

1 WILLIAM R. TAMAYO (CA Bar No. 084965)
2 JONATHAN T. PECK (VA Bar No. 12303)
3 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
4 San Francisco District Office
5 350 The Embarcadero, Suite 500
6 San Francisco, CA 94105
7 Telephone No. (415) 625-5646
8 Facsimile No. (415) 625-5657

9 LUCILA G. ROSAS (CA Bar No. 187345)
10 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
11 San Jose Local Office
12 96 North Third Street, Suite 200
13 San Jose, CA 95112
14 Telephone No. (408) 291-6401
15 Facsimile No. (408) 291-4539

16 Attorneys for Plaintiff
17 Equal Employment Opportunity Commission

18 UNITED STATES DISTRICT COURT
19 NORTHERN DISTRICT OF CALIFORNIA
20 SAN JOSE DIVISION

21 EQUAL EMPLOYMENT OPPORTUNITY)
22 COMMISSION,)

23 Plaintiff,)

24 v.)

25 ENTRAVISION COMMUNICATIONS)
26 CORPORATION,)

27 Defendant.)
28)

CIVIL ACTION NO.

COMPLAINT

Civil Rights
Employment Discrimination

JURY TRIAL DEMAND

NATURE OF THE ACTION

29 This is an action under Title VII of the Civil Rights Act of 1964 and Title I of the Civil
30 Rights Act of 1991 to correct unlawful employment practices on the basis of sex, retaliation and
31 constructive discharge and to provide appropriate relief to Ms. America Medina, Ms. Sofia Long
32 and other similarly situated female employees of the Defendant. As alleged below, Defendant
33 unlawfully subjected Ms. America Medina, Ms. Sofia Long and other similarly situated female

COMPLAINT

1 employees to sexual harassment and a hostile work environment. Plaintiff also alleges that
2 Defendant subjected Ms. America Medina to constructive discharge and Ms. Sofia Long to
3 retaliatory discharge because she engaged in a protected activity.

4 **JURISDICTION AND VENUE**

5 1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 451, 1331, 1337,
6 1343 and 1345. This action is authorized and instituted pursuant to Section 706 (f) (1) and (3) of
7 Title VII of the Civil Rights Act of 1964, as amended (Title VII), 42 U.S.C. §2000e-5 (f) (1) and
8 (3), and Section 102 of the Civil Rights Act of 1991, 42 U.S.C. §1981(a).

9 **INTRA-DISTRICT ASSIGNMENT**

10 2. This action is appropriate for assignment to the San Jose division because the
11 unlawful employment practices alleged were committed in Monterey County, within the
12 jurisdiction of the United States District Court for the Northern District of California.

13 **PARTIES**

14 3. Plaintiff, the Equal Employment Opportunity Commission (the “Commission”), is
15 the agency of the United States of America charged with the administration, interpretation and
16 enforcement of Title VII, and is expressly authorized to bring this action by Sections 706 (f) (1)
17 and (3) of Title VII, 42 U.S.C. §2000e-5 (f) (1) and (3).

18 4. At all relevant times, Defendant, Entravision Communications Corporation
19 (“Defendant or Entravision”), has continuously been, and is now, a California business, qualified
20 and doing business in the State of California and the City of Monterey and has continuously had
21 and does now have at least 15 employees.

22 5. At all relevant times, Defendant has continuously been an employer engaged in an
23 industry affecting commerce within the meaning of Sections 701(b), (g) and (h) of Title VII, 42
24 U.S.C. §§ 2000e(b), (g) and (h).

25 **STATEMENT OF CLAIMS**

26 6. More than thirty days prior to the institution of this lawsuit, Ms. America Medina
27 and Ms. Sofia Long filed a charge with the Commission alleging violations of Title VII by
28 Defendant. All conditions precedent to the institution of this lawsuit have been fulfilled.

COMPLAINT

1 practices.

2 C. Order Defendant to make whole Ms. America Medina, Ms. Sofia Long and other
3 similarly situated female employees by providing appropriate back pay with prejudgment
4 interest, in amounts to be determined at trial, and other affirmative relief necessary to eradicate
5 the effects of their unlawful employment practices.

6 D. Order Defendant to make whole Ms. America Medina, Ms. Sofia Long and other
7 similarly situated female employees by providing compensation for past and future pecuniary
8 losses resulting from the unlawful employment practices described above, in amounts to be
9 determined at trial.

10 E. Order Defendant to make whole Ms. America Medina, Ms. Sofia Long and other
11 similarly situated female employees by providing compensation for past and future non-
12 pecuniary losses caused by the above unlawful conduct, including pain and suffering, emotional
13 distress, indignity, loss of enjoyment of life, loss of self-esteem and humiliation, in amounts to be
14 determined at trial.

15 F. Order Defendant to pay Ms. America Medina, Ms. Sofia Long and other similarly
16 situated female employees punitive damages for its malicious and reckless conduct described
17 above, in amounts to be determined at trial.

18 G. Grant such further relief as the Court deems necessary and proper in the public
19 interest.

20 K. Award the Commission its costs of this action.

21 ///

22 ///

23 ///

24 ///

25 ///

26 ///

27 ///

28 ///

COMPLAINT

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

JURY TRIAL DEMAND

The Commission requests a jury trial on all questions of fact raised by its complaint.

Respectfully submitted,

ERIC S. DREIBAND
General Counsel

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
Office of the General Counsel
Washington, DC 20507

Dated: 11/17/03

s/William R. Tamayo
WILLIAM R. TAMAYO
Regional Attorney

Dated: 11/17/03

s/Jonathan T. Peck
JONATHAN T. PECK
Supervisory Trial Attorney

Dated: 11/17/03

s/Lucila G. Rosas
LUCILA G. ROSAS
Trial Attorney

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
San Jose Local Office
96 North Third Street, Suite 200
San Jose, CA 95112