



CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

RESOLUTION AUTHORIZING AND DIRECTING THE CITY ATTORNEY TO COMPROMISE AND SETTLE THE CASE OF EDITH GUILLEN V. CITY OF OAKLAND POLICE DEPARTMENT, ARAINA RICHARDS, ANNIE SLOAN, RENEE SYKES AND DOES 1 THROUGH 100, ALAMEDA COUNTY SUPERIOR COURT CASE NO. RG19027309, CITY ATTORNEY FILE NO. X04822-1, IN THE AMOUNT OF THREE HUNDRED FIFTY THOUSAND DOLLARS AND ZERO CENTS (\$350,000.00) (CITY ADMINISTRATOR – EMPLOYMENT DISCRIMINATION)

WHEREAS, the City of Oakland employed Plaintiff Edith Guillen as a neighborhood service coordinator in the Neighborhood Services Division from 2004 through 2018; and

WHEREAS, Edith Guillen, who identifies as Latinx, alleges that Guillen was subjected to racial discrimination, harassment, failure to prevent harassment and discrimination, and retaliation by three coworkers; and

WHEREAS, Edith Guillen claims that these coworkers made racially offensive remarks and treated Guillen differently because of Guillen's Latinx heritage; and

WHEREAS, Edith Guillen alleges that a homeless person at the Oakland Police Department Eastmont Station racially harassed Guillen for over a year and inadequate corrective action was taken to prevent the harassment; and

WHEREAS, Superior Court of the State of California, County of Alameda, Case No. RG19027309, was filed against the City of Oakland, Araina Richards, Annie Sloan, and Renee Sykes alleging claims for racial discrimination, harassment, failure to prevent harassment and discrimination, and retaliation; and

WHEREAS, without admitting fault or wrongdoing, the City has determined to compromise Edith Guillen's claims against it and Araina Richards, Annie Sloan, and Renee Sykes for the sum of Three Hundred Fifty Thousand Dollars and Zero Cents (\$350,000.00); now, therefore, be it

RESOLVED: That the City Attorney is authorized and directed to compromise and settle the case of *Edith Guillen v. City of Oakland Police Department, Araina Richards, Annie Sloan, Renee Sykes and DOES 1 through 100*, Alameda County Superior Court Case No. RG19027309, for the sum of Three Hundred Fifty Thousand Dollars and Zero Cents (\$350,000.00); and be it

FURTHER RESOLVED: That the City Attorney is further authorized and directed to take whatever steps as may be necessary to effect said settlement.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - FIFE, GALLO, KALB, KAPLAN, REID, TAYLOR, THAO AND
PRESIDENT FORTUNATO BAS

NOES –
ABSENT –
ABSTENTION –

ATTEST: _____
ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California

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