Matthew D. Murphy 1 State Bar # 166252 E-mail: matt@mattmurphylaw.com 2 MATT MURPHY LAW APC 3 2155 Campus Drive, Suite 140 El Segundo, CA 90245 4 Tel:(714) 878-7104 5 **Attorney for Plaintiff** JANE DOE 1 6 7 8 SUPERIOR COURT OF THE STATE OF CALIFORNIA 9 COUNTY OF ORANGE – CENTRAL JUSTICE CENTER 10 11 Case No.: 30-2022-01241335-CU-0E-CJC JANE DOE 1, an individual, 12 Plaintiff, PLAINTIFF'S COMPLAINT FOR **DAMAGES FOR:** 13 VS. 14 1. SEXUAL HARASSMENT IN COUNTY OF ORANGE, a public VIOLATION OF THE FEHA; 15 entity; And DOES 1-50, inclusive, 2. SEXUAL DISCRIMINATION IN 16 Defendants. VIOLATION OF THE FEHA 17 3. RETALIATION IN VIOLATION 18 OF THE FEHA; and 19 4. FAILURE TO INVESTIGATE 20 AND PREVENT IN VIOLATION OF THE FEHA. 21 22 **DEMAND FOR JURY TRIAL** 23 **Assigned for All Purposes** 24 Judge Martha K. Gooding 25 26 27 28 COMPLAINT FOR DAMAGES

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Plaintiff, JANE DOE 1, hereby brings her employment complaint, demanding a trial by

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Plaintiff is a Deputy District Attorney with the Orange County District Attorney's Office ("OCDA"). Unfortunately, when District Attorney Todd Spitzer was elected and put into power in 2019, Mr. Spitzer immediately gave Gary Logalbo – Spitzer's close friend for over 25 years – preferential treatment and promoted him into a management position despite knowing Mr. Logalbo had a history sexually harassing female employees. As a result, Plaintiff, and others under Mr. Spitzer's charge, were exposed daily to Mr. Logalbo's sexual harassing comments.

Ultimately, Defendant COUNTY OF ORANGE hired an independent investigator to examine the harassment allegations made against Mr. Logalbo. The investigator concluded that Mr. Logalbo committed sexual harassment towards Plaintiff, and that his conduct was sufficiently severe or pervasive to create a hostile work environment.

Afterward, Mr. Spitzer embarked on a campaign of retaliation against Plaintiff and other victims of Mr. Logalbo for blowing the whistle on his "best" friend. Therefore, Plaintiff and six other female district attorneys were compelled to make complaints of retaliation to Defendant COUNTY ORANGE. In response, Defendant COUNTY ORANGE conducted another independent investigation. The investigation concluded on or about August 2, 2021.

Five months later, the investigation findings were finally made available to Plaintiff, and they are stunning. The investigator concluded that Mr. Spitzer "flagrantly" violated Defendant COUNTY OF ORANGE's EEO and Abusive Conduct policies and acted with "malice" towards Plaintiff and the other victims of Mr. Lagalbo. The investigator also concluded that Mr. Spitzer knowingly "abused" and "misused" his power as District Attorney, which created a hostile and offensive work environment for Mr. Lagolbo's victims, including Plaintiff. Mr. Spitzer's conduct was specifically found to have exposed Plaintiff and other victims of Mr. Lagalbo to "gawking" and "humiliation" and had the "effect of gratuitous sabotage" and "undermining of those [victims'] work performance." In short, Defendant COUNTY ORANGE's own investigation found that Mr. Spitzer has "caused unjustified embarrassment and indignity to [his own district

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THE PARTIES

- At all times mentioned herein, Plaintiff, JANE DOE 1, was an individual and a 1. resident of the State of California. Because Plaintiff is a victim of a sexual harassment of a sensitive and personal nature, her identity is protected in this public filing.
- 2. Defendant COUNTY OF ORANGE is a California public governmental entity. One of the departments that make up Defendant COUNTY OF ORANGE's government is the Orange County District Attorney's Office ("OCDA"). At all times, Plaintiff was an employee of Defendant COUNTY OF ORANGE.
- 3. Plaintiff is unaware of the true names and capacities of Defendants sued herein as DOES 1 through 50, inclusive, and for that reason sues said Defendants by such fictitious names. Each of the Defendants designated herein as a DOE is negligently, intentionally, or otherwise legally responsible in some manner for the events and happenings herein referred to and caused injuries and damages proximately thereby to the Plaintiff, as herein alleged. Plaintiff will file and serve one or more amendments to this complaint upon learning the true names and capacities of said Defendants.
- 4. Plaintiff is informed and believes that each of the fictitiously named Defendants is responsible in some manner for, and proximately caused, the injuries and damages to Plaintiff hereinafter alleged.
- 5. Plaintiff is informed and believes, and based thereon alleges, that each of the Defendants named herein acted as the employee, agent, servant, partner, alter-ego and/or joint ventures of one or more of the other Defendants named herein. In doing the acts and/or omissions alleged herein, each of said Defendants acted within the course and scope of his or her relationship with any other Defendant; and gave and received full consent, permission and ratification to the acts and/or omissions alleged herein.

proclivities including an apparent fascination with bra straps, and often commented to his female subordinates about their feet. In the words of a subordinate female employee, "Gary became creepier and creepier as time went by." There were six female prosecutors working under Mr. Logalbo's supervision during that time. Plaintiff is aware, as is Defendant COUNTY OF ORANGE this point, that each of these women were subject to some form of this pervasive and unwanted behavior. Some specific examples of the sexual harassment directed towards Plaintiff:

- a. In early April 2020, Plaintiff was getting ready for a lunchtime workout and the tag of her sports-bra was exposed on her back. Noticing this, Mr. Logalbo reached over, put his hand on Plaintiff's skin, and tucked the tag under the bra.
- b. Approximately four weeks later, in early May 2020, Plaintiff was again preparing to leave for a lunchtime workout and was wearing the same sports-bra with the same exposed tag. Mr. Logalbo noticed this and reached over again. When Plaintiff moved away to avoid his touch, Mr. Logalbo said "What do I have to do, be at your house in the morning to help you get dressed?" This incident was witnessed by a male Deputy District Attorney who later told Plaintiff that Mr. Logalbo's ongoing behavior was wrong, and he would support her if she decided to make a formal complaint. Well aware of Mr. Logalbo's close relationship with District Attorney Todd Spitzer, however, Plaintiff decided to say nothing. She simply wanted to do her job.
- c. In August of 2020, Plaintiff was helping plug an electrical cord into an outlet behind a colleague's desk. Plaintiff was able to reach the outlet, but it required her to turn her back to the open office door and bend over at the waist. At that moment, Mr. Logalbo appeared in the doorway. He stopped, pointed his phone at Plaintiff and took a photo of Plaintiff's buttocks declaring "This one is for the spank bank, I'll use it later." He then walked away. This took place in front of two other sworn Deputy District Attorneys.
- d. During the first few months of 2020, Plaintiff's assignment required near constant contact with Mr. Logalbo. Several times per day, she, and other female

colleagues, would have to go to his office for professional consultations on pending cases. During these encounters, Mr. Logalbo developed a pattern, which intensified over time, of leering at Plaintiff. He would begin almost every visit by looking her up and down and seemed to have a particular interest in Plaintiff's lower body and legs. This made Plaintiff very uncomfortable.

13. As time went on, and Mr. Logalbo settled into his new role as Head of Court, his aberrant behavior towards Plaintiff seemed to increase in boldness and frequency. Mr. Logalbo's leering and sexual commentary became a constant—and totally unwelcome—part of Plaintiff's workday. Moreover, during his tenure as Plaintiff's supervisor, Mr. Logalbo continued to remind her of his close bonds with the elected District Attorney, telling her, as well as others in North Court, that he was "Todd's best friend."

Plaintiff Is Retaliated Against

- 14. Plaintiff is aware of at least one person with managerial authority who attempted to speak to Mr. Logalbo about his behavior and the hostile work environment it was generating. This effort, however, proved ineffective when Mr. Logalbo reportedly responded: "What are they going to do, fire me? I'm Todd's best friend."
- 15. Despite Mr. Logalbo's relative lack of managerial experience, as well as his widely known harassing behavior, in November 2020, Mr. Spitzer promoted his friend again. This time, Mr. Logalbo was elevated to the position of Senior Assistant District Attorney, or Grade Six. This rank not only involves great responsibility and corresponding financial benefits, but Mr. Spitzer placed Mr. Logalbo in charge of *all* of branch court operations. When this promotion was announced, another female district attorney lodged a formal complaint of sexual harassment against Mr. Logalbo with the OCDA.
- 16. OCDA's Human Resources representative Matthew Petit then commenced an internal investigation into the actions of Mr. Logalbo. Mr. Petit soon learned that Mr. Logalbo's behavior had not only been severe, pervasive, intimidating, and hostile, but that it had been witnessed by many people working within the OCDA. After speaking with Chief Deputy Shawn Nelson, however, Mr. Petit quickly developed "concerns" that executive leadership within the

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COMPLAINT FOR DAMAGES

investigation in Mr. Logalbo's conduct. The investigator concluded that Mr. Logablo committed

On April 28, 2021, Defendant COUNTY OF ORANGE released a report of its

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COMPLAINT FOR DAMAGES

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50. As a proximate result of the aforesaid acts of Defendants, and each of them, Plaintiff has suffered actual, consequential and incidental financial losses, including without limitation, loss of salary and benefits, and the intangible loss of employment related opportunities in her field and damage to her professional reputation, all in an amount subject to proof at the time of trial. Plaintiff claims such amounts as damages pursuant to Civil Code § 3287 and/or § 3288 and/or any other provision of law providing for prejudgment interest.

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1	51. As a proximate result of the wrongful acts of Defendants, and each of them, Plaintiff
2	has suffered and continues to suffer emotional distress, humiliation, mental anguish and
3	embarrassment, as well as the manifestation of physical symptoms. Plaintiff is informed and
4	believes and thereupon alleges that she will continue to experience said physical and emotional
5	suffering for a period in the future not presently ascertainable, all in an amount subject to proof
6	at the time of trial.
7	52. As a proximate result of the wrongful acts of Defendants, Plaintiff has been forced
8	to hire attorneys to prosecute her claims herein and has incurred and is expected to continue to
9	incur attorneys' fees and costs in connection therewith. Plaintiff is entitled to recover attorneys'
10	fees and costs under California Government Code § 12965(b).
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12	<u>PRAYER FOR RELIEF</u>
13	WHEREFORE, Plaintiff prays for judgment as follows:
14	1. For general damages in an amount within the jurisdictional limits of this Court;
15	2. For special damages, according to proof;
16	3. For medical expenses and related items of expense, according to proof;
17	4. For loss of earnings, according to proof;
18	5. For attorneys' fees, according to proof;
19	6. For prejudgment interest, according to proof;
20	7. For costs of suit incurred herein;
21	8. For declaratory relief;
22	9. For injunctive relief; and
23	10. For such other relief and the Court may deem just and proper.
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	COMPLAINT FOR DAMAGES
	II

DEMAND FOR JURY TRIAL Plaintiff hereby demands a trial by jury. MATT MURPHY LAW APC January 18, 2022 DATED: By: MATTHEW MURPHY Attorney for Plaintiff COMPLAINT FOR DAMAGES