

MAY 19, 2022

CLOSED SESSION REPORT OF FINAL ACTION

Date of Meeting: *Thursday, May 19, 2022*

Litigation Negotiations

NAME OF ACTION:

Edith Guillen v. City of Oakland Police Department, Araina Richards, Annie Sloan, Renee Sykes and DOES 1 - 100

Alameda County Superior Court Case No. RG19027309

This matter is listed as **Item No. 1(a)** on the Closed Session Agenda:

The council authorized settlement in the amount of **\$350,000.00.**

This case arose out of incidents occurring on **2006 through August 2018.**

FACTS/ISSUES:

Plaintiff Edith Guillen was a neighborhood services coordinator in the Neighborhood Services Division. Guillen, who is Latinx, alleges that from 2006 to 2018 three African American coworkers, who acted as Guillen’s temporary supervisors from time to time, made racially offensive remarks and treated Guillen differently because of Guillen’s Latinx heritage. In addition, Guillen alleges that a homeless person at the Oakland Police Department (“OPD”) Eastmont Station racially harassed Guillen for over a year, and OPD knew about it and took inadequate steps to prevent the harassment. Guillen sued the City and the three coworkers, alleging racial discrimination, harassment, failure to prevent harassment and discrimination, and retaliation. Guillen alleges economic damages of approximately \$669,261, additional general damages for emotional distress, and attorney’s fees to date of over \$200,000. The approved settlement resolves all claims with Plaintiff in this lawsuit.

Motion Made by: **Vice Mayor Kaplan**

Motion Seconded by: **Councilmember Gallo**

AYES: Fife, Gallo, Kalb, Kaplan, Reid, Taylor, Thao and President Fortunato Bas= 6

NOES: Fife, Gallo, Kalb, Kaplan, Reid, Taylor, Thao and President Fortunato Bas=

ABSENT: Fife, Gallo, Kalb, Kaplan, Reid, Taylor, Thao and President Fortunato Bas= 2

ABSTENTIONS: Fife, Gallo, Kalb, Kaplan, Reid, Taylor, Thao and President Fortunato Bas=