

1 enter a building. Plaintiff Alvarez holds sincere religious beliefs that prevent him from receiving  
2 the COVID-19 vaccine and boosters. Plaintiff Alvarez submitted a written request for a religious  
3 exemption from the COVID-19 vaccination mandate, and the County granted his request.  
4 Nevertheless, Plaintiff Alvarez was subjected to adverse employment action when the County  
5 placed him on indefinite, involuntary and unpaid administrative leave and stripped him of  
6 employment benefits because he did not take the COVID-19 vaccine. Plaintiff Alvarez was placed  
7 on administrative leave despite originally being told his position was categorized as being low-  
8 risk. The County did not offer Plaintiff reasonable accommodation such as masking and testing,  
9 teleworking, or a job transfer to a comparable but lower-risk position. The County cannot  
10 demonstrate that reasonably accommodating Plaintiff would have caused it to suffer undue  
11 hardship. Plaintiff Alvarez has exhausted administrative remedies and has received a notice of  
12 right to sue from the EEOC and CRD. *See Exhibit A.*

13 11. Plaintiff Lawanda Avila was employed by the County as a Rehabilitation  
14 Counselor. When COVID-19 appeared in 2020, the County made her work from home full-time  
15 and she completed all her job functions from her house until the County forced her to return to  
16 on-site work on July 15, 2021, and required her to test since she was unvaccinated. On August 2,  
17 2021, she received an Americans with Disabilities Act (ADA) accommodation such that she was  
18 no longer required to go into locked facilities to see her clients. This accommodation was valid  
19 until November 1, 2021. In practice, her ADA accommodation removed most, if not all, of her  
20 in-person client interaction since she rarely had clients who were not in locked facilities. Her work  
21 was fully completed over the computer or telephone—like she did from home during COVID  
22 until July 15, 2021. Despite this, her job was labeled as high-risk, and she was told to get  
23 vaccinated to keep her job. Plaintiff Avila holds sincere religious beliefs that prevented her from  
24 receiving the COVID-19 vaccine and boosters without violating her faith. Plaintiff Avila  
25 submitted a written request for a religious exemption from the COVID-19 vaccination mandate,  
26 and the County granted her request. Nevertheless, Plaintiff Avila was subjected to adverse  
27 employment action when the County placed her on indefinite, involuntary and unpaid  
28 administrative leave and stripped her of employment benefits because she did not take the

1 COVID-19 vaccine—on the same day her ADA accommodation expired. The County did not  
2 offer Plaintiff Avila reasonable accommodation such as masking and testing, teleworking, or a  
3 job transfer to a comparable but lower-risk position. In fact, when she reached out to the  
4 administrative executive overseeing accommodation, she was told that this was not an interactive  
5 process and her request to continue to work from home was denied, despite successfully  
6 performing her job duties from home during COVID and prior to the vaccine mandate. The  
7 County cannot demonstrate that reasonably accommodating Plaintiff Avila would have caused it  
8 to suffer undue hardship. Plaintiff Avila has exhausted administrative remedies and has received  
9 a notice of right to sue from the EEOC and the CRD. *See Exhibit A.*

10 12. Plaintiff Coorina Ayala was employed by the County as a Clinical Dietitian. When  
11 the COVID-19 pandemic began in 2020, she began working from home and was able to complete  
12 every aspect of her job from home since she provided telehealth services to her pregnant clients.  
13 The County, however, made her leave the safety of her home to test weekly during this time. Once  
14 the vaccine mandate was issued in the fall of 2021, she was told she could no longer work from  
15 home and had to vaccinate to continue working. Plaintiff Ayala holds sincere religious beliefs  
16 that prevent her from receiving the COVID-19 vaccine and boosters. Plaintiff Ayala submitted a  
17 written request for a religious exemption from the COVID-19 vaccination mandate, and the  
18 County granted her request. Nevertheless, Plaintiff Ayala was subjected to adverse employment  
19 action when the County placed her on indefinite, involuntary and unpaid administrative leave and  
20 stripped her of employment benefits because she did not take the COVID-19 vaccine. The County  
21 did not offer Plaintiff reasonable accommodation such as masking and testing, teleworking, or a  
22 job transfer to a comparable but lower-risk position. The County cannot demonstrate that  
23 reasonably accommodating Plaintiff would have caused it to suffer undue hardship. Plaintiff  
24 Ayala has exhausted administrative remedies and has received a notice of right to sue from the  
25 EEOC and CRD. *See Exhibit A.*

26 13. Plaintiff Brandon Bowyer was employed by the County as a Methadone Clinic  
27 Nurse. His job required him to dispense methadone to patients through a slit in a glass wall from  
28 inside a room where he was isolated and never encountered another employee because there was

1 a separate entrance. Plaintiff Bowyer holds sincere religious beliefs that prevented him from  
2 receiving the COVID-19 vaccine and boosters without violating his faith. Plaintiff Bowyer  
3 submitted a written request for a religious exemption from the COVID-19 vaccination mandate,  
4 and the County granted his request. Pre-COVID-19, he worked in the dispensary once a week,  
5 but once the vaccine mandate was issued, his supervisors and colleagues all agreed he should take  
6 the others' shifts and work there full-time as an accommodation. Nevertheless, the County  
7 outright denied the requested accommodation, and Plaintiff Bowyer was subjected to adverse  
8 employment action when the County placed him on indefinite, involuntary and unpaid  
9 administrative leave and stripped him of employment benefits because he did not take the  
10 COVID-19 vaccine. The County did not offer Plaintiff any alternative reasonable accommodation  
11 such as masking and testing, teleworking, or a job transfer to a comparable but lower-risk position.  
12 The County cannot demonstrate that reasonably accommodating Plaintiff would have caused it to  
13 suffer undue hardship. Plaintiff Bowyer has exhausted administrative remedies and has received  
14 a notice of right to sue from the EEOC. *See Exhibit A.*

15 14. Plaintiff Shirley Childs was employed by the County as a Probation Counselor II.  
16 Plaintiff Childs holds sincere religious beliefs that prevents her from receiving the COVID-19  
17 vaccine and boosters. Plaintiff Childs submitted a written request for a religious exemption from  
18 the COVID-19 vaccination mandate, and the County granted her request. Nevertheless, Plaintiff  
19 Childs was subjected to adverse employment action when the County placed her on indefinite,  
20 involuntary and unpaid administrative and stripped her of employment benefits leave because she  
21 did not take the COVID-19 vaccine. The County did not offer Plaintiff reasonable accommodation  
22 such as masking and testing, teleworking, or a job transfer to a comparable but lower-risk position.  
23 The County cannot demonstrate that reasonably accommodating Plaintiff would have caused it to  
24 suffer undue hardship. After using all of her leave bank time, she was forced to retire five years  
25 earlier than she had planned because of the financial hardship she experienced from the County's  
26 adverse employment action and the lack of accommodation. Plaintiff Childs has exhausted  
27 administrative remedies and has received a notice of right to sue from the EEOC and CRD. *See*  
28 **Exhibit A.**

1       15. Plaintiff Lananh D'Amour was employed by the County as a Mammogram  
2 Technician. Plaintiff D'Amour holds sincere religious beliefs that prevent her from receiving the  
3 COVID-19 vaccine and boosters. Plaintiff D'Amour submitted a written request for a religious  
4 exemption from the COVID-19 vaccination mandate, and the County granted her request.  
5 Nevertheless, Plaintiff D'Amour was subjected to adverse employment action when the County  
6 forced her to wear stickers on her identification badge that identified her as being unvaccinated  
7 until it placed her on indefinite, involuntary and unpaid administrative and stripped her of  
8 employment benefits because she did not take the COVID-19 vaccine. The County did not offer  
9 Plaintiff reasonable accommodation such as masking and testing, teleworking, or a job transfer  
10 to a comparable but lower-risk position. The County cannot demonstrate that reasonably  
11 accommodating Plaintiff D'Amour would have caused it to suffer undue hardship. Plaintiff  
12 D'Amour has exhausted administrative remedies and has received a notice of right to sue from  
13 the EEOC and CRD. *See Exhibit A.*

14       16. Plaintiff Megan DeDios was employed by the County as a Sonographer IIB. When  
15 the County issued its vaccine mandate, she was told that if she did not vaccinate, she would lose  
16 her job. Plaintiff DeDios holds sincere religious beliefs that prevent her from receiving the  
17 COVID-19 vaccine and boosters. Plaintiff DeDios submitted a written request for a religious  
18 exemption from the COVID-19 vaccination mandate, and the County granted her request.  
19 Nevertheless, Plaintiff DeDios was subjected to adverse employment action when the County  
20 placed her on indefinite, involuntary and unpaid administrative leave and stripped her of  
21 employment benefits because she did not take the COVID-19 vaccine. The County did not offer  
22 Plaintiff DeDios reasonable accommodation such as masking and testing, teleworking, or a job  
23 transfer to a comparable but lower-risk position. The County cannot demonstrate that reasonably  
24 accommodating Plaintiff would have caused it to suffer undue hardship. Plaintiff DeDios has  
25 exhausted administrative remedies and has received a notice of right to sue from the EEOC and  
26 CRD. *See Exhibit A.*

27       17. Plaintiff Sinora Freeland was employed by the County as a Mental Health Peer  
28 Support Worker. Freeland holds sincere religious beliefs that prevent her from receiving the

1 COVID-19 vaccine and boosters. Plaintiff Freeland submitted a written request for a religious  
2 exemption from the COVID-19 vaccination mandate, and the County granted her request.  
3 Nevertheless, Plaintiff Freeland was subjected to adverse employment action when the County  
4 placed her on indefinite, involuntary and unpaid administrative leave and stripped her of  
5 employment benefits because she did not take the COVID-19 vaccine. The County did not offer  
6 Plaintiff reasonable accommodation such as masking and testing, teleworking, or a job transfer  
7 to a comparable but lower-risk position. The County cannot demonstrate that reasonably  
8 accommodating Plaintiff would have caused it to suffer undue hardship. Plaintiff Freeland has  
9 exhausted administrative remedies and has received a notice of right to sue from the EEOC and  
10 CRD. *See Exhibit A.*

11 18. Plaintiff Jeremy Garvin was employed by the County as a Sheriff's Deputy.  
12 Plaintiff Garvin holds sincere religious beliefs that prevented him from receiving the COVID-19  
13 vaccine and boosters without violating his faith. Plaintiff Garvin submitted a written request for  
14 a religious exemption from the COVID-19 vaccination mandate, and the County granted his  
15 request. Nevertheless, Plaintiff Garvin was subjected to adverse employment action when the  
16 County placed him on indefinite, involuntary, and unpaid administrative leave and stripped him  
17 of employment benefits because he did not take the COVID-19 vaccine. He has personal  
18 knowledge of other County positions, such as patrol deputy, which were classified as medium-  
19 risk, despite regularly having contact with individuals, including during arrests, house visits, and  
20 other regular duties of such positions. Upon threat of firing, Plaintiff Garvin was forced to sign a  
21 "voluntary" demotion form, to which he attached an addendum stating it was not in fact voluntary.  
22 Plaintiff Garvin is aware of vaccinated but non-boosted employees who were allowed to continue  
23 to work despite the updated vaccine mandate requiring boosters. The County did not offer  
24 Plaintiff reasonable accommodation such as masking and testing, teleworking, or a job transfer  
25 to a comparable but lower-risk position. One job he applied for, a property and evidence job, was  
26 labeled a medium- or low-risk position. He placed first in the job evaluation test and obtained the  
27 necessary certifications, but the job was given to an individual with less experience and a lower  
28 test score. A few months later another property and evidence position was posted, but this time it

1 was classified as high-risk. The County cannot demonstrate that reasonably accommodating  
2 Plaintiff would have caused it to suffer undue hardship. Plaintiff Garvin has exhausted  
3 administrative remedies and has received a notice of right to sue from the CRD. *See Exhibit A.*

4 19. Plaintiff Lourdes Gomez was employed by the County as a Social Worker III for  
5 Child Protective Services. Plaintiff Gomez holds sincere religious beliefs that prevent her from  
6 receiving the COVID-19 vaccine and boosters. Plaintiff Gomez submitted a written request for a  
7 religious exemption from the COVID-19 vaccination mandate, and the County granted her  
8 request. Nevertheless, Plaintiff Gomez was subjected to adverse employment action when the  
9 County placed her on indefinite, involuntary and unpaid administrative leave and stripped her of  
10 employment benefits because she did not take the COVID-19 vaccine. The County did not offer  
11 Plaintiff Gomez reasonable accommodation such as masking and testing, teleworking, or a job  
12 transfer to a comparable but lower-risk position. Plaintiff Gomez was told that the County would  
13 be assisting those with medical exemptions by identifying low- and intermediate-risk positions  
14 within and then outside the department to transfer them into, but that those with religious  
15 exemptions needed to apply for a new position. The County cannot demonstrate that reasonably  
16 accommodating Plaintiff would have caused it to suffer undue hardship. Plaintiff Gomez has  
17 exhausted administrative remedies and has received a notice of right to sue from the CRD. *See*  
18 **Exhibit A.**

19 20. Plaintiff Lydia Gonzales-Murphy was employed by the County as a Clinical Nurse  
20 III. Plaintiff Gonzales-Murphy holds sincere religious beliefs that prevent her from receiving the  
21 COVID-19 vaccine and boosters. Plaintiff Gonzales-Murphy submitted a written request for a  
22 religious exemption from the COVID-19 vaccination mandate, and the County granted her  
23 request. The County did not offer Plaintiff reasonable accommodation such as masking and  
24 testing, teleworking, or a job transfer to a comparable but lower-risk position. The County cannot  
25 demonstrate that reasonably accommodating Plaintiff would have caused it to suffer undue  
26 hardship. Nevertheless, Plaintiff Gonzales-Murphy was subjected to adverse employment action  
27 when the County refused to accommodate her, and she was forced to retire early. She had no  
28 intention of retiring and had received approval from her supervisor for a temporary special

1 assignment that would begin after the date she ultimately retired. She suffered significant financial  
2 injuries due to the County's actions and now faces a lifetime of significantly reduced pension  
3 payments due to her forced early retirement. Plaintiff Gonzales-Murphy has exhausted  
4 administrative remedies and has received a notice of right to sue from the EEOC and CRD. *See*  
5 **Exhibit A.**

6 21. Plaintiff Andrew Hardy was employed by the County as a Clinical III Emergency  
7 Trauma Charge Nurse. Plaintiff Hardy holds sincere religious beliefs that prevented him from  
8 receiving the COVID-19 vaccine and boosters. Plaintiff Hardy submitted a written request for a  
9 religious exemption from the COVID-19 vaccination mandate, and the County granted his  
10 request. Nevertheless, Plaintiff Hardy was subjected to adverse employment action when the  
11 County placed him on indefinite, involuntary and unpaid administrative leave and stripped him  
12 of employment benefits because he did not take the COVID-19 vaccine. The County did not offer  
13 Plaintiff reasonable accommodation such as masking and testing, teleworking, or a job transfer  
14 to a comparable but lower-risk position. The County cannot demonstrate that reasonably  
15 accommodating Plaintiff would have caused it to suffer undue hardship. Plaintiff Hardy has  
16 exhausted administrative remedies and has received a notice of right to sue from the EEOC and  
17 CRD. *See Exhibit A.*

18 22. Plaintiff Danele Howard was employed by the County as a Clinical Nurse III.  
19 Plaintiff Howard holds sincere religious beliefs that prevent her from receiving the COVID-19  
20 vaccine and boosters. Plaintiff Howard submitted a written request for a religious exemption from  
21 the COVID-19 vaccination mandate, and the County granted her request. Nevertheless, Plaintiff  
22 Howard was subjected to adverse employment action when the County placed her on indefinite,  
23 involuntary and unpaid administrative leave and stripped her of employment benefits because she  
24 did not take the COVID-19 vaccine. The County did not offer Plaintiff reasonable accommodation  
25 such as masking and testing, teleworking, or a job transfer to a comparable but lower-risk position.  
26 The County cannot demonstrate that reasonably accommodating Plaintiff would have caused it to  
27 suffer undue hardship. Plaintiff Howard has exhausted administrative remedies and has received  
28 a notice of right to sue from the CRD. *See Exhibit A.*

1       23. Plaintiff William Kozich was employed by the County as a Therapy Technician.  
2 Plaintiff Kozich holds sincere religious beliefs that prevent him from receiving the COVID-19  
3 booster. Plaintiff Kozich submitted a written request for a religious exemption from the COVID-  
4 19 booster mandate, and the County granted his request. Nevertheless, Plaintiff Kozich was  
5 subjected to adverse employment action when the County placed him on indefinite, involuntary  
6 and unpaid administrative leave and stripped him of employment benefits because he did not take  
7 the COVID-19 booster. The County did not offer Plaintiff reasonable accommodation such as  
8 masking and testing, teleworking, or a job transfer to a comparable but lower-risk position. The  
9 County cannot demonstrate that reasonably accommodating Plaintiff Kozich would have caused  
10 it to suffer undue hardship. Plaintiff Kozich has exhausted administrative remedies and has  
11 received a notice of right to sue from the EEOC and CRD. *See Exhibit A.*

12       24. Plaintiff Brandon Lim was employed by the County as a Correctional Deputy  
13 Sheriff. Plaintiff Lim holds sincere religious beliefs that prevent him from receiving the COVID-  
14 19 vaccine and boosters. Plaintiff Lim submitted a written request for a religious exemption from  
15 the COVID-19 vaccination mandate, and the County granted his request. Nevertheless, Plaintiff  
16 Lim was subjected to adverse employment action when the County placed him on indefinite,  
17 involuntary and unpaid administrative leave and stripped him of employment benefits because he  
18 did not take the COVID-19 vaccine. The County did not offer Plaintiff reasonable accommodation  
19 such as masking and testing, teleworking, or a job transfer to a comparable but lower-risk position.  
20 The County cannot demonstrate that reasonably accommodating Plaintiff would have caused it to  
21 suffer undue hardship. Plaintiff Lim has exhausted administrative remedies and has received a  
22 notice of right to sue from the EEOC and CRD. *See Exhibit A.*

23       25. Plaintiff Rashaad Malvo was employed by the County as a Correctional Deputy  
24 Sheriff. Plaintiff Malvo holds sincere religious beliefs that prevent him from receiving the  
25 COVID-19 vaccine and boosters. Plaintiff Malvo submitted a written request for a religious  
26 exemption from the COVID-19 vaccination mandate, and the County granted his request.  
27 Nevertheless, Plaintiff Malvo was subjected to adverse employment action when the County  
28 placed him on indefinite, involuntary and unpaid administrative leave and stripped him of

1 employment benefits because he did not take the COVID-19 vaccine. The County did not offer  
2 Plaintiff reasonable accommodation such as masking and testing, teleworking, or a job transfer  
3 to a comparable but lower-risk position. The County cannot demonstrate that reasonably  
4 accommodating Plaintiff would have caused it to suffer undue hardship. Plaintiff Malvo has  
5 exhausted administrative remedies and has received a notice of right to sue from the EEOC and  
6 CRD. *See Exhibit A.*

7 26. Plaintiff Brian Miller was employed by the County as a Registered Nurse. Plaintiff  
8 Miller holds sincere religious beliefs that prevent him from receiving the COVID-19 vaccine and  
9 boosters. Plaintiff Miller submitted a written request for a religious exemption from the COVID-  
10 19 vaccination mandate, and the County granted his request. Nevertheless, Plaintiff Miller was  
11 subjected to adverse employment action when the County placed him on indefinite, involuntary  
12 and unpaid administrative leave and stripped him of employment benefits because he did not take  
13 the COVID-19 vaccine. The County did not offer Plaintiff Miller reasonable accommodation such  
14 as masking and testing, teleworking, or a job transfer to a comparable but lower-risk position. The  
15 County cannot demonstrate that reasonably accommodating Plaintiff Miller would have caused it  
16 to suffer undue hardship. Plaintiff Miller has exhausted administrative remedies and has received  
17 a notice of right to sue from the EEOC and CRD. *See Exhibit A.*

18 27. Plaintiff Rustyn Mooney was employed by the County as an Occupational  
19 Therapist II. Plaintiff Mooney holds sincere religious beliefs that prevent her from receiving the  
20 COVID-19 vaccine and boosters. Plaintiff Mooney submitted a written request for a religious  
21 exemption from the COVID-19 vaccination mandate, and the County granted her request.  
22 Nevertheless, Plaintiff Mooney was subjected to adverse employment action when the County  
23 placed her on indefinite, involuntary and unpaid administrative leave and stripped her of  
24 employment benefits because she did not take the COVID-19 vaccine. The County did not offer  
25 Plaintiff Mooney reasonable accommodation such as masking and testing, teleworking, or a job  
26 transfer to a comparable but lower-risk position. The County cannot demonstrate that reasonably  
27 accommodating Plaintiff Mooney would have caused it to suffer undue hardship. Plaintiff  
28

1 Mooney has exhausted administrative remedies and has received notices of the right to sue from  
2 the EEOC and the CRD. *See Exhibit A.*

3 28. Plaintiff Duane Moten was employed by the County as a Sterilizing and Processing  
4 Technician. His job has no client interactions because he only sterilizes and stores surgical  
5 instruments. Plaintiff Moten holds sincere religious beliefs that prevent him from receiving the  
6 COVID-19 vaccine and boosters. Plaintiff Moten submitted a written request for a religious  
7 exemption from the COVID-19 vaccination mandate, and the County granted his request.  
8 Nevertheless, Plaintiff Moten was subjected to adverse employment action when the County  
9 placed him on indefinite, involuntary and unpaid administrative leave and stripped him of  
10 employment benefits because he did not take the COVID-19 vaccine. The County did not offer  
11 Plaintiff reasonable accommodation such as masking and testing, teleworking, or a job transfer  
12 to a comparable but lower-risk position. The County cannot demonstrate that reasonably  
13 accommodating Plaintiff Moten would have caused it to suffer undue hardship. Plaintiff Moten  
14 has exhausted administrative remedies and has received a notice of right to sue from EEOC and  
15 CRD. *See Exhibit A.*

16 29. Plaintiff Suzanne Nichols was employed by the County as a Clinical Nurse III. For  
17 part of her work duties, she only had to make calls about lab results. She was making these calls  
18 from home starting in March/April 2020. Plaintiff Nichols received the original COVID-19  
19 vaccine, but after discovering the vaccine contained fetal cell tissues that violated her sincere  
20 religious beliefs, she refused to get the booster. Plaintiff Nichols submitted a written request for  
21 a religious exemption from the COVID-19 booster mandate, and the County granted her request.  
22 Nevertheless, Plaintiff Nichols was subjected to adverse employment action when the County  
23 placed her on indefinite, involuntary and unpaid administrative leave and stripped her of  
24 employment benefits because she did not take the COVID-19 booster. The County did not offer  
25 Plaintiff Nichols reasonable accommodation such as masking and testing, teleworking, or a job  
26 transfer to a comparable but lower-risk position. The County cannot demonstrate that reasonably  
27 accommodating Plaintiff Nichols would have caused it to suffer undue hardship. Plaintiff Nichols  
28

1 has exhausted administrative remedies and has received a notice of right to sue from the EEOC  
2 and CRD. *See Exhibit A.*

3 30. Plaintiff Carlos Padilla was employed by the County as a Probation Counselor.  
4 Plaintiff Padilla holds sincere religious beliefs that prevent him from receiving the COVID-19  
5 vaccine and boosters. Plaintiff Padilla submitted a written request for a religious exemption from  
6 the COVID-19 vaccination mandate, and the County granted his request. The County did not offer  
7 Plaintiff Padilla a reasonable accommodation such as masking and testing, teleworking, or a job  
8 transfer to a comparable but lower-risk position. He requested, and was refused, a transfer to an  
9 alternative position he was qualified for within the department, despite a fellow employee with a  
10 medical exemption being transferred to the same position. The County cannot demonstrate that  
11 reasonably accommodating Plaintiff Padilla would have caused it to suffer undue hardship.  
12 Nevertheless, Plaintiff Padilla was subjected to adverse employment action when the County  
13 refused to accommodate him, and he was forced to retire for fear of losing his pension. Plaintiff  
14 Padilla has exhausted administrative remedies and has received a notice of right to sue from the  
15 CRD. *See Exhibit A.*

16 31. Plaintiff Brenda Perez was employed by the County as a Correctional Seargent.  
17 Plaintiff Perez holds sincere religious beliefs that prevent her from receiving the COVID-19  
18 vaccine and boosters. Plaintiff Perez submitted a written request for a religious exemption from  
19 the COVID-19 vaccination mandate, and the County granted her request. Nevertheless, Plaintiff  
20 Perez was subjected to adverse employment action when her co-workers and supervisors harassed  
21 her and called her an anti-vaxxer, and when the County placed her on indefinite, involuntary and  
22 unpaid administrative leave and stripped her of employment benefits because she did not take the  
23 COVID-19 vaccine. The County did not offer Plaintiff Perez reasonable accommodation such as  
24 masking and testing, teleworking, or a job transfer to a comparable but lower-risk position. The  
25 County cannot demonstrate that reasonably accommodating Plaintiff Perez would have caused it  
26 to suffer undue hardship. Plaintiff Perez has exhausted administrative remedies and has received  
27 a notice of right to sue from the EEOC and CRD. *See Exhibit A.*

1       32. Plaintiff Timothy Perry was employed by the County as a Correctional Officer.  
2 Plaintiff Perry holds sincere religious beliefs that prevent him from receiving the COVID-19  
3 vaccine and boosters. Plaintiff Perry submitted a written request for a religious exemption from  
4 the COVID-19 vaccination mandate, and the County granted his request. But the County did not  
5 offer him any reasonable accommodation such as masking and testing, teleworking, or a job  
6 transfer to a comparable but lower-risk position. Instead, he was threatened with administrative  
7 leave that was to start November 2021. But without any explanation, the County changed the date  
8 to February 2022. The County cannot demonstrate that reasonably accommodating Plaintiff  
9 would have caused it to suffer undue hardship. Plaintiff Perry was aware of other positions within  
10 his department the County could have transferred him to—for example, a job in the control box  
11 of the jail where he would have worked alone behind glass—but the County never offered him  
12 those positions as accommodations despite his high seniority. Instead, he was subjected to adverse  
13 employment action when the County forced him to prematurely retire due to the financial hardship  
14 unpaid administrative leave caused him and the lack of accommodation by the County. Plaintiff  
15 Perry has exhausted administrative remedies and has received a notice of right to sue from the  
16 EEOC and the CRD. *See Exhibit A.*

17       33. Plaintiff Prabhakar Isaac was employed by the County as an Office Specialist.  
18 Plaintiff Isaac holds sincere religious beliefs that prevent him from receiving the COVID-19  
19 vaccine and boosters. Plaintiff Isaac submitted a written request for a religious exemption from  
20 the COVID-19 vaccination mandate, and the County granted his request. Nevertheless, Plaintiff  
21 Isaac was subjected to adverse employment action when the County placed him on indefinite,  
22 involuntary and unpaid administrative leave and stripped him of employment benefits because he  
23 did not take the COVID-19 vaccine. The County did not offer Plaintiff Isaac reasonable  
24 accommodation such as masking and testing, teleworking, or a job transfer to a comparable but  
25 lower-risk position. The County cannot demonstrate that reasonably accommodating Plaintiff  
26 Isaac would have caused it to suffer undue hardship. Plaintiff Isaac has exhausted administrative  
27 remedies and has received a notice of right to sue from EEOC and CRD. *See Exhibit A.*

1       34. Plaintiff Dale Nelson was employed by the County as a Correctional Officer.  
2 Plaintiff Nelson holds sincere religious beliefs that prevent him from receiving the COVID-19  
3 vaccine and boosters. Plaintiff Nelson submitted a written request for a religious exemption from  
4 the COVID-19 vaccination mandate, and the County denied his request. Nevertheless, Plaintiff  
5 Nelson was subjected to adverse employment action as he was forced to retire to avoid losing his  
6 benefits as he risked doing if the County fired him for cause. The County did not offer Plaintiff  
7 Nelson reasonable accommodation such as masking and testing, teleworking, or a job transfer to  
8 a comparable but lower-risk position. The County cannot demonstrate that reasonably  
9 accommodating Plaintiff Nelson would have caused it to suffer undue hardship. Plaintiff Nelson  
10 has exhausted administrative remedies and has received a notice of right to sue from the CRD.

11 *See Exhibit A.*

12       35. Plaintiff Aristides Pulido was employed by the County as a Probation Counselor.  
13 Plaintiff Pulido holds sincere religious beliefs that prevent him from receiving the COVID-19  
14 vaccine and boosters. Plaintiff Pulido submitted a written request for a religious exemption from  
15 the COVID-19 vaccination mandate, and the County granted his request. Nevertheless, Plaintiff  
16 Pulido was subjected to adverse employment action when the County threatened to place him on  
17 indefinite, involuntary and unpaid administrative leave and stripped him of employment benefits  
18 because he did not take the COVID-19 vaccine. Plaintiff Pulido was not financially ready to retire  
19 and had planned to continue working for the County. However, the County's threats forced him  
20 to retire. Plaintiff Pulido suffered significant financial injuries due to the County's actions,  
21 including having to sell his house to survive. Plaintiff Pulido now faces a lifetime of significantly  
22 reduced pension payments due to his forced early retirement. The County did not offer Plaintiff  
23 Pulido reasonable accommodation such as masking and testing, teleworking, or a job transfer to  
24 a comparable but lower-risk position. When he attempted to engage in the accommodations  
25 process, he was told he could not internally transfer without vaccinating and that he would have  
26 to apply to a job in the same manner as any individual from the general public. The County cannot  
27 demonstrate that reasonably accommodating Plaintiff Pulido would have caused it to suffer undue  
28

1 hardship. Plaintiff Pulido has exhausted administrative remedies and has received a notice of right  
2 to sue from the CRD. *See Exhibit A.*

3 36. Plaintiff Christina Rodriguez was employed by the County as a Registered  
4 Environmental Health Specialist. The County could have accommodated Plaintiff Rodriguez by  
5 permitting her to conduct her inspections in a manner that did not create a heightened risk of  
6 COVID-19 transmission, such as conducting land-use or swimming pool inspections. The County  
7 could have also permitted her to continue to work as a disaster services worker, a job she was  
8 asked to do during the height of the pandemic. Plaintiff Rodriguez holds sincere religious beliefs  
9 that prevent her from receiving the COVID-19 vaccine and boosters. Plaintiff Rodriguez  
10 submitted a written request for a religious exemption from the COVID-19 vaccination mandate,  
11 and the County granted her request. Nevertheless, Plaintiff Rodriguez was subjected to adverse  
12 employment action when the County placed her on indefinite, involuntary and unpaid  
13 administrative leave and stripped her of employment benefits because she did not take the  
14 COVID-19 vaccine. The County did not offer Plaintiff Rodriguez reasonable accommodation  
15 such as masking and testing, teleworking, or a job transfer to a comparable but lower-risk position.  
16 The County cannot demonstrate that reasonably accommodating Plaintiff Rodriguez would have  
17 caused it to suffer undue hardship. Plaintiff Rodriguez has exhausted administrative remedies and  
18 has received a notice of right to sue from the CRD. *See Exhibit A.*

19 37. Plaintiff Roxana Ruano was employed by the County as a Hospital Service  
20 Assistant. Plaintiff Ruano holds sincere religious beliefs that prevent her from receiving the  
21 COVID-19 vaccine and boosters. Plaintiff Ruano submitted a written request for a religious  
22 exemption from the COVID-19 vaccination mandate, and the County granted her request.  
23 Nevertheless, Plaintiff Ruano was subjected to adverse employment action when the County  
24 placed her on indefinite, involuntary and unpaid administrative leave and stripped her of  
25 employment benefits because she did not take the COVID-19 vaccine. The County did not offer  
26 Plaintiff Ruano reasonable accommodation such as masking and testing, teleworking, or a job  
27 transfer to a comparable but lower-risk position. The County cannot demonstrate that reasonably  
28 accommodating Plaintiff Ruano would have caused it to suffer undue hardship. Plaintiff Ruano

1 has exhausted administrative remedies and has received a notice of right to sue from the EEOC  
 2 and the CRD. *See Exhibit A.*

3 38. Plaintiff Arnulfo Sanchez was employed by the County as a Probation Counselor  
 4 I. Plaintiff Sanchez holds sincere religious beliefs that prevented him from receiving the COVID-  
 5 19 vaccine and boosters. Plaintiff Sanchez submitted a written request for a religious exemption  
 6 from the COVID-19 vaccination mandate, and the County granted his request. Nevertheless,  
 7 Plaintiff Sanchez was subjected to adverse employment action when the County placed him on  
 8 indefinite, involuntary and unpaid administrative leave and stripped him of employment benefits  
 9 because he did not take the COVID-19 vaccine. The County did not offer Plaintiff Sanchez  
 10 reasonable accommodation such as masking and testing, teleworking, or a job transfer to a  
 11 comparable but lower-risk position. In contrast, however, one of his colleagues who worked in  
 12 the same department and obtained a medical exemption was assisted and accommodated with a  
 13 transfer to a position as a probation officer—a position that he was also qualified for. The County  
 14 failed to even respond to his multiple requests for accommodation until Plaintiff Sanchez also  
 15 obtained a medical exemption for the vaccine mandate. Plaintiff Sanchez interviewed for  
 16 approximately two positions and then was told that the County was no longer reasonably  
 17 accommodating people with medical exemptions.<sup>2</sup> The County cannot demonstrate that  
 18 reasonably accommodating Plaintiff Sanchez would have caused it to suffer undue hardship.  
 19 Plaintiff Sanchez has exhausted administrative remedies and has received a notice of right to sue  
 20 from the CRD. *See Exhibit A.*

21 39. Plaintiff Adam Valle was employed by the County as a Sheriff's Office  
 22 Lieutenant. His job duties would have allowed him to easily isolate within his own office with a  
 23 closed door and not require any in-person interactions to oversee the correctional facility units. In  
 24 fact, this is exactly what the County allowed when it asked Plaintiff Valle to return from  
 25 administrative leave for a special three-week assignment because he needed testify in a case.

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27 <sup>2</sup> Upon information and belief, the County stopped assisting Plaintiff Sanchez when the Court in  
 28 *UnifySCC v. Cody*, Case No. 22-cv-01019-BLF (N.D. Cal.) issued a preliminary injunction on  
 June 30, 2022, enjoining the County from giving accommodation preference to individuals with  
 medical and disability exemptions over those with religious exemptions.

1 Plaintiff Valle was instructed to keep this on the “down-low.” Notably, when he returned to work,  
2 he was not required to mask or test, he was still around all the same personnel as before, and he  
3 completed all his same job duties during those three weeks. The only time he wore a mask was  
4 when he testified on March 13, 2022. He was then forced to return to unpaid administrative leave  
5 after the three weeks ended. Plaintiff Valle also had a unique insight into the County’s vaccination  
6 mandate and its implementation due to his work responsibilities. Through his duties, he learned  
7 that employees who were vaccinated but did not receive a booster were not put on administrative  
8 leave despite the updated vaccine mandate requiring boosters. He also observed certain other  
9 employees with captain and sergeant ranks who were unvaccinated and were allowed to go into  
10 hospitals and continue their jobs overseeing the hospital. Plaintiff Valle holds sincere religious  
11 beliefs that prevent him from receiving the COVID-19 vaccine and boosters. Plaintiff Valle  
12 submitted a written request for a religious exemption from the COVID-19 vaccination mandate,  
13 and the County granted his request. Nevertheless, Plaintiff Valle was subjected to adverse  
14 employment action when the County placed him on indefinite, involuntary and unpaid  
15 administrative leave and stripped him of employment benefits because he did not take the  
16 COVID-19 vaccine. The County did not offer Plaintiff Valle reasonable accommodation such as  
17 masking and testing, teleworking, or a job transfer to a comparable but lower-risk position. The  
18 County cannot demonstrate that reasonably accommodating Plaintiff Valle would have caused it  
19 to suffer undue hardship. Plaintiff Valle has exhausted administrative remedies and has received  
20 a notice of right to sue from the EEOC and the CRD. *See Exhibit A.*

21 40. Plaintiff Brandi Villegas was employed by the County as a Senior Health Services  
22 Representative. Her job had no public interaction and could be completed at home with very little  
23 office presence. In fact, she worked remotely part-time before the County issued its vaccine  
24 mandate. Her position and authority would have allowed her to delegate her in-office work to  
25 another employee who was vaccinated. Plaintiff Villegas holds sincere religious beliefs that  
26 prevent her from receiving the COVID-19 vaccine and boosters. Plaintiff Villegas submitted a  
27 written request for a religious exemption from the COVID-19 vaccination mandate, and the  
28 County granted her request. Nevertheless, Plaintiff Villegas was subjected to adverse employment

action when the County placed her on indefinite, involuntary and unpaid administrative leave and stripped her of employment benefits because she did not take the COVID-19 vaccine. The County did not offer Plaintiff Villegas reasonable accommodation such as masking and testing, teleworking, or a job transfer to a comparable but lower-risk position. The County cannot demonstrate that reasonably accommodating Plaintiff Villegas would have caused it to suffer undue hardship. Plaintiff Villegas has exhausted administrative remedies and has received a notice of right to sue from the EEOC and the CRD. *See Exhibit A.*

41. Plaintiff Martha-Kathleen Volle was employed by the County as a Respiratory Therapist/Respiratory Care Practitioner II. Plaintiff Volle holds sincere religious beliefs that prevent her from receiving the COVID-19 vaccine and boosters. Plaintiff Volle submitted a written request for a religious exemption from the COVID-19 vaccination mandate, and the County granted her request. Nevertheless, Plaintiff Volle was subjected to adverse employment action when the County placed her on indefinite, involuntary and unpaid administrative leave and stripped her of employment benefits because she did not take the COVID-19 vaccine. Plaintiff Volle’s management bullied her, and the Director of Respiratory Care threatened her in front of her co-workers, saying, if she did not take the “shot” she would not be allowed to return to work. The County did not offer Plaintiff Volle reasonable accommodation such as masking and testing, teleworking, or a job transfer to a comparable but lower-risk position. The County cannot demonstrate that reasonably accommodating Plaintiff Volle would have caused it to suffer undue hardship. Plaintiff Volle has exhausted administrative remedies and has received a notice of right to sue from the EEOC and the CRD. *See Exhibit A.*

### III. JURISDICTION AND VENUE

42. This Court has jurisdiction over this action pursuant to 28 U.S.C. § 1331, as it arises under the U.S. Constitution and laws of the United States. This action presents a federal question, pursuant to 28 U.S.C. § 1333(a)(3)-(4). The Court also has jurisdiction under 42 U.S.C. § 2000-e5(f)(3).

43. This Court has supplemental jurisdiction over the state claim pursuant to 28 U.S.C. § 1337.

44. Venue is proper in this Court under 28 U.S.C. § 1331(b)(1)–(2) because Defendant is situated in this judicial district, and a substantial part of the events or omissions giving rise to Plaintiffs' claims occurred in this district.

#### IV. FACTUAL BACKGROUND

## A. Santa Clara County's COVID-19 Vaccination Policies and Risk Tier System

45. On August 5, 2021, the State Health Department issued an order requiring all workers who provided services to or worked in health care facilities to be vaccinated by September 30, 2021. The August 5, 2021 State Order allowed for exemptions from the vaccine requirement for individuals with sincerely health religious beliefs or qualifying medical reasons. Under the State order, those individuals with exemptions were permitted to continue to work if they complied with certain testing and masking requirements.

46. On that same day, County Executive Jeffrey V. Smith and County Counsel James R. Williams issued a Memorandum addressing the “COVID-19 Vaccination Requirement for County Personnel” to all County personnel. *See Exhibit B.* This mandate required all County personnel to be vaccinated against COVID-19, but allowed for exemptions for individuals with medical contraindications, disability, and objection to COVID-19 vaccination based on their sincerely-held religious belief, practice or observance.

47. The County instructed employees seeking accommodations to “[c]ontact their department head or designee(s) to obtain a copy of the appropriate form”—either the “Medical Exemption and/or Disability Accommodation Request Form” or the “Religious Accommodation Request Form”—and then to complete and submit the form to the County Equal Opportunity Division.

48. In the weeks following issuance of the vaccine mandate, County officials created a Risk Tier System that classified employees' positions as low-risk, intermediate-risk, or high-risk for COVID-19 (the "Risk Tier System"). County employees would apply for and receive vaccination exemptions, and then County department heads would determine whether the employee's role was high, intermediate, or low risk. Defendant purportedly considered the following factors: the quantity and nature of contact an employee had with others; the risk posed

1 to vulnerable populations served by the County; the risk posed to persons at serious risk of illness  
2 and death from COVID-19; the risk posed to other employees; the risk of COVID-19 outbreaks  
3 in the work setting; and the essential job functions the employees were required to perform. *See*  
4 **Exhibit C.**

5 49. The County tasked each department head with determining the risk level of County  
6 positions. In larger departments, department heads often passed the assignment off to people who  
7 worked under them. The determinations were made on a case-by-case basis and did not require  
8 consulting with a medical professional.

9 50. For employees whose positions were categorized as low-risk, they could continue  
10 to work in that role if they wore a surgical mask and took a weekly PCR or antigen COVID-19  
11 test. For those categorized as intermediate-risk, they could continue in their roles as long as they  
12 wore an N95 respirator and took two PCR or antigen COVID-19 tests weekly. However,  
13 employees categorized as working in high-risk positions could not continue to work if they  
14 remained unvaccinated, even with a religious exemption.

15 51. By August 2021, a large majority of County residents were already vaccinated.  
16 Moreover, masking and social distancing help prevent COVID-19 transmission, and these  
17 precautions, in combination with periodic testing for COVID-19, were the mode of transmission  
18 control the County utilized prior to the time that vaccines became available. Despite these facts,  
19 the County did not permit its unvaccinated employees that it categorized as working in high-risk  
20 jobs to continue working, even with a religious exemption.

21 52. On December 22, 2021, the State Health Department amended its prior order to  
22 make booster vaccines mandatory. The December 22 State order again allowed for exemptions  
23 from the vaccine and booster requirements and permitted exempt individuals to work in health  
24 care facilities by meeting certain masking and testing requirements.

25 53. On December 28, 2021, the County Health Officer issued a health order “requiring  
26 up-to-date vaccination for workers in certain high-risk settings” in the County “(i.e., both fully  
27 vaccinated and boosted against COVID-19 if eligible for a booster)” by January 24, 2022. The  
28 higher risk settings included skilled nursing facilities, healthcare delivery facilities, medical first

1 responders, jails and other correctional facilities. The December 28 order also expanded the  
2 number of settings and positions considered high-risk. *See Exhibit D.* While the December 28  
3 Health Order mandated that employers should permit religious and medical exemptions, and  
4 should comply with reasonable accommodation requirements, the Order instructed that any  
5 individuals who were not “compliant with the vaccination requirements [therein] cannot work in  
6 Higher-Risk Settings . . . regardless of whether they have a pending exemption request or an  
7 approved exemption.” To comply with these further health orders, the County updated its  
8 vaccination policy for County employees on January 4, 2022.

9 54. On January 10, 2022, in light of the rapid onset of critical staffing concerns at some  
10 facilities with higher-risk settings, the County issued a directive establishing a limited waiver  
11 process. The waiver was available to entities facing critical staffing shortages and applied to  
12 personnel who received a bona fide medical and/or religious exemption and who followed  
13 specific safety protocols. *See Exhibit E.*

14 55. On March 7, 2022, the County Public Health Department issued a County-wide  
15 public health order permitting unvaccinated, exempt employees to return to work in higher-risk  
16 settings so long as they followed a minimum set of public health and safety measures, such as  
17 masking and testing. Despite this order, and despite the fact that the overwhelming majority of  
18 County residents were vaccinated by March 2022, the County did not permit Plaintiffs to return  
19 to work. Instead, on March 28, 2022, the County announced that it had made “updates” to its  
20 vaccination policy, which still required “all County personnel [to] be fully vaccinated and up-to-  
21 date on boosters for which they are eligible,” and which still provided that unvaccinated workers  
22 in high-risk jobs, even if exempt, could not return to work.

23 56. Finally, on September 27, 2022, the County Health Department issued an updated  
24 policy, rescinding the vaccination requirement for all County employees and risk tiers.

25 **B. Plaintiffs Hold Sincere Religious Beliefs that Prevent them from Taking the**  
26 **COVID-19 Vaccines**

27 57. Plaintiffs work or worked for the County and were subject to its COVID-19  
28 vaccine policies and orders. Each hold sincere religious beliefs that prevent them from taking the

1 COVID-19 vaccine and boosters. The County acknowledged Plaintiffs' sincerely held religious  
2 beliefs by granting them religious exemptions, but the County then subjected them to adverse  
3 employment action by placing them on unpaid leave and stripping them of their employment  
4 benefits.

5 **C. Differing Accommodation Processes for Medically and Religiously Exempt  
6 Employees in High-Risk Settings**

7 58. The County's vaccination policy reflects that medically exempt employees were  
8 "entitled to priority consideration for placement in or selection for vacant positions as part of the  
9 accommodation process, consistent with disability law." *See Exhibit C.* In practice, this resulted  
10 in the County referring religiously exempt and medically exempt employees in high-risk settings  
11 to different departments that offered different accommodation processes.

12 59. Employees with medical exemptions were referred to work with the County's  
13 Equal Opportunity Division ("EOD"), which assisted medically exempt employees in identifying  
14 positions that would accommodate the employee's medical disability. Once a vacancy was  
15 identified, the EOD would work with the department to directly place the medically exempt  
16 employee into the identified position. The medically exempt employee did not have to apply or  
17 compete for the position.

18 60. In contrast, employees with religious exemptions were referred to work with the  
19 County's Employment Services Agency ("ESA"), who created a VaxJobReview Team. This team  
20 merely assisted religiously exempt employees in identifying open County positions. The  
21 employee was required to apply for the position themselves and engage in a competitive  
22 recruitment process to obtain the position. Religious exempt employees did not know the risk  
23 tier of the position they were applying for until they applied for the new position. Religious  
24 exempt employees were not granted automatic placement/transfer or preferential treatment. After  
25 this Court in *UnifySCC v. Cody*, No. 5:22-cv-01019-BLF (N.D. Cal.) issued a preliminary  
26 injunction enjoining this practice on June 30, 2022 (*see id.* at ECF No. 44), the County responded  
27 by no longer providing transfers or reassignments to *any* employees with exemptions—religious  
28

1 or medical. Instead, all unvaccinated employees with exemptions were required to apply for a  
2 new position.

3 **D. Defendant Did Not Offer Plaintiffs Reasonable Accommodations**

4 61. The County's vaccination policy specifically outlined a process by which  
5 Plaintiffs and Class members could apply for a religious exemption, and with the exception of  
6 Plaintiff Dale Nelson, it granted those exemptions only to then subsequently refuse to honor them  
7 in practice. The County's vaccine policies and orders also failed to give way to Plaintiffs' need  
8 for accommodation. The County's purported accommodation of involuntary and indefinite unpaid  
9 leave was patently unreasonable, given that Plaintiffs were not subject to the vaccine orders and  
10 policies because the County granted them religious exemptions. Accommodating Plaintiffs and  
11 Class members could not pose an undue hardship when the policy itself expressly provided for  
12 religious exemptions. The County unilaterally determined that the only accommodation it could  
13 provide Plaintiffs was unpaid leave. Taking away a religious objector's livelihood for an  
14 indefinite period for refusing to consent to a vaccine that violates the objector's religious beliefs  
15 is not a reasonable accommodation. Had the County engaged in good-faith efforts to  
16 accommodate the Plaintiffs' religious beliefs, it would have discovered ample alternative means  
17 of accommodation beyond indefinite unpaid leave.

18 62. The County did not offer reasonable accommodations to Plaintiffs such as weekly  
19 testing, teleworking, working a modified shift, or requiring them to wear N95 masks. Nor did the  
20 County engage in an interactive process with Plaintiffs to identify any alternative accommodation.

21 63. Instead, Plaintiffs were placed on indefinite, involuntary and unpaid administrative  
22 leave. Plaintiffs were permitted to exhaust their leave banks such as their already-earned vacation  
23 and comp time, and, after that, their leave was completely unpaid. Once their leave bank time ran  
24 out, they were also deprived of other benefits of employment, including, but not limited to,  
25 medical insurance, the accrual of CalPERS credits which determine their retirement benefits, the  
26 accrual of service credits, the accrual of paid time off (PTO) such as vacation, sick and comp  
27 time, raises, promotions, and opportunities to work overtime.

**E. Defendant Cannot Demonstrate It Would Have Suffered Undue Hardship to Reasonably Accommodate Plaintiffs**

64. Pursuant to guidance promulgated by the EEOC, “A refusal to accommodate is justified only when an employer . . . can demonstrate that an undue hardship would in fact result from each available alternative method of accommodation.” 29 C.F.R. § 1605.2(c).

65. To establish that a particular accommodation would impose undue hardship, an employer must show that the burden of granting an accommodation would result in substantial increased costs in relation to the conduct of its particular business. This requires courts to take into account all relevant factors in the case at hand, including the particular accommodations at issue and their practical impact in light of the nature, size and operating cost of an employer.

66. Where an employer determines a particular accommodation request would cause undue hardship, the employer must consider alternative accommodation options.

67. Additionally, the EEOC instructs that the County was required to “offer the alternative which least disadvantages the individual with respect to his or her employment opportunities.” 29 C.F.R. § 1605.2(c)(2)(ii).

68. Considering the County's high vaccination rates in 2021 and 2022, there was no justification for the County to exclude Plaintiffs from the workplace. When the vaccination mandate was implemented, 81.7% of County residents were vaccinated. Employees with religious exemptions working in high-risk jobs made up just 2 percent of the County's overall workforce.

69. Moreover, both state and federal mandates, which were purportedly based on the same scientific consensus, expressly allowed for religious accommodation, even in high-risk settings.

70. Masking and social distancing are effective at limiting the spread of COVID-19, and these types of accommodations incur de minimis cost to the County.

71. Notably, prior to the vaccine mandate and throughout the height of the COVID-19 pandemic, the County permitted all employees to mask and test. At all relevant times following the vaccination mandate, the County permitted religiously exempt employees in low- and intermediate-risk settings to wear masks and test for COVID-19 but precluded Plaintiffs from the same opportunity.

1       72. The County's orders concerning exempt employees in high-risk settings were  
2 stricter than State guidance and other counties' practices, both of which permitted exempt  
3 employees to continue working in high-risk settings if the employees remained in compliance  
4 with masking and testing requirements. Furthermore, rules promulgated by the federal  
5 government requiring medical facilities to ensure their staff were vaccinated also allowed for  
6 religious exemptions. Moreover, other hospitals and jails in the State exempted workers with  
7 religious objections to the vaccine from their vaccination mandates

8       73. Ironically, it is the County's implementation of its vaccination policy that resulted  
9 in hardship to the County's operations, as County hospitals and jail facilities suffered critical  
10 staffing shortages due to the vaccination mandate. The significant programmatic risks and costs  
11 associated with placing exempt employees on leave, rather than accommodating them with  
12 masking and testing, undermine any claims that such accommodation would have created undue  
13 hardship.

14       74. Moreover, the County allowed some unvaccinated and/or non-boosted employees  
15 in high-risk settings to work (including within six feet of others), such as correctional deputies.  
16 The correctional deputies worked in a COVID-19 unit where they were exposed to around seventy  
17 inmates infected with COVID-19. The County cannot demonstrate it would have suffered undue  
18 hardship by reasonably accommodating Plaintiffs when it allowed other unvaccinated employees  
19 who worked in high-risk jobs to continue working.

20       75. The County's failure to accommodate is particularly unreasonable from the period  
21 of March 7, 2022, to September 27, 2022. On March 7, 2022, the County Public Health  
22 Department amended its order to permit unvaccinated employees working within the County of  
23 Santa Clara with exemptions from the vaccination requirements to return to work, even if they  
24 worked in high-risk settings, so long as they complied with certain masking and testing  
25 requirements. Despite this order, the County did not change its policy to permit its own  
26 unvaccinated, exempt employees to return to work. By this time, unvaccinated personnel in high-  
27 risk jobs constituted only 0.6% of the County's workforce, and 90.5% of County residents ages 5  
28 and up were vaccinated.

## V. PLAINTIFFS' CLAIMS ARE TIMELY

76. On August 23, 2022, a class action complaint was filed in this Court in *UnifySCC v. Cody*, No. 5:22-cv-01019-BLF. On April 29, 2024, the Court certified a class in that action defined as:

All individuals who: 1) work or worked for the County and/or [] were subject to its vaccine policies and orders, including the Risk Tier System; 2) were forced by the County to choose between taking the vaccine to maintain their jobs and/or their employment-related benefits or being placed on unpaid leave; 3) were [] classified as working in high risk jobs pursuant to the County’s Risk Tier System; and 4) received [] a religious exemption from the County (the “Class”) between August 5, 2021 and September 27, 2022 (the “Class Period”).

Plaintiffs' complaint is timely because Plaintiffs were all members of that Class until the Court decertified the Class on May 21, 2025, and the pendency of the class action tolled the applicable statute of limitations from August 23, 2022 to May 21, 2025.

77. Plaintiffs' complaint is also timely because Plaintiffs were members of UnifySCC. UnifySCC received its EEOC right-to-sue letter on behalf of its members on January 10, 2022.

*See Exhibit F.*

78. Plaintiffs' compliant is also timely because Plaintiffs filed administrative charges with the EEOC and/or CRD within three hundred days from the last act of discrimination and distinct adverse employment actions. *See* 42 U.S.C. § 2000e-5(e)(1); *see also* *Nat'l R.R. Passenger Corp. v. Morgan*, 536 U.S. 101, 109 (2002) ("In a State that has an entity with the authority to grant or seek relief with respect to the alleged unlawful practice, an employee who initially files a grievance with that agency must file the charge with the EEOC within 300 days of the employment practice; . . . .").

## VI. CAUSES OF ACTION

## FIRST CAUSE OF ACTION

## **Violation of the Free Exercise Clause of the First Amendment to the United States Constitution, 42 U.S.C. § 1983**

79. Plaintiffs re-allege and incorporate by reference the allegations in the preceding paragraphs as if fully set forth herein.

80. The First Amendment's Free Exercise Clause provides that "Congress shall make no law respecting an establishment of religion or prohibiting the free exercise thereof."

81. Defendant's vaccine orders and policies were not neutral and generally applicable because, prior to Court intervention, Defendant prioritized medical exemptions over religious exemptions. Defendant's policies and practices cannot survive strict scrutiny.

82. Defendants' implementation of the accommodation process that favored individuals with exemptions based on disability or medical reasons over those with exemptions based on religion was not neutral and generally applicable, effectively disfavoring certain exempted employees based on religion and failing strict scrutiny.

83. Defendants' vaccine orders and policies fail strict scrutiny because they are not narrowly tailored to meet any compelling government interest.

84. As a direct and proximate result of Defendant's violation of the First Amendment, Plaintiffs have suffered, and continue to suffer, irreparable harm, emotional harm, loss of wages and benefits, including the loss of their fundamental constitutional rights. Plaintiffs are entitled to nominal damages, equitable and injunctive relief, compensatory damages in an amount to be proven at trial, and attorneys' fees under 42 U.S.C. § 1988.

**SECOND CAUSE OF ACTION**  
Violation of Title VII, 42 U.S.C. § 2000e, *et seq.*

85. Plaintiffs re-allege and incorporate by reference the allegations in the preceding paragraphs as if fully set forth herein.

86. Title VII of the Civil Rights Act of 1964 prohibits Defendant from discriminating against its employees because of their sincerely held religious beliefs. *See* 42 U.S.C. § 2000e-2(a).

87. At all relevant times, Title VII was in full force and effect and was binding on Defendant.

88. At all relevant times, Plaintiffs were performing competently in their jobs as Defendant's employees.

1       89. During the relevant time period the County required its employees to be vaccinated  
2 against COVID-19.

3       90. Plaintiffs hold bona fide religious beliefs that prevent them from becoming  
4 vaccinated with COVID-19 vaccine and boosters.

5       91. Plaintiffs asserted the existence of sincere religious beliefs that prevented them  
6 from becoming vaccinated with the COVID-19 vaccines and boosters and informed the County  
7 of their beliefs when they submitted their religious exemption requests. With the exception of  
8 Plaintiff Dale Nelson, the County granted Plaintiffs the requested exemptions.

9       92. The County took adverse employment action against Plaintiffs for failing to  
10 comply with the County's vaccination requirement by threatening to place them and/or actually  
11 placing them on indefinite, involuntary and unpaid administrative leave and stripping them of  
12 their employment benefits including, but not limited to, medical insurance, the accrual of  
13 CalPERS credits, the accrual of service credits, the accrual of paid time off (PTO) such as  
14 vacation, sick and comp time, raises, promotions, and opportunities to work overtime. To the  
15 extent Plaintiffs were permitted to use, and did use, leave bank time for part of the time they were  
16 on administrative leave, Plaintiffs had already earned and accrued that time, such as vacation and  
17 comp time, and, therefore, their leave was not paid. But for the County placing Plaintiffs on  
18 administrative leave, Plaintiffs would have used their leave bank time for other purposes and/or  
19 received compensation or CalPERS credits for their unused leave bank time.

20       93. Some of the Plaintiffs were also forced to retire sooner than they would have  
21 otherwise retired due to the financial strain they experienced from the County placing them on  
22 administrative leave without pay for an indefinite period of time and, as a result, their retirement  
23 benefits are materially less than they otherwise would have been.

24       94. Defendant failed to make good faith efforts to accommodate reasonably Plaintiffs'  
25 religious beliefs. The County failed to engage in interactive processes with Plaintiffs to determine  
26 if reasonable accommodation was available such as transfers or reassignments, testing, requiring  
27 them to wear masks, or allowing them to work remotely. Defendant cannot demonstrate that  
28

providing these accommodations to Plaintiffs would have imposed an undue burden on the County.

95. As a direct and proximate result of Defendant's violation of Title VII, Plaintiffs suffered emotional distress and the loss of employment and/or employment benefits, entitling them to equitable and injunctive relief and damages.

96. Plaintiffs are entitled to recover their costs and attorneys' fees under 42 U.S.C. § 2000e-5(k).

## **THIRD CAUSE OF ACTION**

## **Violation of California's Fair Employment and Housing Act, Cal. Gov't Code § 12940**

97. Plaintiffs re-allege and incorporate by reference the allegations in the preceding paragraphs as if fully set forth herein.

98. FEHA makes it unlawful “[f]or an employer, because of the . . . religious creed . . . of any person, to refuse to hire or employ the person or to refuse to select the person for a training program leading to employment, or to bar or to discharge the person from employment or from a training program leading to employment, or to discriminate against the person in compensation or in terms, conditions, or privileges of employment.” CAL. GOV’T CODE § 12940(a).

99. At all times, FEHA was in full force and effect and was binding on Defendant.

100. FEHA requires employers to reasonably accommodate an employee's religious beliefs and practices that conflict with a work requirement.

101. Defendants have discriminated against Plaintiffs on the basis of their sincerely-held religious beliefs.

102. Accommodating Plaintiffs did not pose a significant difficulty or expense to Defendant under California Government Code § 12926(u).

103. Defendant failed to engage in reasonable negotiations to determine if it could reasonably accommodate Plaintiffs, such as through transfers or reassignments, remote work, bi-weekly testing, or requiring them to wear masks. Defendant cannot demonstrate that providing these accommodations would have imposed an undue burden.

104. As a direct and proximate result of Defendant's violation of FEHA, Plaintiffs suffered emotional distress and loss of employment and/or employment benefits, entitling them to equitable and injunctive relief and damages.

105. Plaintiffs are entitled to recover their costs and attorneys' fees under California Government Code § 12965(c)(6).

**FOURTH CAUSE OF ACTION**  
**Deprivation of Civil Rights Under 42 U.S.C. § 1983 (*Monell*)**

106. Plaintiffs re-allege and incorporate by reference the allegations in the preceding paragraphs as if fully set forth herein.

107. The unlawful actions carried out by Defendant, as alleged in the First through Third Causes of Action, were carried out by individuals who sit at the top of their departments within the County and who qualify as final policymakers under *Monell v. Department of Social Services*, 436 U.S. 658 (1978).

108. Furthermore, the County's orders and policies, although distributed and enforced by County Counsel James Williams and County Executive Jeffrey Smith, were ratified by Dr. Sara Cody. Other departments within the County, such as the EOD, were directed by Defendant to prioritize medical exemptions over religious exemptions. Therefore, the County is liable for damages due to its executives' unlawful actions.

109. Plaintiffs are entitled to recover their costs and attorneys' fees under 42 U.S.C. § 1988.

## VII. PRAYER FOR RELIEF

**WHEREFORE**, Plaintiffs request that the Court enter judgment in their favor, and against Defendant, for full relief, including the following:

1. An award of nominal damages for violation of Plaintiffs' civil rights;
2. An award for actual, consequential, and incidental financial losses, including, but not limited to, lost back pay, front pay, benefits, lost overtime, and other compensation, plus interest in an amount to be proven at trial;
3. An award of compensatory damages including for emotional distress;

4. For equitable relief in the form of an order restoring employee benefits, including, but not limited to, vacation days, comp hours, lost service time hours, CalPERS credits, pension benefits, and insurance;
5. For costs, attorneys' fees and interest, as allowed by law; and
6. For such other relief the Court determines is proper.

## **VIII. DEMAND FOR JURY TRIAL**

Plaintiffs demand a trial by jury for all the claims asserted in this Complaint so triable.

DATED: August 18, 2025

# WOLF HALDENSTEIN ADLER FREEMAN & HERZ LLP

By: /s/ Rachele R. Byrd  
RACHELE R. BYRD  
byrd@whafh.com  
STEPHANIE AVILES  
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25026 Las Brisas Road  
Murrieta, California 92562  
Telephone: (951) 600-2733  
Facsimile: (951) 600-4996

*Attorneys for Plaintiffs*

## **EXHIBIT A**



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: June 10, 2025

To: Annie Ahn

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00787

---

### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Office Director

Cc:

Santa Clara County  
70 W HEDDING ST  
SAN JOSE, CA 95110

Please retain this notice for your records.



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00787

Case Name: Annie Ahn v. Santa Clara County

Filing Date: June 10, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 2, 2025

To: Jorge Alvarez

[REDACTED]

Charge No: 556-2025-00510

---

### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00510

Case Name: Jorge Alvarez v. County of Santa Clara

Filing Date: April 2, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 04/01/2025

**To:** Lawanda C. Avila

[REDACTED]

Charge No: 556-2025-00548

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00548

Case Name: Lawanda C. Avila v. COUNTY OF SANTA CLARA

Filing Date: April 1, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

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Be advised, CRD does not retain case records beyond three years after a complaint is filed.



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 1, 2025

To: Coorina Ayala

[REDACTED]

Charge No: 556-2025-00520

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,  
**Margaret** Digitally signed by  
**Ly** Margaret Ly  
Margaret Ly  
Local Director  
Date: 2025.04.01  
08:52:30 -07'00'



## Civil Rights Department

651 Bannon Street, Suite 200 | Sacramento | CA | 95811  
 1-800-884-1684 (voice) | 1-800-700-2320 (TTY) | California's Relay Service at 711  
[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

March 22, 2025

Coorina Ayala

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

CRD Matter Number: 202503-28654023

Right to Sue: Ayala / Santa Clara County

Dear Coorina Ayala:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective March 22, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00520

Case Name: Coorina Ayala v. Santa Clara County

Filing Date: March 26, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DETERMINATION AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161 & 161-A)

Issued On: September 20, 2022

**To:** Brandon Bowyer  
[REDACTED]  
[REDACTED]

Charge No: 556-2022-00537

EEOC Representative and email: Andrea Nunez  
Investigator  
[REDACTED]

---

### **DETERMINATION OF CHARGE**

The EEOC issues the following determination: The EEOC will not proceed further with its investigation and makes no determination about whether further investigation would establish violations of the statute. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

FOR: Margaret Ly  
San Jose Local Director



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

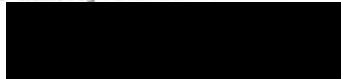
San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 389-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### DISMISSAL AND NOTICE OF RIGHTS

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 29, 2025

To: Shirley Childs



Charge No: 556-2025-00637

---

### DISMISSAL OF CHARGE

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### NOTICE OF YOUR RIGHT TO SUE

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

**Margaret**  
**Ly**  
Margaret Ly  
Local Director

Digitally signed by  
Margaret Ly  
Date: 2025.04.29  
07:49:54 -07'00'



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

**Civil Rights Department**

651 Bannon Street, Suite 200 | Sacramento | CA | 95811  
 1-800-884-1694 (voice) | 1-800-700-2320 (TTY) | California's Relay Service of 711  
 calcivilrights.ca.gov | contact: contact@calcivilrights.ca.gov

April 24, 2025

Shirley Childs

**RE: Notice of Case Closure and Right to Sue**  
 CRD Matter Number: 202504-29129525  
 Right to Sue: Childs / County of Santa Clara

Dear Shirley Childs:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective April 24, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 1, 2025

**To:** Lananh D'amour

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00537

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

**Civil Rights Department**

651 Bannon Street, Suite 200 | Sacramento | CA | 95811  
 1-800-884-1684 (voice) | 1-800-700-2320 (TTY) | California's Relay Service at 711  
[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

KEVIN KISH, DIRECTOR

March 25, 2025

Lananh D'Amour

[REDACTED]

[REDACTED]

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

CRD Matter Number: 202503-28692625

Right to Sue: D'Amour / Santa Clara County

Dear Lananh D'Amour:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective March 25, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 1, 2025

**To:** Megan D. Dedios

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00524

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

**Civil Rights Department**

651 Bannon Street, Suite 200 | Sacramento | CA | 95811  
 1-800-884-1684 (voice) | 1-800-700-2320 (TTY) | California's Relay Service at 711  
[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

KEVIN KISH, DIRECTOR

March 24, 2025

Megan deDios

[REDACTED]

[REDACTED]

**RE: Notice of Case Closure and Right to Sue**  
 CRD Matter Number: 202503-28670224  
 Right to Sue: deDios / County of Santa Clara

Dear Megan deDios:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective March 24, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00524

Case Name: Megan D. Dedios v. Santa Clara County

Filing Date: March 26, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 29, 2025

To: Sinora Freeland

[REDACTED]

Charge No: 556-2025-00638

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

**Civil Rights Department**

651 Bannon Street, Suite 200 | Sacramento | CA | 95811  
 1-800-884-1684 (voice) | 1-800-700-2320 (TTY) | California's Relay Service at 711  
 calcivilrights.ca.gov | contact.center@calcivilrights.ca.gov

April 17, 2025

Sinora Freeland

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

CRD Matter Number: 202504-29020617

Right to Sue: Freeland / Santa Clara County

Dear Sinora Freeland:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective April 17, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact\\_center@dfch.ca.gov](mailto:contact_center@dfch.ca.gov)

EEOC Number: 556-2025-00638

Case Name: Sinora Freeland v. SANTA CLARA COUNTY

Filing Date: April 28, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. This Right to Sue Notice allows you to file a private lawsuit in State court. According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

## Civil Rights Department

651 Bannon Street, Suite 200 | Sacramento | CA | 95811  
 1-800-884-1684 (voice) | 1-800-700-2320 (TTY) | California's Relay Service at 711  
[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

KEVIN KISH, DIRECTOR

April 11, 2025

Jeremy Garvin

,

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

CRD Matter Number: 202504-28935011

Right to Sue: Garvin / Santa Clara County

Dear Jeremy Garvin:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective April 11, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## Civil Rights Department

651 Bannon Street, Suite 200 | Sacramento | CA | 95811  
 1-800-884-1684 (voice) | 1-800-700-2320 (TTY) | California's Relay Service at 711  
[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

July 1, 2025

Lourdes Gomez

[REDACTED]

[REDACTED]

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

CRD Matter Number: 202507-30110001

Right to Sue: Gomez / Santa Clara County

Dear Lourdes Gomez:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective July 1, 2025 because an immediate Right to Sue notice was requested.

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.

This matter may qualify for CRD's Small Employer Family Leave Mediation Program. Under this program, established under Government Code section 12945.21, a small employer with 5 -19 employees, charged with violation of the California Family Rights Act, Reproductive Loss Leave, or Bereavement Leave (Government Code sections 12945.2, 12945.6, or 12945.7) has the right to participate in CRD's free mediation program. Under this program both the employee requesting an immediate right to sue and the employer charged with the violation may request that all parties participate in CRD's free mediation program. The employee is required to contact the Department's Dispute Resolution Division prior to filing a civil action and must also indicate whether they are requesting mediation. The employee is prohibited from filing a civil action unless the Department does not initiate mediation within the time period specified in section 12945.21, subdivision (b) (4), or until the mediation is complete or is unsuccessful. The employee's statute of limitations to file a civil action, including for all related claims not arising under section 12945.2, is tolled from the date the employee contacts the Department regarding the intent to pursue legal action until the mediation is complete or is unsuccessful. Contact CRD's Small Employer Family Leave Mediation Pilot Program by emailing [DRDOnlinerequests@calcivilrights.ca.gov](mailto:DRDOnlinerequests@calcivilrights.ca.gov) and include the CRD matter number indicated on the Right to Sue notice.



## Civil Rights Department

651 Bannon Street, Suite 200 | Sacramento | CA | 95811  
1-800-884-1684 (voice) | 1-800-700-2320 (TTY) | California's Relay Service at 711  
[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

KEVIN KISH, DIRECTOR

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## U.S. EQUAL OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
P.O. Box 487  
San Jose, CA 95103  
(408) 889-1950  
Email: [sanjgov@eoc.gov](mailto:sanjgov@eoc.gov)  
Website: [www.eoc.gov](http://www.eoc.gov)

### **DETERMINATION AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161 & 161-A)

Issued On: September 14, 2022

To: Lydia E. Gonzales-Murphy

Charge No: 556-2022-00076

EEOC Representative and email: Cryselda Lott  
Investigator

### **DETERMINATION OF CHARGE**

The EEOC issues the following determination: The EEOC will not proceed further with its investigation and makes no determination about whether further investigation would establish violations of the statute. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

A handwritten signature of Rosa M. Salazar is placed here.

Digitally signed by Rosa M. Salazar  
DN: cn=Rosa M. Salazar, o=U.S. Equal Employment  
Opportunity Commission, ou=Enforcement Manager, San  
Francisco District Office, email=rosa.salazar@eoc.gov, c=US  
Date: 2022.09.14 09:03:32 -07'00'

FOR: Margaret Ly  
Local Director



## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00543

Case Name: Lydia Gonzales-Murphy v. Santa Clara County

Filing Date: March 31, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: June 10, 2025

**To:** Andrew D. Hardy

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00788

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Office Director

**Cc:**

Santa Clara County  
70 W HEDDING ST  
SAN JOSE, CA 95110

Please retain this notice for your records.



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
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[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00788

Case Name: Andrew D. Hardy v. Santa Clara County

Filing Date: June 10, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



## Civil Rights Department

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[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

June 8, 2025

Danele Howard

[REDACTED]

[REDACTED]

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

CRD Matter Number: 202506-29747408

Right to Sue: Howard / Santa Clara County

Dear Danele Howard:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective June 8, 2025 because an immediate Right to Sue notice was requested.

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.

This matter may qualify for CRD's Small Employer Family Leave Mediation Program. Under this program, established under Government Code section 12945.21, a small employer with 5 -19 employees, charged with violation of the California Family Rights Act, Reproductive Loss Leave, or Bereavement Leave (Government Code sections 12945.2, 12945.6, or 12945.7) has the right to participate in CRD's free mediation program. Under this program both the employee requesting an immediate right to sue and the employer charged with the violation may request that all parties participate in CRD's free mediation program. The employee is required to contact the Department's Dispute Resolution Division prior to filing a civil action and must also indicate whether they are requesting mediation. The employee is prohibited from filing a civil action unless the Department does not initiate mediation within the time period specified in section 12945.21, subdivision (b) (4), or until the mediation is complete or is unsuccessful. The employee's statute of limitations to file a civil action, including for all related claims not arising under section 12945.2, is tolled from the date the employee contacts the Department regarding the intent to pursue legal action until the mediation is complete or is unsuccessful. Contact CRD's Small Employer Family Leave Mediation Pilot Program by emailing [DRDOnlinerequests@calcivilrights.ca.gov](mailto:DRDOnlinerequests@calcivilrights.ca.gov) and include the CRD matter number indicated on the Right to Sue notice.



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

## Civil Rights Department

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[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

KEVIN KISH, DIRECTOR

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR  
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## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00786

Case Name: Danele Howard v. Santa Clara County

Filing Date: June 10, 2025

## NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

## NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### DISMISSAL AND NOTICE OF RIGHTS

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 1, 2025

To: William G. Kozich

[REDACTED]

Charge No: 556-2025-00522

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### DISMISSAL OF CHARGE

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### NOTICE OF YOUR RIGHT TO SUE

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission  
**Margaret** Digitally signed by  
Margaret Ly  
Date: 2025.04.01  
09:00:53 -07'00'  
\_\_\_\_\_  
Margaret Ly  
Local Director  
\_\_\_\_\_  
Ly



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

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[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00522

Case Name: William G. Kozich v. Santa Clara County

Filing Date: March 26, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. This Right to Sue Notice allows you to file a private lawsuit in State court. According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



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### **DETERMINATION AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 14, 2025

**To:** Brandon V. Lim

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00597

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### **DETERMINATION OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

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Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

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[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00597

Case Name: Brandon V. Lim v. SANTA CLARA COUNTY

Filing Date: April 14, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

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### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 1, 2025

**To:** Rashaad Malvo

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00544

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

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Margaret Ly  
Local Director



## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00544

Case Name: Rashaad Malvo v. Santa Clara County

Filing Date: March 31, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

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(408) 889-1950  
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### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 8, 2025

**To:** Brian Miller

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00570

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

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Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

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[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00570

Case Name: Brian Miller v. Santa Clara County

Filing Date: April 7, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

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(408) 889-1950  
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### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 10, 2025

**To:** Rustyn M. Mooney

[REDACTED]

Charge No: 556-2025-00578

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

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Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

**Civil Rights Department**

651 Bannon Street, Suite 200 | Sacramento | CA | 95811  
 1-800-884-1684 (voice) | 1-800-700-2320 (TTY) | California's Relay Service at 711  
[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

KEVIN KISH, DIRECTOR

April 5, 2025

Rustyn Mooney

[REDACTED]

[REDACTED]

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

CRD Matter Number: 202504-28851406

Right to Sue: Mooney / Santa Clara County

Dear Rustyn Mooney:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective April 5, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
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San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 1, 2025

To: Duane L Moten

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00521

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

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If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

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Margaret Ly  
Local Director



## Civil Rights Department

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[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00521

Case Name: Duane L. Moten v. Santa Clara County

Filing Date: March 26, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

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### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: June 5, 2025

**To:** Suzanne Nichols

[REDACTED]

Charge No: 556-2025-00770

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

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If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

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Margaret Ly  
Local Office Director

**Cc:**

Santa Clara County  
70 W HEDDING ST  
SAN JOSE, CA 95110

Please retain this notice for your records.



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

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EEOC Number: 556-2025-00770

Case Name: Suzanne Nichols v. SANTA CLARA COUNTY

Filing Date: June 05, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

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EEOC Number: 556-2025-00823

Case Name: Carlos Padilla v. Santa Clara County

Filing Date: June 23, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

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## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 1, 2025

To: Brenda Perez

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00536

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00536

Case Name: Brenda Perez v. Santa Clara County

Filing Date: March 28, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St. Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 05/28/2025

To: Timothy Perry

[REDACTED]

Charge No: 556-2025-00743

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

Digitally signed by

**Margaret Ly**

Margaret Ly

Date: 2025.05.28

12:13:28 07'00'

Margaret Ly  
Local Office Director

Cc:

County of Santa Clara  
70 W. Hedding St  
San Jose, CA 95110

Please retain this notice for your records.



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

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[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact\\_center@dfeh.ca.gov](mailto:contact_center@dfeh.ca.gov)

EEOC Number: 556-2025-00743

Case Name: Timothy Perry v. Santa Clara County

Filing Date: May 27, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

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### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 1, 2025

To: Prabhakar Isaac

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00545

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Director



## Civil Rights Department

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EEOC Number: 556-2025-00545

Case Name: Prabhakar Isaac v. Santa Clara County

Filing Date: March 31, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

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STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

**Civil Rights Department**

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[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

KEVIN KISH, DIRECTOR

June 2, 2025

Dale Nelson

[REDACTED]

[REDACTED]

**RE: Notice of Case Closure and Right to Sue**  
 CRD Matter Number: 202506-29698104  
 Right to Sue: Nelson / County of Santa Clara

Dear Dale Nelson:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective June 2, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

**Civil Rights Department**

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KEVIN KISH, DIRECTOR

May 31, 2025

Aristides Pulido

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

CRD Matter Number: 202506-29659002

Right to Sue: Pulido / Santa Clara County

Dear Aristides Pulido:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective May 31, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00757

Case Name: Aristides Pulido v. SANTA CLARA COUNTY

Filing Date: June 03, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

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## Civil Rights Department

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[calcivilrights.ca.gov](http://calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

April 2, 2025

Christina Rodriguez

,

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

CRD Matter Number: 202504-28808803  
 Right to Sue: Rodriguez / Santa Clara County

Dear Christina Rodriguez:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective April 2, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 07/07/2025

To: Roxana Ruano

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00866

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Office Director

Please retain this notice for your records.



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

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EEOC Number: 556-2025-00866

Case Name: Roxana Ruano v. SANTA CLARA COUNTY

Filing Date: July 7, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

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STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

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KEVIN KISH, DIRECTOR

June 25, 2025

Arnulfo Sanchez

[REDACTED]

[REDACTED]

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

CRD Matter Number: 202507-30194108

Right to Sue: Sanchez / Santa Clara County

Dear Arnulfo Sanchez:

This letter informs you that the above-referenced complaint filed with the Civil Rights Department (CRD) has been closed effective June 25, 2025 because an immediate Right to Sue notice was requested.

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.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

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

Sincerely,

Civil Rights Department



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 8, 2025

To: Adam A. Valle

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00567

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

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If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

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Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

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EEOC Number: 556-2025-00567

Case Name: Adam A. Valle v. Santa Clara County

Filing Date: April 7, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

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## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: April 1, 2025

**To:** Brandi Villegas

[REDACTED]  
[REDACTED]

Charge No: 556-2025-00523

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### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

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If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

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Margaret Ly  
Local Director



## Civil Rights Department

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EEOC Number: 556-2025-00523

Case Name: Brandi Villegas v. Santa Clara County

Filing Date: March 26, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

San Jose Local Office  
96 N Third St, Suite 250  
San Jose, CA 95112  
(408) 889-1950  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DISMISSAL AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 04/03/2025

To: Martha-Kathleen Volle

[REDACTED]

Charge No: 556-2025-00555

---

### **DISMISSAL OF CHARGE**

The EEOC is closing this charge because your charge was not filed within the time limits under the law; in other words, you waited too long after the date of the alleged discrimination to file your charge. This does not mean the claims have no merit. This determination does not certify that the Respondent is in compliance with the statutes.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission,

---

Margaret Ly  
Local Director



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

EEOC Number: 556-2025-00555

Case Name: Martha-Kathleen Volle v. Santa Clara County

Filing Date: April 03, 2025

### NOTICE TO COMPLAINANT AND RESPONDENT

This is to advise you that the above-referenced complaint is being dual filed with the California Civil Rights Department (CRD) by the U.S. Equal Employment Opportunity Commission (EEOC). The complaint will be filed in accordance with California Government Code section 12960. This notice constitutes service pursuant to Government Code section 12962.

The EEOC is responsible for the processing of this complaint. Please contact EEOC directly for any discussion of this complaint or the investigation.

### NOTICE TO COMPLAINANT OF RIGHT TO SUE

This letter is also your Right to Sue notice. **This Right to Sue Notice allows you to file a private lawsuit in State court.** According to Government Code section 12965, subdivision (c), you may bring a civil action 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 lawsuit may be filed in a State of California Superior Court. Government Code section 12965, subdivision (c), provides that such a civil action must be brought within one year from the date of this notice. Pursuant to Government Code section 12965, subdivision (e)(1), this one-year period will be tolled during the pendency of the EEOC's investigation of your complaint. You should consult an attorney to determine with accuracy the date by which a civil action must be filed. This right to file a civil action may be waived in the event a settlement agreement is signed.

Be advised, CRD does not retain case records beyond three years after a complaint is filed.

## **EXHIBIT B**

**OFFICE OF THE COUNTY EXECUTIVE  
COUNTY OF SANTA CLARA**

Jeffrey V. Smith  
COUNTY EXECUTIVE

County Government Center  
70 West Hedding Street  
East Wing, 11<sup>th</sup> Floor  
San Jose, California 95110-1770

(408) 299-5105

**OFFICE OF THE COUNTY COUNSEL  
COUNTY OF SANTA CLARA**

James R. Williams  
COUNTY COUNSEL

County Government Center  
70 West Hedding Street  
East Wing, 9<sup>th</sup> Floor  
San Jose, California 95110-1770

(408) 299-5900

**MEMORANDUM**

TO: All County of Santa Clara Personnel

FROM: Jeffrey V. Smith, County Executive  
James R. Williams, County Counsel

RE: **COVID-19 Vaccination Requirement for County Personnel**

DATE: August 5, 2021

—  
JVS  
—  
—  
JRW  
—

Clinical trials, scientific research, and safety monitoring have demonstrated that the federally approved COVID-19 vaccines are safe and are the most effective method of preventing people from getting and spreading the virus that causes COVID-19 and from getting seriously ill, ending up hospitalized, or dying, even if they do get COVID-19.

To protect County personnel, the community members with whom County personnel interact, and all residents of the county, the County will require all County personnel to be fully vaccinated subject to the limited exceptions below. County departments are responsible for ensuring that their employees, interns, volunteers, and also any contractors who regularly work onsite for their department, comply with this policy. This policy is issued as an emergency measure based on the strong recommendation of the Health Officer that employers adopt such policies immediately and based on the significant rise of COVID-19 cases and hospitalizations among the unvaccinated due to the Delta variant.

County personnel may obtain the COVID-19 vaccine at a County Health System vaccination site or through another location of their choosing. County employees may take paid time off to obtain the COVID-19 vaccination, consistent with information previously provided to all County staff. Information on the COVID-19 vaccines and how to obtain vaccination is available at [sccfreevax.org](http://sccfreevax.org).

**A. Definitions**

**County personnel**, for purposes of this Memorandum and related requirements, includes: (1) County employees, interns, and volunteers; and (2) County contractors who regularly perform

Memorandum to All County Personnel

Re: Required COVID-19 Vaccination for County Personnel

August 5, 2021

Page 2 of 4

services for the County onsite and interact with other individuals in person as part of their services for the County. County contractors who qualify as County personnel include, for example, contract physicians and contracted staff who consistently work within County facilities, but would not include, for example, a third-party that a department retains on occasion to pick up or deliver a package or documents.

**COVID-19 vaccine** means a vaccine authorized to prevent COVID-19 by the federal Food and Drug Administration, including by way of an emergency use authorization.

**Fully vaccinated** means (1) it has been at least two weeks since a person has completed the entire recommended series of a COVID-19 vaccine, and (2) the person has provided proof of vaccination in a form consistent with the requirements for verification of vaccine status in the State of California's July 26, 2021 Public Health Officer Order.

**Partially vaccinated** means (1) a person has received (i) one dose of a two dose recommended series of a COVID-19 vaccine or (ii) the complete recommended series of a COVID-19 vaccine but it has not been at least two weeks since the person has completed the entire recommended series, and (2) the person has provided proof of vaccination in a form consistent with the requirements for verification of vaccine status in the State of California's July 26, 2021 Public Health Officer Order.

## B. Required Vaccination

- **By August 20, 2021 (15 days from issuance of policy) all County personnel must be partially or fully vaccinated** or must have submitted a request for exemption.<sup>1</sup>
- **By September 30, 2021 (8 weeks from issuance of policy) all County personnel must be fully vaccinated** or must have submitted a request for exemption.
- **Effective September 30, 2021 (8 weeks from issuance of policy) all newly hired County employees and any new volunteers, interns, and/or contractors must be fully vaccinated** or must have submitted a request for exemption.

Requests for exemption must be submitted per Section C, below. If a person's request for exemption is not approved, they must be partially or fully vaccinated within 14 days and fully vaccinated within 8 weeks of when they were notified that the request was not approved.

County employees who fail to comply with this policy are subject to release or discharge from County employment. County contractors who fail to comply with this vaccination or exception

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<sup>1</sup> If a person will not work for an extended period due to a leave of absence (such as for FMLA leave or pregnancy disability leave), they may contact their department head or designee to request a deferral of the vaccination requirements until they return to work. But they must be fully vaccinated or have submitted a request for exemption by the time they return to work.

Memorandum to All County Personnel

Re: Required COVID-19 Vaccination for County Personnel

August 5, 2021

Page 3 of 4

requirement may be barred from County worksites and not allowed to perform services for the County. In addition, the County may, as appropriate, suspend or terminate the applicable contract.

### **C. Limited Exemptions to Vaccination Requirement**

#### **1. Limited Exemptions for County Employees**

*Limited exemptions.* County employees may request a reasonable accommodation to the vaccination requirement if they:

1. Have a contraindication recognized by the U.S. Centers for Disease Control and Prevention (CDC) or by the vaccine's manufacturer to *every* approved COVID-19 vaccine. A contraindication means a condition that makes vaccination inadvisable;
2. Have a disability and are requesting an exception as a reasonable accommodation; or,
3. Object to COVID-19 vaccination based on their sincerely-held religious belief, practice, or observance.

*How to request exemption.* To seek a reasonable accommodation from the vaccination requirements in this Memorandum, County employees should:

1. Contact their department head or designee(s) to obtain a copy of the appropriate form. The available forms are:
  - a. Medical Exemption and/or Disability Accommodation Request Form
  - b. Religious Accommodation Request Form
2. Complete and submit the applicable form(s) to the County Equal Opportunity Division (EOD) at [ecodra@eod.sccgov.org](mailto:ecodra@eod.sccgov.org).

If an accommodation is granted, the EOD will notify the employee and their department of the approval and the associated expiration date. If a request for accommodation is denied, the EOD will notify the employee and their department.

#### **2. Limited Exemptions for County Contractors, Interns, and Volunteers**

If a County contractor, intern, or volunteer is covered by this Memorandum and does not meet the vaccination requirements, the individual's sponsoring department may request an ad hoc exemption from Chief Operating Officer Miguel Márquez, who will consider the requested exemption on a case-by-case basis. To the extent interns are entitled to be considered as part of the County's Reasonable Accommodation process, the Chief Operating Officer will forward the requested exception to EOD. The Chief Operating Officer's consideration will include but not

Memorandum to All County Personnel

Re: Required COVID-19 Vaccination for County Personnel

August 5, 2021

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be limited to the sponsoring department's need and whether the contractor, intern, or volunteer meets the standard for an exception under Section C-1.

### **CONCLUSION**

Your timely attention to ensure compliance with these requirements is essential to the County's efforts to control the spread of COVID-19 and to comply with public health recommendations. Employees, contractors, interns, and volunteers may direct any questions to their department head or designee(s). If a department has any questions or concerns about these requirements, it may contact Chief Operating Officer Miguel Márquez.

## **EXHIBIT C**

# County of Santa Clara

Office of the County Executive

County Government Center, East Wing  
70 West Hedding Street  
San Jose, California 95110  
(408) 299-5105



## Frequently Asked Questions Regarding the Vaccination Exemption Reasonable Accommodation Process for Employees in High-Risk Roles

November 15, 2021

### 1. Why am I being placed on leave? I've worked in my position through the pandemic; why can't I continue doing that?

Public health authorities agree that getting vaccinated is the most effective means of protection against severe illness and death from COVID-19. In July, the County's Health Officer and other public health officials urged all business and governmental entities to implement mandatory vaccination requirements for all personnel. The County implemented its vaccine mandate in the wake of the rapid spread of the Delta variant in our community, which made having unvaccinated workers in higher risk roles far more dangerous than it had been before. The Delta variant is more contagious and may cause more severe illness in unvaccinated individuals. Based on these developments, the County had to implement additional safety measures to keep County staff, clients, and the public as safe as possible, including its vaccination mandate. Relying on Public Health guidance, the County also determined that it cannot continue to have unvaccinated people working in high-risk roles and set a vaccination deadline of September 30. The County then extended a grace period to October 31 to provide additional time for workers to get vaccinated. Consistent with that deadline, the County set November 1<sup>st</sup> as the date to ensure unvaccinated staff were no longer working in high-risk roles to the maximum extent possible.

### 2. Why is my role high risk? Who made this determination? Why might there be other people in my job classification who were assigned a different risk level?

The risk level for your position is dependent on where you work and the specific work you do, not just your job classification. Your Department's executive team and managers collaborated with the Office of the County Counsel to implement guidance and direction from the Public Health Department and the County Executive on which areas/assignments within certain departments are high risk. Factors considered include, but are not limited to, the nature of contact an employee has with others and risk posed to vulnerable populations served by the County; the risk posed to persons at serious risk of illness and death from COVID-19; the risk posed to employees; the risk of COVID-19 outbreaks in the work setting; and the essential job functions the employee must perform with or without accommodations.

### 3. Can you reassess my risk level? I believe that I am not performing high-risk activities most of the time.

Your Department will review any relevant information you would like considered regarding your risk rating that may not have already been taken into account, but please keep in mind that even if you only occasionally perform high-risk activities, your role will still be categorized as high risk.

**4. Why might I be told I have to apply for other positions? Why can't I be moved directly into another open position?**

The County's goal is to find you a position for which you are qualified within your Department, and if that's not possible, then in another County department. You should go to the Job Opportunities website (<https://employeeservices.sccgov.org/job-opportunities>) to look for available job opportunities and update your County job application, including your qualifications, so you can apply for job opportunities and to help move this process forward. Your Department will determine if there are any appropriate vacancies within the Department and provide you with information on those opportunities. If there are no such positions within the Department, your Department will connect you with the Equal Opportunity Division to assist you in a search for comparable positions or other positions for which you are qualified in other County departments. Certain employees may be entitled to priority consideration for placement in or selection for vacant positions as part of the accommodation process, consistent with disability law.

All employees may apply for positions through the normal County job-filling and recruitment processes (transfer line, promotional recruitments, open competitive recruitments, etc.). If you are selected for a new position, your compensation including the salary, overtime, and all other benefits will align with any new role that you are selected to perform. Salary placement will be in accordance with Personnel Practice A25-661 and/or your applicable Memorandum of Understanding.

While we work with you to identify other potential positions, you may use applicable leave banks.

**5. To request assistance with my search for positions for which I am qualified in other County departments, who should I contact?**

If you have been provisionally granted a religious exemption or medical/disability exemption to the County's COVID-19 vaccine requirement, you may send an email to ESA's Application Review and Recommendation Team at [vaxjobreview@esa.sccgov.org](mailto:vaxjobreview@esa.sccgov.org). This ESA team has been specifically designated to work with employees to review their applications and help to identify and potentially recommend vacancies for which they may want to consider applying.

You may also send an email to the EOD at [EODRA@eod.sccgov.org](mailto:EODRA@eod.sccgov.org), with the subject line of "Vaccine Exemption Job Search." EOD staff have expertise in helping employees find appropriate County positions when employees are unable to perform their existing jobs due to medical/disability issues. Those with religious exemptions to the County's COVID-19 vaccination requirement are also welcome to contact EOD at this email address for assistance.

## **EXHIBIT D**

County of Santa Clara

## Emergency Operations Center

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# Health Order Requires Up-to-Date Vaccination for All Workers in Specific Higher-Risk Settings in Santa Clara County

 December 28, 2021 at 12:00 PM

English

中文

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Tiếng Việt

Tagalog

**FOR IMMEDIATE RELEASE**

December 28, 2021

*Local Order builds on State Health Officer vaccination requirements in light of the rapid increase in cases due to the Omicron variant. Booster requirement will help protect patients and workers in higher-risk settings such as healthcare facilities, jails, shelters, and long-term care facilities.*

**SANTA CLARA COUNTY, CALIF.** – The County of Santa Clara Health Officer issued a health order requiring up-to-date COVID-19 vaccination for workers in certain higher-risk settings

in light of the rapid surge in cases due to the Omicron variant. The new order builds on recent changes in the State Health Officer's vaccination requirements by mandating up-to-date vaccination by workers in certain healthcare and long-term care settings. Under the new local health order, by January 24, 2022, workers must be up-to-date on their vaccination (i.e., both fully vaccinated and boosted against COVID-19 if eligible for a booster) in these higher-risk settings:

- skilled nursing facilities, long-term care facilities, adult day care facilities, and memory care facilities;
- healthcare delivery facilities (such as hospitals, clinics, medical offices, dialysis centers) where patient care is provided, as well as medical first responders;
- jails and other correctional facilities; and
- congregate shelters.

The local order enhances the protection offered by the State Health orders by adding additional layers of security for those in higher-risk settings throughout our county, including requiring up-to-date vaccination for all medical first responders, jail staff, and shelter workers, and requiring that unvaccinated or unboosted staff who work in healthcare, jail, long-term care, or shelter settings be reassigned to lower risk settings or otherwise prohibited from working in higher-risk settings. The order also requires workers in these settings to be up-to-date on their vaccination by January 24<sup>th</sup> rather than the State's deadline of February 1<sup>st</sup> given how quickly the Omicron variant is accelerating spread of COVID-19, and widespread availability of vaccination appointments in our community.

"Less than two weeks ago, we noted that the Omicron variant was about to bring a deluge of new COVID-19 cases to Santa Clara County. Unfortunately, that deluge is now here," said Dr. Sara Cody, Health Officer and Director of Public Health for the County of Santa Clara. "We urge everyone in our community to get boosted as soon as they are eligible and be highly cautious because the Omicron variant is so transmissible. It is especially essential that workers who are delivering healthcare and interacting with vulnerable populations are vaccinated and boosted in order to best protect themselves and the people in their care."

In addition to requiring up-to-date vaccination in higher-risk settings, the health order includes important communitywide recommendations, urging businesses and individuals

to do the following:

- Everyone should get vaccinated and boosted against COVID-19 *now* if they have not done so already.
- Unless everyone is wearing face masks at all times, individuals should not gather indoors in groups of more than 10 people from outside their household.
- Employers should immediately implement mandatory vaccination requirements for all personnel that require up-to-date vaccination as quickly as possible.
- Businesses and other entities should move operations and activities outdoors where possible, where there is significantly less risk of COVID-19 transmission. Where this is not possible, ventilation should be maximized.
- Businesses that serve the public, especially those with activities that require patrons to remove their face mask to engage in the business (e.g., restaurants and bars), should require their patrons to be up-to-date on their vaccination and show proof of up-to-date vaccination prior to entry.

Everyone over 16 who got their Pfizer or Moderna vaccinations more than six months ago or their Johnson & Johnson vaccine more than two months ago is eligible for a booster and should get one right away.

In addition to vaccinations and boosters, masking, testing, ventilation, and distancing remain the best defenses to COVID-19.

“Our community needs to know that if they call an ambulance, go to the hospital, or are in a long-term care facility, everyone working in those settings will be fully vaccinated and boosted, particularly given how easily and quickly the Omicron variant is spreading,” said Dr. Cody. “We also need to do everything we can to protect healthcare workers and others in higher-risk settings from infection and serious illness at work. We will meet this challenge as we have met every other challenge throughout this pandemic.”

Appointments for vaccinations and boosters are available at [www.sccfreevax.org](http://www.sccfreevax.org).

Vaccinations through the County are no-cost to the public, insurance is not required, and available regardless of immigration status.

The August 2, 2021 Health Order requiring universal indoor masking remains in effect throughout Santa Clara County.

Detailed information on the new Health Order, along with FAQs, is available at

<https://covid19.sccgov.org>.

# # #

Follow our Twitter for updates: [@HealthySCC](#)

County of Santa Clara Website: <http://www.sccgov.org/coronavirus>

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## **EXHIBIT E**

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# DIRECTIVE ESTABLISHING A LIMITED WAIVER PROCESS FOR IMPLEMENTATION OF THE EXCLUSION REQUIREMENT FOR UNVACCINATED PERSONNEL IN HIGHER-RISK SETTINGS

Issued: January 10, 2022

## Background and Purpose

This Directive establishes a limited waiver process for implementation of the requirement in the [December 28, 2021 Order of the Health Officer Requiring Up-To-Date COVID-19](#)

Vaccination of Personnel in Higher-Risk Settings (“Health Order”) that businesses and governmental entities exclude personnel who are not Up-to-Date on their COVID-19 vaccination from Higher-Risk Settings. This waiver process is available only to those entities that are facing critical staffing shortages.

This Directive is made in light of the rapid onset of critical staffing concerns at some facilities with Higher-Risk Settings due to the surge of cases from the Omicron variant. The severity of staffing concerns is reflected in the January 8, 2022 modification to the California Department of Public Health’s [All Facilities Letter \(AFL\) 21-08.7](#), which waives isolation for asymptomatic healthcare workers who test positive and waives testing and quarantine requirements for exposed asymptomatic healthcare workers. Although Up-to-Date vaccination remains a very important tool for controlling the spread and severity of COVID-19 in Higher- Risk Settings, certain entities that are facing critical staffing shortages require a waiver to carry out their operations for the benefit of the county’s population.

All terms defined in the Health Order apply to this Directive as defined in the Health Order, unless otherwise specifically noted. This Directive is issued in accordance with Section 7 of the Health Order.

## **Waiver Process**

Business and governmental entities may submit a waiver from the requirement in Section 3 of the Health Order to exclude personnel who are not Up-to-Date on their COVID-19 vaccination from Higher-Risk Settings. The waiver will be acknowledged and granted upon receipt, but is subject to revocation. The waiver will only apply to those personnel who have received a bona fide medical and/or religious exemption from COVID-19 vaccination and who follow specific safety protocols as set forth in the waiver submission. A waiver may only be requested upon certification that the entity cannot adequately staff its operations in the absence of the waiver.

To request a waiver, the entity must fill out the attached [Limited Waiver Form](#), which must be signed under penalty of perjury by the chief executive or highest-ranking administrative official of the entity. The waiver must include all of the information on the form, and the Health Officer or designee may request additional information, which must be truthfully, completely, and promptly provided.

A decision to revoke a waiver is in the sole discretion of the Health Officer or designee. If a waiver is revoked, an entity may only obtain a new waiver with the written approval of the Health Officer or designee.

Entities must ensure strict compliance with the additional safety measures set forth in the waiver. The waiver solely applies to the exclusion provision in Section 3 of the Health Order, and solely with respect to those personnel who have approved exemptions. In all other respects, the requesting entity remains subject to all the provisions of the Health Order.

## Quick Links

[COVID-19 Vaccine](#)

[COVID-19 Testing Sites](#)

[COVID-19 Resource Directory](#)

[COVID-19 Vaccine Data](#)

[COVID-19 and Schools/Education](#)

[Home Isolation and Quarantine Guidance](#)

[COVID-19 Vaccine Record](#)

[Frequently Asked Questions and Ask a Question](#)

[VaxUp Video Contest](#)

[Healthcare Provider Information](#)

[Provider Case Report Form](#)

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## **EXHIBIT F**

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
 (800) 884-1684 (Voice) | (800) 700-2320 (TTY) | California's Relay Service at 711  
<http://www.dfeh.ca.gov> | Email: [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

January 10, 2022

Unify Santa Clara County  
 25026 Las Brisas Rd  
 Murrieta, CA 92562

**RE: Notice of Case Closure and Right to Sue**  
 DFEH Matter Number: 202201-15823611  
 Right to Sue: Santa Clara County / Santa Clara County

Dear Unify Santa Clara County:

This letter informs you that the above-referenced complaint filed with the Department of Fair Employment and Housing (DFEH) has been closed effective January 10, 2022 because an immediate Right to Sue notice was requested.

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.

This matter may qualify for DFEH's Small Employer Family Leave Mediation Pilot Program. Under this program, established under Government Code section 12945.21, a small employer with 5 -19 employees, charged with violation of the California Family Rights Act, Government Code section 12945.2, has the right to participate in DFEH's free mediation program. Under this program both the employee requesting an immediate right to sue and the employer charged with the violation may request that all parties participate in DFEH's free mediation program. The employee is required to contact the Department's Dispute Resolution Division prior to filing a civil action and must also indicate whether they are requesting mediation. The employee is prohibited from filing a civil action unless the Department does not initiate mediation within the time period specified in section 12945.21, subdivision (b) (4), or until the mediation is complete or is unsuccessful. The employee's statute of limitations to file a civil action, including for all related claims not arising under section 12945.2, is tolled from the date the employee contacts the Department regarding the intent to pursue legal action until the mediation is complete or is unsuccessful. Contact DFEH's Small Employer Family Leave Mediation Pilot Program by emailing [DRDOnlinerequests@dfeh.ca.gov](mailto:DRDOnlinerequests@dfeh.ca.gov) and include the DFEH matter number indicated on the Right to Sue notice.



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GAVIN NEWSOM, GOVERNOR

## DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

KEVIN KISH, DIRECTOR

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
(800) 884-1684 (Voice) | (800) 700-2320 (TTY) | California's Relay Service at 711  
<http://www.dfeh.ca.gov> | Email: [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

To obtain a federal Right to Sue notice, you must contact 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