

CITY OF OAKLAND



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December 7, 2021

HONORABLE CITY COUNCIL
Oakland, California

**Subject: Denise BonGiovanni v. City of Oakland and DOES 1 – 10
United States District Court, Northern District of California
Case No. 3:21-cv-01303-EMC
City Attorney File No. X05251
(Oakland Animal Services – Civil Rights/Employment)**

President Fortunato Bas and Members of the City Council:

Pursuant to Section 401 of the Charter, the City Attorney has prepared and requests your approval of a resolution authorizing compromise and settlement of the above-entitled claims for the sum of One Hundred Fifty Thousand Dollars and Zero Cents (\$150,000.00), to be paid as (1) Seventy-Five Thousand Four Hundred Forty-Five Dollars and Ninety-Seven Cents (\$75,445.97) payable to Denise BonGiovanni; and (2) Seventy-Four Thousand Five Hundred Fifty-Four Dollars and Three Cents (\$74,554.03) payable to Angela Alioto, Professional Law Corporation.

This action arises from a lawsuit filed by plaintiff Denise BonGiovanni against the City alleging that plaintiff was subjected to a hostile work environment during her employment with the City because of her gender and sexual orientation and that plaintiff suffered retaliation for complaining. BonGiovanni alleges that the Animal Control Officers she supervised created an abusive environment by devaluing and disrespecting and bullying BonGiovanni and other female employees. BonGiovanni claims the City did not take action in response to her complaints which led to further harassment and retaliation. The City denies any wrongdoing or liability and does not admit any of Plaintiff's allegations.

The Council authorized settlement of this case in Closed Session on Thursday, November 4, 2021 (moved by Councilmember Rebecca Kaplan and seconded by Councilmember Dan Kalb - 8 Ayes).

Respectfully submitted,

A handwritten signature in blue ink that reads "Barbara J. Parker". The signature is fluid and cursive.

BARBARA J. PARKER
City Attorney

Assigned Attorneys:
Andrew S. Huang
Meeti Sudame

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