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Attorneys for Plaintiff,  
ASHA DANIELS

SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF LOS ANGELES

ASHA DANIELS, an Individual;

Plaintiff,

v.

BIG GRRRL BIG TOURING, INC, a  
Delaware Corporation; MELISSA  
JEFFERSON (aka "LIZZO"), as an  
Individual; AMANDA NOMURA, as an  
Individual, and DOES 1 through 10,  
inclusive,

Defendants.

CASE NO.:

**COMPLAINT FOR DAMAGES**

- (1) FEHA HOSTILE WORK ENVIRONMENT: SEXUAL HARASSMENT;
- (2) FEHA FAILURE TO PREVENT AND/OR REMEDY HOSTILE WORK ENVIRONMENT SEXUAL HARASSMENT;
- (3) FEHA RACIAL HARASSMENT;
- (4) FEHA DISABILITY DISCRIMINATION;
- (5) FAILURE TO ACCOMMODATE IN VIOLATION OF FEHA;
- (6) FAILURE TO ENGAGE IN THE INTERACTIVE PROCESS IN VIOLATION OF FEHA;
- (7) RETALIATION IN VIOLATION OF FEHA;
- (8) RETALIATION IN VIOLATION OF LABOR CODE §§ 1102.5 AND 6310; AND
- (9) ASSAULT.

**DEMAND FOR JURY TRIAL**

1 Plaintiff, ASHA DANIELS (hereinafter referred to as, “DANIELS” or “Plaintiff”), an  
2 Individual, in her complaint against Defendants, BIG GRRRL BIG TOURING, INC., a Delaware  
3 Corporation (hereinafter referred to as, “BGBT” or “Defendant”), MELISSA JEFFERSON  
4 (professionally known and hereinafter referred to as, “LIZZO” or “Defendant”), an Individual,  
5 AMANDA NOMURA (hereinafter referred to as, “NOMURA” or “Defendant”), and CARLINA  
6 GUGLIOTTA (hereinafter referred to as, “GUGLIOTTA”), (collectively referred to as  
7 “Defendants”), respectfully alleges, avers, and complains as follows:

8  
9 **INTRODUCTION**

- 10  
11 1. This is an action brought by the Plaintiff, DANIELS, pursuant to California statutory,  
12 decision, and regulatory laws. Plaintiff was an employee of Defendants, BGBT and LIZZO  
13 at all times herein mentioned. Defendant NOMURA was the supervising agent for BGBT  
14 and LIZZO at all times herein mentioned.  
15  
16 2. Plaintiff alleged that California statutory, decisional, and regulatory laws prohibit the  
17 conduct by Defendants herein alleged, and therefore Plaintiff has an entitlement to monetary  
18 relief on the basis that Defendants violated such statutes, decisional law, and regulations.  
19

20 **JURISDICTION AND VENUE**

- 21  
22 3. Jurisdiction is proper in this court by virtue of the California statutes, decisional law, and  
23 regulations, and the local rules under the Los Angeles County Superior Court Rules.  
24  
25 4. Venue in this Court is proper in that Defendant LIZZO is a resident of the City of Los  
26 Angeles, County of Los Angeles, State of California.

27 //

28 //

1 5. Venue is this Court is also proper in that Defendant NOMURA is a resident of the City of  
2 Los Angeles, County of Los Angeles, State of California.

3  
4 **PARTIES**

5  
6 6. At all times herein mentioned, Plaintiff DANIELS is and has been a resident of the City of  
7 New York, State of New York.

8  
9 7. Defendant BGBT is and at all times herein mentioned has been a Delaware Corporation,  
10 with the capacity to sue and to be sued, and doing business, with a principal place of business  
11 located at 1013 Centre Road, Suite 403s, Wilmington, Delaware 19805.

12  
13 8. Defendant LIZZO is and at all times herein mentioned has been an individual residing in  
14 Los Angeles County, California with the capacity to sue and to be sued.

15  
16 9. Defendant NOMURA is and at all times herein mentioned has been an individual residing  
17 in Los Angeles County, California with the capacity to sue and to be sued.

18  
19 10. Defendant GUGLIOTA is and at all times herein mentioned has been an individual residing  
20 in Los Angeles County, California with the capacity to sue and to be sued.

21  
22 11. Plaintiff is informed and believes and thereon alleges that each of the Defendants herein  
23 were at all times the agent, employee, or representative of each remaining Defendant and  
24 were at all times herein acting within and outside the scope and purpose of said agency and  
25 employment. Plaintiff further alleges that as to each Defendant, whether named, or referred  
26 to as a fictitious name, said Defendants supervised, ratified, controlled, acquiesced in,  
27 adopted, directed, substantially participated in, and/or approved the acts, errors, or  
28 omissions, of each remaining Defendant.

12. The true names and capacities of the Defendants named herein as DOES 1 through 10, inclusive, whether individual, corporate, partnership, association, or otherwise, are unknown to Plaintiff who therefore sues these Defendants by such fictitious names. Plaintiff will request leave of court to amend this Complaint to allege their true names and capacities at such time as they are ascertained.

### **FACTUAL ALLEGATIONS**

13. In or about September 2022, Plaintiff designed custom pieces for the dancers on LIZZO's tour.

14. In or about January of 2023, Defendant NOMURA contacted Plaintiff and requested that Plaintiff join LIZZO's tour. NOMURA was LIZZO's Wardrobe Manager and was Plaintiff's primary point of contact representing LIZZO's management team. Since Plaintiff designed custom pieces for the tour, NOMURA reasoned Plaintiff would be the best individual to assure the dancers' clothing is altered and repaired correctly during the tour. Plaintiff rearranged her schedule, canceling her fashion show and missing out on other work opportunities to accept joining LIZZO's tour as a favor to NOMURA.

15. Plaintiff was looking forward to working with LIZZO and her team because of the values LIZZO portrays in public, i.e., a healthy, diverse environment with virtues of respect and empowerment of women. Unfortunately, the opposite turned out to be true. Plaintiff believes the following experiences of degradation, forced physical labor, denial of medical care, sexual harassment, and racial harassment were allowed to take place by LIZZO's management without consequence because she is a Black woman.

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1 16. On or about February 14, 2023, Plaintiff began working on LIZZO's tour. Plaintiff reported  
2 to NOMURA, who was Plaintiff's supervisor for the entirety of her employment with  
3 LIZZO's tour.

4  
5 17. The disappointing reality of working on LIZZO's tour sunk in at the get-go. Plaintiff often  
6 worked seven (7) days a week, from approximately 6:00 a.m. to 2:00 a.m., and was  
7 frequently denied breaks by NOMURA. Plaintiff's movement and communication with  
8 others were constantly monitored and policed by NOMURA. Even during the rare,  
9 designated days off, Plaintiff was pressured to always work while she was on the tour.  
10 Plaintiff is informed and believes this directive came from LIZZO's management.

11  
12 18. Adding to the uncomfortable environment of LIZZO's tour, Plaintiff was specifically  
13 instructed to never interact with LIZZO herself because LIZZO would be jealous. Plaintiff  
14 was instructed to "tone it down" if she was ever to interact with LIZZO - specifically  
15 referencing not to dress attractively in front of LIZZO. NOMURA shared that one time  
16 LIZZO was bothered NOMURA was seen by LIZZO's boyfriend, and became very upset  
17 and jealous towards NOMURA. NOMURA explained that LIZZO would get upset the  
18 same way with Plaintiff if Plaintiff interacted with LIZZO and/or LIZZO's boyfriend.

19  
20 19. Almost immediately, Plaintiff was introduced to the culture of racism and bullying on  
21 LIZZO's tour. Plaintiff witnessed LIZZO's approximately ten (10) background dancers  
22 (including Arianna Davis, Crystal Williams and Noelle Rodriguez) being forced to change  
23 in and out of their clothing in small, tight, changing areas during all the shows with little to  
24 no privacy whatsoever. Members of LIZZO's stage crew, primarily white males, would  
25 lewdly gawk, sneer, and giggle while watching the dancers rush through their outfit-  
26 changes.

27 //

28 //

1 20. Plaintiff expressed concern to NOMURA about utter lack of privacy and necessary  
2 accommodations and tools Black female performers would need on tour. However,  
3 NOMURA merely laughed at the dancers' poor accommodations, and "advised" Plaintiff  
4 not to alert anyone else about the issue or try to fix the issue. Plaintiff would later learn  
5 details that led her to believe this was a set up to humiliate, degrade, alienate, and, in some  
6 cases, fire, the Black female performers.

7  
8 21. Often, the background dancers would directly inform Plaintiff when they would rip their  
9 fishnet stockings or other dance gear while dancing. The first time this happened, Plaintiff  
10 provided the dancer with an additional pair of stockings since there was a fully stocked  
11 inventory of fishnet stockings. However, Plaintiff was scolded by LIZZO's management for  
12 giving the dancer additional stockings and instructed her not to do so again. Plaintiff was  
13 also specifically instructed to not give certain dancers panties, mirrors, or items they would  
14 need and ask for, despite those items being stocked.

15  
16 22. Additionally, throughout the entirety of her employment, Plaintiff was forced to hear racist  
17 and fatphobic comments from NOMURA. Plaintiff witnessed NOMURA mock both LIZZO  
18 & LIZZO's background dancers on multiple occasions. NOMURA would imitate the  
19 dancers and LIZZO by doing an offensive stereotypical impression of a Black woman.  
20 NOMURA would also refer to Black women on the tour as "dumb," "useless," and "fat".

21  
22 23. Plaintiff, a Black woman, was offended by NOMURA's disgusting comments. Plaintiff told  
23 NOMURA directly her comments and imitations were offensive, especially in a work  
24 setting. NOMURA ignored Plaintiff's concerns much like Plaintiff's prior concerns of the  
25 lack of privacy and accommodations for the dancers.

26  
27 24. In or around mid-February of 2023, Plaintiff and NOMURA were transporting a heavy rack  
28 of clothing, when NOMURA rolled the rack over Plaintiff's foot. Plaintiff stopped and

1 informed NOMURA she needed to sit down, as her foot was in serious pain. Shockingly,  
2 NOMURA proceeded to shove Plaintiff into the rack of clothing, while asserting Plaintiff  
3 should not make excuses about her foot and must help NOMURA transport the clothing.  
4

5 25. Due to being shoved, Plaintiff lost her balance and rolled her ankle. The following day,  
6 Plaintiff came to work in “croc” shoes which minimized the pain. When NOMURA noticed  
7 the Plaintiff’s orthopedic shoes, she demanded Plaintiff to change into tennis shoes. Plaintiff  
8 explained her ankle was swollen and injured after the rack incident, and that it was painful  
9 to walk in tennis shoes. However, NOMURA forced Plaintiff to wear the painful tennis  
10 shoes so that she could move heavy cases while injured.  
11

12 26. Before agreeing to the tour, Plaintiff was explicitly promised that she would not have to  
13 perform physically demanding duties. This made the demand to change shoes unreasonable  
14 and caused unnecessary, compounded injury to Plaintiff. Not only was Plaintiff denied  
15 medical treatment (on this occasion and others) but was also forced to be on her feet the  
16 majority of the day and denied any rest – even after rolling her ankle. Despite LIZZO’s  
17 team knowing of the injury, Plaintiff was forced to sleep in a top bunk without a ladder,  
18 even after requesting an accommodation be made. This caused her to reinjure her ankle  
19 constantly. In addition, while being forced to help with loading heavy cases, Plaintiff broke  
20 2 acrylic nails past the nail bed resulting in open, bleeding wounds and was expected to  
21 continue with physical labor without medical treatment.  
22

23 27. On several occasions, NOMURA made statements and/or took physical actions to threaten  
24 Plaintiff and the entire crew: (1) she threatened Plaintiff and others that she would “kill a  
25 bitch” and “stab a bitch” when she could not find her medication. (2) she shoved a crew  
26 member in retaliation for revealing she was threatening to quit. (3) NOMURA snatched food  
27 out of a local worker’s hand for merely attempting to take an assigned break. (4) she  
28 expressed that she would “kill a bitch if it came down to it” if anyone threatened her job.

1 LIZZO's Management was well aware of this pattern of behavior. Defendant GUGLIOTTA,  
2 LIZZO's Tour Manager, even requested Plaintiff to record NOMURA without her  
3 knowledge, which Plaintiff did not do as it was both unethical and possibly unlawful.  
4

5 28. Compounding the disillusionment with LIZZO's tour, Plaintiff also endured sexual  
6 harassment by LIZZO's team. Specifically, there was a group chat of over 30+ people from  
7 the BGBT team, which included LIZZO tour management and Plaintiff. In the group  
8 message, a backstage manager sent a photo graphically depicting male genitalia. No one  
9 from LIZZO's management team addressed this graphic sexual imagery in the workplace  
10 appropriately. Instead, LIZZO's management found the image to be comical, further  
11 encouraging an unsafe, sexually charged workplace culture.  
12

13 29. As another example of this, when the tour got to Amsterdam, Plaintiff witnessed NOMURA,  
14 crew, and LIZZO's management openly discussing hiring sex workers for lewd sex acts,  
15 attending sex shows, and buying hard drugs. Plaintiff felt pressured to join such activities  
16 and found a way to secure one of her few days off to escape.  
17

18 30. Enough was enough. Despite being instructed not to speak with management, Plaintiff  
19 bravely decided to come forward. Later in the month of February 2023, Plaintiff informed  
20 GUGLIOTTA of the widespread racial and sexual harassment taking place on the tour.  
21 Specifically, Plaintiff told GUGLIOTTA that the Black dancers were being mocked,  
22 objectified, and denied accommodations by the stage crew and NOMURA. Plaintiff also  
23 told GUGLIOTTA that she and her local teams were victims of NOMURA's verbal and  
24 physical abuse, racist comments, bullying, and withholding of accommodations. Plaintiff  
25 explained she believes NOMURA's behavior was racially motivated, and stated, "It's not  
26 lost on me that I'm one of the only Black women working behind the scenes and I feel like  
27 [NOMURA] is treating me like I'm a slave."  
28

//



1 31. Plaintiff expected Gugliotta to inform LIZZO of what was happening on LIZZO's team  
2 because she believed LIZZO would not tolerate racist bullying towards her dancers or the  
3 few Black women that worked behind the scenes on her tour. Women who, after all, look  
4 just like LIZZO. Plaintiff is informed and believes GUGLIOTTA did, in fact, relay to  
5 LIZZO Plaintiff's reports of racism and mistreatment towards herself and the dancers.  
6 GUGLIOTTA reassured Plaintiff that bullying would not be tolerated.

7  
8 32. The toxic work environment continued without change. LIZZO's team ultimately fired  
9 Plaintiff without notice or reason. Plaintiff was later informed by GUGLIOTTA that  
10 "everyone knows [NOMURA] is crazy." GUGLIOTTA apologized to Plaintiff several times  
11 and acknowledged that although management was aware of NOMURA's behavior, she  
12 would be too hard to replace and NOMURA "wanted [Plaintiff] gone" for speaking up.  
13 Throughout the tour, Plaintiff received positive feedback for her designs and other work  
14 from performers, local crews, Gugliotta, and even NOMURA herself.

15  
16 33. In fact, The Big Grrls and tour musicians requested a meeting with management to dispute  
17 Plaintiff's firing and their request was denied. Plaintiff was abruptly fired before her contract  
18 was set to end and put on a March 6, 2023 flight home.

19  
20 34. Earlier on the day Plaintiff was fired, she suffered an allergic reaction that she notified both  
21 NOMURA and LIZZO's management about. Plaintiff was denied medical care, was yelled  
22 at for taking time to even look for medicine, and was pressured by NOMURA to keep  
23 working or be sent home. Despite the industry standard to have a medical team available at  
24 least by phone, no medical attention was ever provided.

25  
26 35. Audaciously, LIZZO's Management has since requested further design work from Plaintiff.

27 //

28 //

1 36. Due to the racist and sexualized work environment, and also the unreasonable physical  
2 requirements of the Plaintiff, she suffered constant anxiety and panic attacks during the tour  
3 from the racist and sexualized environments; she continues to suffer ongoing anxiety and  
4 PTSD after the tour; and she suffers from migraines and migraine-induced eye twitch and  
5 ocular distortions, brain fog, and fatigue.

6  
7 37. Prior to filing this Complaint, Plaintiff fulfilled any legal requirement or exhausted any  
8 administrative remedy imposed on her by having filed the substance of the claims alleged  
9 herein with the California Civil Rights Department and has received a Right to Sue Letter,  
10 dated September 18, 2023. Therefore, Plaintiff has substantially complied with all  
11 requirements for the filing of this Complaint and has timely exhausted her administrative  
12 remedies.

13  
14 **FIRST CAUSE OF ACTION**

15 **(FEHA Hostile Work Environment – Sexual Harassment)**

16 **(Plaintiff Against All Defendants)**

17  
18 38. Plaintiff incorporates all paragraphs above as though fully set forth herein.

19  
20 39. The conduct of Defendants LIZZO, BGBT, GUGLIOTTA and NORMURA created a  
21 hostile work environment for Plaintiff, making the conditions of their employment  
22 intolerable in direct contravention of various statutes and state law decisions, including but  
23 not limited to California Government Code §12940(h) and (j). Plaintiff was subjected to a  
24 hostile work environment due to, including but not limited to, Defendants' repeated  
25 exposure of Plaintiff to nudity in their employee group message.

26  
27 40. Such harassment was so severe or pervasive that it altered the terms and conditions of  
28 Plaintiff's employment, creating a hostile, abusive work environment and making Plaintiff's

1 working conditions intolerable. Said harassment was sufficiently extreme and pervasive to  
2 amount to a change in the terms and conditions of Plaintiff's employment.

3  
4 41. On or about February 14, 2023, Plaintiff began working on LIZZO's tour.

5  
6 42. The disappointing reality of working on LIZZO's tour sunk in at the get-go. Plaintiff was  
7 specifically instructed to never interact with LIZZO herself because LIZZO would be  
8 jealous. Plaintiff was instructed to "tone it down" if she was ever to interact with LIZZO -  
9 specifically referencing not to dress attractively in front of LIZZO. NOMURA shared that  
10 one time LIZZO was bothered NOMURA was seen by LIZZO's boyfriend, and became  
11 very upset and jealous towards NOMURA. NOMURA explained that LIZZO would get  
12 upset the same way with Plaintiff if Plaintiff interacted with LIZZO and/or LIZZO's  
13 boyfriend.

14  
15 43. Compounding the disillusionment with LIZZO's tour, Plaintiff endured sexual harassment  
16 by LIZZO's team. Specifically, there was a group chat of over 30+ people from the BGBT  
17 team, which included LIZZO tour management and Plaintiff. In the group message, a  
18 backstage manager sent a photo graphically depicting male genitalia. No one from LIZZO's  
19 management team addressed this graphic sexual imagery in the workplace appropriately.  
20 Instead, LIZZO's management found the image to be comical, further encouraging an  
21 unsafe, sexually charged workplace culture.

22  
23 44. As another example of this, when the tour got to Amsterdam, Plaintiff witnessed NOMURA,  
24 crew, and LIZZO's management openly discussing hiring sex workers for lewd sex acts,  
25 attending sex shows, and buying hard drugs. Plaintiff felt pressured to join such activities  
26 and found a way to secure one of her few days off to escape.

27 //

28 //

1 45. Despite being instructed to not speak with management, Plaintiff bravely decided to come  
2 forward. Later in the month of February 2023, Plaintiff informed Gugliotta of the  
3 widespread racial and sexual harassment taking place on the tour. Specifically, Plaintiff told  
4 Gugliotta that the Black dancers were being mocked, objectified, and denied  
5 accommodations by the stage crew and NOMURA. Plaintiff also told Gugliotta that she and  
6 her local teams were victims of NOMURA's verbal and physical abuse, racist comments,  
7 bullying, and withholding of accommodations.

8  
9 46. Plaintiff is informed and believes Gugliotta did, in fact, relay to LIZZO Plaintiff's reports  
10 of racism and mistreatment towards herself and the dancers. Gugliotta reassured Plaintiff  
11 that bullying would not be tolerated.

12  
13 47. The toxic work environment continued without change. LIZZO's team ultimately fired  
14 Plaintiff without notice or reason.

15  
16 48. Due to the racist and sexualized work environment, and also the unreasonable physical  
17 requirements of the Plaintiff, she suffered constant anxiety and panic attacks during the tour  
18 from the racist and sexualized environments; she continues to suffer ongoing Anxiety and  
19 PTSD after the tour; she suffers from migraines and migraine-induced eye twitch and ocular  
20 distortions, brain fog, and fatigue.

21  
22 49. As a direct and legal result of Defendants' conduct, and each of them, Plaintiff has suffered  
23 and continues to suffer general, consequential, and special damages, including but not  
24 limited to substantial losses in earnings, other employment benefits, physical injuries,  
25 physical sickness, as well as emotional distress, plus medical expenses, future medical  
26 expenses, and attorneys' fees, all to her damage in an amount according to proof.

27 //

28 //

1 50. As a proximate result of Defendants' conduct, Plaintiff has also suffered severe emotional  
2 distress, anxiety, pain and suffering, physical injuries, physical sickness, medical expenses,  
3 future medical expenses, attorneys' fees, and other damages to be determined at trial  
4 according to proof.

5  
6 51. Said actions justify the imposition of punitive damages in that Defendants committed the  
7 acts alleged herein maliciously, fraudulently and oppressively, with the wrongful intention  
8 of injuring Plaintiff, from an improper and evil motive amounting to malice, and in  
9 conscious disregard of Plaintiff's rights. Based upon the foregoing, Plaintiff is entitled to  
10 recover punitive damages from Defendants, and each of them, in an amount according to  
11 proof.

12  
13 **SECOND CAUSE OF ACTION**

14 **(FEHA Failure to Prevent and/or Remedy**

15 **Hostile Work Environment Sexual Harassment)**

16 **(Plaintiff Against All Defendants)**

17  
18 52. Plaintiff incorporates all paragraphs above as though fully set forth herein.

19  
20 53. Plaintiff was subjected to harassment on the bases of her sex as alleged in more detail above.  
21 Such conduct is prohibited by the Fair Employment and Housing Act (FEHA), Cal. Gov.  
22 Code §12940, subdivisions (j) and (k).

23  
24 54. Under the FEHA, an employer is strictly liable for the harassing conduct of its agents and  
25 supervisors. (Fisher v. San Pedro Peninsula Hospital (1989) 214 Cal.App.3d 590). FEHA  
26 also requires employers to take all reasonable steps necessary to prevent unlawful  
27 harassment from occurring (Gov. code §12940(j), (k)).

28 //

1 55. Defendants, and each of them, knew of the harassing conduct that Plaintiff endured, for  
2 Plaintiff's manager, NORMURA, was in the group message that received the sexually  
3 explicit image of male genitalia. Furthermore, Plaintiff informed the lead management of  
4 the LIZZO and BGBT tour, Gugliotta, that she felt sexually harassed by the image in the  
5 group message. Lastly, the sexually charged environment of the BGBT tour was not a secret  
6 to LIZZO, her management team, or the background dancers, who have already come  
7 forward in a separate lawsuit to voice their experience of the sexually hostile work  
8 environment.

9  
10 56. Plaintiff endured sexual harassment by LIZZO's team. Specifically, there was a group chat  
11 of over 30+ people from the BGBT team, which included LIZZO tour management and  
12 Plaintiff. In the group message, a backstage manager sent a photo graphically depicting male  
13 genitalia. No one from LIZZO's management team addressed this graphic sexual imagery  
14 in the workplace appropriately. Instead, LIZZO's management found the image to be  
15 comical, further encouraging an unsafe, sexually charged workplace culture.

16  
17 57. As another example of this, when the tour got to Amsterdam, Plaintiff witnessed NOMURA,  
18 crew, and LIZZO's management openly discussing hiring sex workers for lewd sex acts,  
19 attending sex shows, and buying hard drugs. Plaintiff felt pressured to join such activities  
20 and found a way to secure one of her few days off to escape.

21  
22 58. Despite being instructed to not speak with management, Plaintiff bravely decided to come  
23 forward. Later in the month of February 2023, Plaintiff informed Gugliotta of the  
24 widespread racial and sexual harassment taking place on the tour. Specifically, Plaintiff told  
25 Gugliotta that the Black dancers were being mocked, objectified, and denied  
26 accommodations by the stage crew and NOMURA. Plaintiff also told Gugliotta that she and  
27 her local teams were victims of NOMURA's verbal and physical abuse, racist comments,  
28 bullying, and withholding of accommodations.

1 59. Plaintiff is informed and believes Gugliotta did, in fact, relay to LIZZO Plaintiff's reports  
2 of racism and mistreatment towards herself and the dancers. Gugliotta reassured Plaintiff  
3 that bullying would not be tolerated.

4  
5 60. The toxic work environment continued without change. LIZZO's team ultimately fired  
6 Plaintiff without notice or reason.

7  
8 61. Due to the racist and sexualized work environment, and also the unreasonable physical  
9 requirements of the Plaintiff, she suffered constant anxiety and panic attacks during the tour  
10 from the racist and sexualized environments; she continues to suffer ongoing Anxiety and  
11 PTSD after the tour; she suffers from migraines and migraine-induced eye twitch and ocular  
12 distortions, brain fog, and fatigue.

13  
14 62. Defendants failed to take immediate and appropriate corrective action to stop the  
15 harassment.

16  
17 63. As a direct and legal result of Defendants' conduct, and each of them, Plaintiff has suffered  
18 and continues to suffer general, consequential, and special damages, including but not  
19 limited to substantial losses in earnings, other employment benefits, physical injuries,  
20 physical sickness, as well as emotional distress, plus medical expenses, future medical  
21 expenses, and attorneys' fees (including expert costs), all to her damage in the amount  
22 according to proof.

23  
24 64. As a proximate result of Defendants' conduct, Plaintiff has also suffered severe emotional  
25 distress, anxiety, pain and suffering, physical injuries, physical sickness, medical expenses,  
26 future medical expenses, attorneys' fees, and other damages to be determined at trial  
27 according to proof.

28 //

65. Said actions justify the imposition of punitive damages in that Defendants committed the acts alleged herein maliciously, fraudulently and oppressively, with the wrongful intention of injuring Plaintiff, from an improper and evil motives amounting to malice, and in conscious disregard of Plaintiff's rights. Defendants had notice and knowledge of the sexually hostile work environment that Plaintiff faced but failed to take reasonable steps to prevent such conduct. Based upon the foregoing, Plaintiff is entitled to recover punitive damages from Defendants, and each of them, in an amount according to proof.

### **THIRD CAUSE OF ACTION**

#### **(FEHA Racial Harassment)**

#### **(Plaintiff Against Defendant All Defendants)**

66. Plaintiff incorporates all paragraphs above as though fully set forth herein.

67. The conduct of Defendant BGBT created a hostile work environment for Plaintiff, making the conditions of her employment intolerable in direct contravention of various statutes and state law decisions, including but not limited to California Government Code §12940(h) and (j). Plaintiff was subjected to a hostile work environment due to, including but not limited to, Defendant NORMURA's racist comments.

68. On or about February 14, 2023, Plaintiff began working on LIZZO's tour. Plaintiff reported to NOMURA, who was Plaintiff's supervisor for the entirety of her employment with LIZZO's tour.

69. Almost immediately, Plaintiff was introduced to the culture of racism and bullying on LIZZO's tour. Plaintiff witnessed LIZZO's approximately ten (10) background dancers (including Arianna Davis, Crystal Williams and Noelle Rodriguez) being forced to change in and out of their clothing in small, tight, changing areas during all the shows with little to



1 no privacy whatsoever. Members of LIZZO's stage crew, primarily white males, would  
2 lewdly gawk, sneer, and giggle while watching the dancers rush through their outfit-  
3 changes.

4  
5 70. Plaintiff expressed concern to NOMURA about utter lack of privacy and necessary  
6 accommodations and tools Black female performers would need on tour. However,  
7 NOMURA merely laughed at the dancers' poor accommodations, and "advised" Plaintiff  
8 not to alert anyone else about the issue or try to fix the issue. Plaintiff would later learn  
9 details that led her to believe this was a set up to humiliate, degrade, alienate, and, in some  
10 cases, fire, the Black female performers.

11  
12 71. Often, the background dancers would directly inform Plaintiff when they would rip their  
13 fishnet stockings or other dance gear while dancing. The first time this happened, Plaintiff  
14 provided the dancer with an additional pair of stockings since there was a fully stocked  
15 inventory of fishnet stockings. However, Plaintiff was scolded by LIZZO's management for  
16 giving the dancer additional stockings and instructed her not to do so again. Plaintiff was  
17 also specifically instructed to not give certain dancers panties, mirrors, or items they would  
18 need and ask for, despite those items being stocked.

19  
20 72. Additionally, throughout the entirety of her employment, Plaintiff was forced to hear racist  
21 and fatphobic comments from NOMURA. Plaintiff witnessed NOMURA mock both LIZZO  
22 & LIZZO's background dancers on multiple occasions. NOMURA would imitate the  
23 dancers and LIZZO by doing an offensive stereotypical impression of a Black woman.  
24 NOMURA would also refer to Black women on the tour as "dumb," "useless," and "fat".

25  
26 73. Plaintiff, a Black woman, was offended by NOMURA's disgusting comments. Plaintiff told  
27 NOMURA directly her comments and imitations were offensive, especially in a work  
28

1 setting. NOMURA ignored Plaintiff's concerns much like Plaintiff's prior concerns of the  
2 lack of privacy and accommodations for the dancers.

3  
4 74. Despite being instructed to not speak with management, Plaintiff bravely decided to come  
5 forward. Later in the month of February 2023, Plaintiff informed Gugliotta of the  
6 widespread racial and sexual harassment taking place on the tour. Specifically, Plaintiff told  
7 Gugliotta that the Black dancers were being mocked, objectified, and denied  
8 accommodations by the stage crew and NOMURA. Plaintiff also told Gugliotta that she and  
9 her local teams were victims of NOMURA's verbal and physical abuse, racist comments,  
10 bullying, and withholding of accommodations. Plaintiff explained she believes NOMURA's  
11 behavior was racially motivated, and stated, "It's not lost on me that I'm one of the only  
12 Black women working behind the scenes and I feel like [NOMURA] is treating me like I'm  
13 a slave."

14  
15 75. Plaintiff expected Gugliotta to inform LIZZO of what was happening on LIZZO's team  
16 because she believed LIZZO would not tolerate racist bullying towards her dancers or the  
17 few Black women that worked behind the scenes on her tour. Women who, after all, look  
18 just like LIZZO. Plaintiff is informed and believes GUGLIOTTA did, in fact, relay to  
19 LIZZO Plaintiff's reports of racism and mistreatment towards herself and the dancers.  
20 GUGLIOTTA reassured Plaintiff that bullying would not be tolerated.

21  
22 76. The toxic work environment continued without change. LIZZO's team ultimately fired  
23 Plaintiff without notice or reason. Plaintiff was later informed by GUGLIOTTA that  
24 "everyone knows [NOMURA] is crazy." GUGLIOTTA apologized to Plaintiff several times  
25 and acknowledged that although management was aware of NOMURA's behavior, she  
26 would be too hard to replace and NOMURA "wanted [Plaintiff] gone" for speaking up.  
27 Throughout the tour, Plaintiff received positive feedback for her designs and other work  
28 from performers, local crews, GUGLIOTTA, and even NOMURA herself.

1 77. Due to the racist and sexualized work environment, and also the unreasonable physical  
2 requirements of the Plaintiff, she suffered constant anxiety and panic attacks during the tour  
3 from the racist and sexualized environments; she continues to suffer ongoing Anxiety and  
4 PTSD after the tour; she suffers from migraines and migraine-induced eye twitch and ocular  
5 distortions, brain fog, and fatigue.

6  
7 78. Such discrimination and harassment were so severe or pervasive that it altered the terms and  
8 conditions of Plaintiff's employment, creating a hostile, abusive work environment and  
9 making her working conditions intolerable. Said discrimination and harassment was a  
10 regular occurrence and sufficiently extreme to amount to a change in the terms and  
11 conditions of Plaintiff's employment.

12  
13 79. As a direct and legal result of Defendants' conduct, and each of them, Plaintiff has suffered  
14 and continues to suffer general, consequential, and special damages, including but not  
15 limited to substantial losses in earnings, other employment benefits, physical injuries,  
16 physical sickness, as well as emotional distress, plus medical expenses, future medical  
17 expenses, and attorneys' fees, all to her damage in an amount according to proof.

18  
19 80. As a proximate result of Defendants' conduct, Plaintiff has also suffered severe emotional  
20 distress, anxiety, pain and suffering, physical injuries, physical sickness, medical expenses,  
21 future medical expenses, attorneys' fees, and other damages to be determined at trial  
22 according to proof.

23  
24 81. Said actions justify the imposition of punitive damages in that Defendants committed the  
25 acts alleged herein maliciously, fraudulently and oppressively, with the wrongful intention  
26 of injuring Plaintiff, from an improper and evil motive amounting to malice, and in  
27 conscious disregard of Plaintiff's rights. Based upon the foregoing, Plaintiff is entitled to  
28

1 recover punitive damages from Defendants, and each of them, in an amount according to  
2 proof.

3  
4 **FOURTH CAUSE OF ACTION**

5 **(FEHA Disability Discrimination)**

6 **(Plaintiff Against All Defendants)**

7  
8 82. Plaintiff incorporates all paragraphs above as though fully set forth herein.

9  
10 83. At all times mentioned in this complaint, Defendants regularly employed five or more  
11 persons, bringing Defendants within the provisions of FEHA, Government Code, §  
12 12926(d).

13  
14 84. This cause of action is brought pursuant to the FEHA, Gov. Code § 12940(a), prohibiting  
15 the termination of an employee, such as Plaintiff, from employment or to discriminate  
16 against an employee, such as Plaintiff, on the basis of the employee's disability.

17  
18 85. In or around mid-February of 2023, Plaintiff and NOMURA were transporting a heavy rack  
19 of clothing, when NOMURA rolled the rack over Plaintiff's foot. Plaintiff stopped and  
20 informed NOMURA she needed to sit down, as her foot was in serious pain. Shockingly,  
21 NOMURA proceeded to shove Plaintiff into the rack of clothing, while asserting Plaintiff  
22 should not make excuses about her foot and must help NOMURA transport the clothing.

23  
24 86. Due to being shoved, Plaintiff lost her balance and rolled her ankle. The following day,  
25 Plaintiff came to work in "croc" shoes which minimized the pain. When NOMURA noticed  
26 the Plaintiff's orthopedic shoes, she demanded Plaintiff to change into tennis shoes. Plaintiff  
27 explained her ankle was swollen and injured after the rack incident, and that it was painful  
28 to walk in tennis shoes. However, NOMURA forced Plaintiff to wear the painful tennis

shoes so that she could move heavy cases while injured.

87. Before agreeing to the tour, Plaintiff was explicitly promised that she would not have to perform physically demanding duties. This made the demand to change shoes unreasonable and caused unnecessary, compounded injury to Plaintiff. Not only was Plaintiff denied medical treatment (on this occasion and others), but was also forced to be on her feet the majority of the day and denied any rest – even after rolling her ankle. Despite LIZZO’s team knowing of the injury, Plaintiff was forced to sleep in a top bunk without a ladder, even after requesting an accommodation be made. This caused her to reinjure her ankle constantly. In addition, while being forced to help with loading heavy cases, Plaintiff broke 2 acrylic nails past the nail bed resulting in open, bleeding wounds and was expected to continue with physical labor without medical treatment.

88. Later in the month of February 2023, Plaintiff informed GUGLIOTTA of the widespread racial and sexual harassment taking place on the tour. Specifically, Plaintiff told GUGLIOTTA that the Black dancers were being mocked, objectified, and denied accommodations by the stage crew and NOMURA. Plaintiff also told GUGLIOTTA that she and her local teams were victims of NOMURA’s verbal and physical abuse, racist comments, bullying, and withholding of accommodations. Plaintiff explained she believes NOMURA’s behavior was racially motivated, and stated, “It’s not lost on me that I’m one of the only Black women working behind the scenes and I feel like [NOMURA] is treating me like I’m a slave.”

89. Plaintiff expected GUGLIOTTA to inform LIZZO of what was happening on LIZZO’s team because she believed LIZZO would not tolerate racist bullying towards her dancers or the few Black women that worked behind the scenes on her tour. Women who, after all, look just like LIZZO. Plaintiff is informed and believes GUGLIOTTA did, in fact, relay to LIZZO Plaintiff’s reports of racism and mistreatment towards herself and the dancers.

1 GUGLIOTTA reassured Plaintiff that bullying would not be tolerated.

2

3 90. The toxic work environment continued without change. LIZZO's team ultimately fired  
4 Plaintiff without notice or reason. Plaintiff was later informed by GUGLIOTTA that  
5 "everyone knows [NOMURA] is crazy." GUGLIOTTA apologized to Plaintiff several times  
6 and acknowledged that although management was aware of NOMURA's behavior, she  
7 would be too hard to replace and NOMURA "wanted [Plaintiff] gone" for speaking up.  
8 Throughout the tour, Plaintiff received positive feedback for her designs and other work  
9 from performers, local crews, GUGLIOTTA, and even NOMURA herself.

10

11 91. The day Plaintiff was fired, she suffered an allergic reaction that she notified both  
12 NOMURA and LIZZO's management about. Plaintiff was denied medical care, was yelled  
13 at by NOMURA for taking a break to find medicine, and was pressured by NOMURA to  
14 keep working or be sent home. Despite the industry standard to have a medical team  
15 available at least by phone, no medical attention was ever provided.

16

17 92. Due to the racist and sexualized work environment, and also the unreasonable physical  
18 requirements of the Plaintiff, she suffered constant anxiety and panic attacks during the tour  
19 from the racist and sexualized environments; she continues to suffer ongoing Anxiety and  
20 PTSD after the tour; she suffers from migraines and migraine-induced eye twitch and ocular  
21 distortions, brain fog, and fatigue.

22

23 93. Defendants were on notice of Plaintiff's disability, for NOMURA, the Wardrobe Manager  
24 of Defendants was the one who caused Plaintiff's injury and subsequent disability. In  
25 addition to injuring Plaintiff, NOMURA prohibited Plaintiff from wearing shoes that would  
26 accommodate her disability.

27 //

28 //

1 94. Defendants' adverse actions, including, but not limited to, their failure to accommodate  
2 Plaintiff's disability, was at least in part in retaliation for Plaintiff elaborating on her  
3 disability.

4  
5 95. But for Plaintiff's disability, Defendants would not have taken adverse employment actions.  
6

7 96. As a direct and legal result of Defendants' conduct, Plaintiff has suffered and continues to  
8 suffer substantial losses of wages, salary, benefits and additional amounts of money that  
9 Plaintiff would have received if Defendants had not discriminated against her, as alleged  
10 above. As a result of such discrimination and consequent harm, Plaintiff has suffered such  
11 damages in an amount according to proof. Plaintiff claims such amounts as damages  
12 pursuant to California Civil Code § 3287 and/or § 3288 and/or any other provision of law  
13 providing for prejudgment interest.  
14

15 97. As the further legal result of Defendants' conduct, Plaintiff has been harmed in that she has  
16 suffered the intangible loss of such employment-related opportunities as experience and  
17 status in the positions previously held by her, all to her damage in an amount according to  
18 proof.  
19

20 98. The above-cited conduct of Defendants was done with malice, fraud and oppression, and in  
21 reckless disregard of Plaintiff's rights under the FEHA. Defendants consciously,  
22 intentionally and in conscious disregard of her rights discriminated against Plaintiff because  
23 of her disability. Plaintiff is thus entitled to recover punitive damages from Defendants in  
24 an amount according to proof.  
25

26 99. As the result of Defendants' discriminatory acts as alleged herein, Plaintiff is entitled to  
27 reasonable attorney's fees and costs of suit as provided by FEHA, Gov. Code § 12965(b).  
28 //

1 **FIFTH CAUSE OF ACTION**

2 **Failure to Accommodate in Violation of FEHA**

3 **(Plaintiff Against All Defendants)**

4  
5 100. Plaintiff incorporates all paragraphs above as though fully set forth herein.

6  
7 101. Defendants have an affirmative duty under FEHA to reasonably accommodate disabled  
8 workers. Such a duty arises regardless of whether the employee requested any  
9 accommodation, for FEHA entitles disabled employees to preferential consideration in  
10 reassignment of existing employees. (*Jensen v. Wells Fargo Bank* (2000) 85 Cal.App.4th  
11 245).

12  
13 102. On or about February 14, 2023, Plaintiff began working on LIZZO's tour. Plaintiff reported  
14 to NOMURA, who was Plaintiff's supervisor for the entirety of her employment with  
15 LIZZO's tour.

16  
17 103. In or around mid-February of 2023, Plaintiff and NOMURA were transporting a heavy rack  
18 of clothing, when NOMURA rolled the rack over Plaintiff's foot. Plaintiff stopped and  
19 informed NOMURA she needed to sit down, as her foot was in serious pain. Shockingly,  
20 NOMURA proceeded to shove Plaintiff into the rack of clothing, while asserting Plaintiff  
21 should not make excuses about her foot and must help NOMURA transport the clothing.

22  
23 104. Due to being shoved, Plaintiff lost her balance and rolled her ankle. The following day,  
24 Plaintiff came to work in "croc" shoes which minimized the pain. When NOMURA noticed  
25 the Plaintiff's orthopedic shoes, she demanded Plaintiff to change into tennis shoes. Plaintiff  
26 explained her ankle was swollen and injured after the rack incident, and that it was painful  
27 to walk in tennis shoes. However, NOMURA forced Plaintiff to wear the painful tennis  
28 shoes so that she could move heavy cases while injured.



1 105. Before agreeing to the tour, Plaintiff was explicitly promised that she would not have to  
2 perform physically demanding duties. This made the demand to change shoes unreasonable  
3 and caused unnecessary, compounded injury to Plaintiff. Not only was Plaintiff denied  
4 medical treatment (on this occasion and others), but was also forced to be on her feet the  
5 majority of the day and denied any rest – even after rolling her ankle. Despite LIZZO’s  
6 team knowing of the injury, Plaintiff was forced to sleep in a top bunk without a ladder,  
7 even after requesting an accommodation be made. This caused her to reinjure her ankle  
8 constantly. In addition, while being forced to help with loading heavy cases, Plaintiff broke  
9 2 acrylic nails past the nail bed resulting in open, bleeding wounds and was expected to  
10 continue with physical labor without medical treatment.

11  
12 106. Later in the month of February 2023, Plaintiff informed GUGLIOTTA of the widespread  
13 racial and sexual harassment taking place on the tour. Specifically, Plaintiff told  
14 GUGLIOTTA that the Black dancers were being mocked, objectified, and denied  
15 accommodations by the stage crew and NOMURA. Plaintiff also told GUGLIOTTA that  
16 she and her local teams were victims of NOMURA’s verbal and physical abuse, racist  
17 comments, bullying, and withholding of accommodations. Plaintiff explained she believes  
18 NOMURA’s behavior was racially motivated, and stated, “It’s not lost on me that I’m one  
19 of the only Black women working behind the scenes and I feel like [NOMURA] is treating  
20 me like I’m a slave.”

21  
22 107. Plaintiff expected GUGLIOTTA to inform LIZZO of what was happening on LIZZO’s team  
23 because she believed LIZZO would not tolerate racist bullying towards her dancers or the  
24 few Black women that worked behind the scenes on her tour. Women who, after all, look  
25 just like LIZZO. Plaintiff is informed and believes GUGLIOTTA did, in fact, relay to  
26 LIZZO Plaintiff’s reports of racism and mistreatment towards herself and the dancers.  
27 GUGLIOTTA reassured Plaintiff that bullying would not be tolerated.

28 //

1 108. The toxic work environment continued without change. LIZZO's team ultimately fired  
2 Plaintiff without notice or reason. Plaintiff was later informed by GUGLIOTTA that  
3 "everyone knows [NOMURA] is crazy." GUGLIOTTA apologized to Plaintiff several times  
4 and acknowledged that although management was aware of NOMURA's behavior, she  
5 would be too hard to replace and NOMURA "wanted [Plaintiff] gone" for speaking up.  
6 Throughout the tour, Plaintiff received positive feedback for her designs and other work  
7 from performers, local crews, GUGLIOTTA, and even NOMURA herself.

8  
9 109. The day Plaintiff was fired, she suffered an allergic reaction that she notified both  
10 NOMURA and LIZZO's management about. Plaintiff was denied medical care, was yelled  
11 at by NOMURA for taking a break to find medicine, and was pressured by NOMURA to  
12 keep working or be sent home. Despite the industry standard to have a medical team  
13 available at least by phone, no medical attention was ever provided.

14  
15 110. Due to the racist and sexualized work environment, and also the unreasonable physical  
16 requirements of the Plaintiff, she suffered constant anxiety and panic attacks during the tour  
17 from the racist and sexualized environments; she continues to suffer ongoing Anxiety and  
18 PTSD after the tour; she suffers from migraines and migraine-induced eye twitch and ocular  
19 distortions, brain fog, and fatigue.

20  
21 111. Defendants were aware of Plaintiff's disability, set forth above because, NOMURA, the  
22 Wardrobe Manager of Defendants was the one who caused Plaintiff's injury and subsequent  
23 disability. In addition to injuring Plaintiff, NOMURA prohibited Plaintiff from wearing  
24 shoes that would accommodate her disability.

25  
26 112. As a direct and legal result of Defendants' failure to accommodate Plaintiff's disability,  
27 Plaintiff has suffered and continues to suffer general, consequential, and special damages,  
28 including but not limited to substantial losses in earnings, other employment benefits,

1 physical injuries, physical sickness, as well as emotional distress, plus medical expenses,  
2 future medical expenses, and attorneys' fees all to her damage in an amount according to  
3 proof.

4  
5 113. Said discrimination and/or refusal to accommodate was wrongful and justifies the  
6 imposition of punitive damages, for refusing to accommodate Plaintiff's need to wear  
7 comfortable shoes was against public policy. Defendants intentionally failed to  
8 accommodate Plaintiff, acted maliciously, fraudulently, and oppressively, with the wrongful  
9 intention of injuring Plaintiff. Defendant acted with an evil purpose, in an intentional and  
10 deliberate manner, in violation of Plaintiff's civil rights and/or with conscious disregard of  
11 Plaintiff's rights. Based upon the foregoing, Plaintiff is entitled to recover punitive damages  
12 in an amount according to proof from Defendants and each of them.

13  
14 **SIXTH CAUSE OF ACTION**

15 **Failure to Engage in the Interactive Process**

16 **(Plaintiff Against All Defendants)**

17  
18 114. Plaintiff incorporates all paragraphs above as though fully set forth herein.

19  
20 115. Plaintiff, at all relevant times herein, suffered from a FEHA protected disability.

21  
22 116. Defendants were aware of Plaintiff's disability, set forth above because, NOMURA, the  
23 Wardrobe Manager of Defendants was the one who caused Plaintiff's injury and subsequent  
24 disability. In addition to injuring Plaintiff, NOMURA prohibited Plaintiff from wearing  
25 shoes that would accommodate her disability, without engaging in a proper interactive  
26 process before doing so.

27 //

28 //

1 117. Plaintiff did not cause the breakdown of the interactive process with Defendants. Rather,  
2 Defendants caused the breakdown of the interactive process with Plaintiff when they refused  
3 to provide Plaintiff accommodations for her disability. Instead of accommodating her,  
4 Defendant refused to allow Plaintiff to wear comfortable shoes, then subsequently  
5 terminated her employment. Despite the fact that Defendant NORMURA caused Plaintiff's  
6 disability, Defendants did not engage in a timely, good faith interactive process with  
7 Plaintiff to find an accommodation for her disability.

8  
9 118. As a direct and legal result of Defendants' conduct, and each of them, Plaintiff has suffered  
10 and continues to suffer general, consequential, and special damages, including but not  
11 limited to substantial losses in earnings, other employment benefits, physical injuries,  
12 physical sickness, as well as emotional distress, plus medical expenses, future medical  
13 expenses, and attorneys' fees, all to her damages in an amount according to proof.

14  
15 119. As a further legal result of Defendants' conduct, Plaintiff has been harmed in that she has  
16 suffered the intangible loss of such employment-related opportunities as experience and  
17 status in the positions previously held by her, those she would have held, all to her damage  
18 in an amount according to proof.

19  
20 120. Said actions justify the imposition of punitive damages in that Defendants committed the  
21 acts alleged herein maliciously, fraudulently, and oppressively, with the wrongful intention  
22 of injuring Plaintiff, from an improper and evil motive amounting to malice, and in  
23 conscious disregard of Plaintiff's rights. Based upon the foregoing, Plaintiff is entitled to  
24 recover punitive damages from Defendants, and each of them, in an amount according to  
25 proof.

26 //

27 //

28 //

**SEVENTH CAUSE OF ACTION**

**Retaliation in Violation of FEHA**

**(Plaintiff Against All Defendants)**

121. Plaintiff incorporates all paragraphs above as though fully set forth herein.

122. At all times herein mentioned in this complaint, Defendants regularly employed five or more persons, bringing Defendants within the provisions of the FEHA Gov. Code, § 12926(d).

123. This cause of action is brought pursuant to FEHA, Gov. Code § 12940(h) preventing Defendants from discharging or otherwise discriminating against employees, such as Plaintiff, for exercising her rights protected under FEHA, such as requesting an accommodation for a disability and/or complaining of sexual harassment, and/or racial discrimination.

124. Defendants' adverse actions, including, but not limited to, Plaintiff's termination, and failure to accommodate, were at least in part, in retaliation for Plaintiff's disability, her complaints about sexual harassment, and her complaints about racial discrimination.

125. On or about February 14, 2023, Plaintiff began working on LIZZO's tour. Plaintiff reported to NOMURA, who was Plaintiff's supervisor for the entirety of her employment with LIZZO's tour.

126. The disappointing reality of working on LIZZO's tour sunk in at the get-go. Plaintiff often worked seven (7) days a week, from approximately 6:00 a.m. to 2:00 a.m., and was frequently denied breaks by NOMURA. Plaintiff's movement and communication with others were constantly monitored and policed by NOMURA. Even during the rare, designated days off, Plaintiff was pressured to always work while she was on the tour.

1 Plaintiff is informed and believes this directive came from LIZZO's management.

2  
3 127. Adding to the uncomfortable environment of LIZZO's tour, Plaintiff was specifically  
4 instructed to never interact with LIZZO herself because LIZZO would be jealous. Plaintiff  
5 was instructed to "tone it down" if she was ever to interact with LIZZO - specifically  
6 referencing not to dress attractively in front of LIZZO. NOMURA shared that one time  
7 LIZZO was bothered NOMURA was seen by LIZZO's boyfriend, and became very upset  
8 and jealous towards NOMURA. NOMURA explained that LIZZO would get upset the  
9 same way with Plaintiff if Plaintiff interacted with LIZZO and/or LIZZO's boyfriend.

10  
11 128. Almost immediately, Plaintiff was introduced to the culture of racism and bullying on  
12 LIZZO's tour. Plaintiff witnessed LIZZO's approximately ten (10) background dancers  
13 (including Arianna Davis, Crystal Williams and Noelle Rodriguez) being forced to change  
14 in and out of their clothing in small, tight, changing areas during all the shows with little to  
15 no privacy whatsoever. Members of LIZZO's stage crew, primarily white males, would  
16 lewdly gawk, sneer, and giggle while watching the dancers rush through their outfit-  
17 changes.

18  
19 129. Plaintiff expressed concern to NOMURA about utter lack of privacy and necessary  
20 accommodations and tools Black female performers would need on tour. However,  
21 NOMURA merely laughed at the dancers' poor accommodations, and "advised" Plaintiff  
22 not to alert anyone else about the issue or try to fix the issue. Plaintiff would later learn  
23 details that led her to believe this was a set up to humiliate, degrade, alienate, and, in some  
24 cases, fire, the Black female performers.

25  
26 130. Often, the background dancers would directly inform Plaintiff when they would rip their  
27 fishnet stockings or other dance gear while dancing. The first time this happened, Plaintiff  
28 provided the dancer with an additional pair of stockings since there was a fully stocked

1 inventory of fishnet stockings. However, Plaintiff was scolded by LIZZO's management for  
2 giving the dancer additional stockings and instructed her not to do so again. Plaintiff was  
3 also specifically instructed to not give certain dancers panties, mirrors, or items they would  
4 need and ask for, despite those items being stocked.

5  
6 131. Additionally, throughout the entirety of her employment, Plaintiff was forced to hear racist  
7 and fatphobic comments from NOMURA. Plaintiff witnessed NOMURA mock both LIZZO  
8 & LIZZO's background dancers on multiple occasions. NOMURA would imitate the  
9 dancers and LIZZO by doing an offensive stereotypical impression of a Black woman.  
10 NOMURA would also refer to Black women on the tour as "dumb," "useless," and "fat".

11  
12 132. Plaintiff, a Black woman, was offended by NOMURA's disgusting comments. Plaintiff told  
13 NOMURA directly her comments and imitations were offensive, especially in a work  
14 setting. NOMURA ignored Plaintiff's concerns much like Plaintiff's prior concerns of the  
15 lack of privacy and accommodations for the dancers.

16  
17 133. In or around mid-February of 2023, Plaintiff and NOMURA were transporting a heavy rack  
18 of clothing, when NOMURA rolled the rack over Plaintiff's foot. Plaintiff stopped and  
19 informed NOMURA she needed to sit down, as her foot was in serious pain. Shockingly,  
20 NOMURA proceeded to shove Plaintiff into the rack of clothing, while asserting Plaintiff  
21 should not make excuses about her foot and must help NOMURA transport the clothing.

22  
23 134. Due to being shoved, Plaintiff lost her balance and rolled her ankle. The following day,  
24 Plaintiff came to work in "croc" shoes which minimized the pain. When NOMURA noticed  
25 the Plaintiff's orthopedic shoes, she demanded Plaintiff to change into tennis shoes. Plaintiff  
26 explained her ankle was swollen and injured after the rack incident, and that it was painful  
27 to walk in tennis shoes. However, NOMURA forced Plaintiff to wear the painful tennis  
28 shoes so that she could move heavy cases while injured.

1 135. Before agreeing to the tour, Plaintiff was explicitly promised that she would not have to  
2 perform physically demanding duties. This made the demand to change shoes unreasonable  
3 and caused unnecessary, compounded injury to Plaintiff. Not only was Plaintiff denied  
4 medical treatment (on this occasion and others), but was also forced to be on her feet the  
5 majority of the day and denied any rest – even after rolling her ankle. Despite LIZZO’s  
6 team knowing of the injury, Plaintiff was forced to sleep in a top bunk without a ladder,  
7 even after requesting an accommodation be made. This caused her to reinjure her ankle  
8 constantly. In addition, while being forced to help with loading heavy cases, Plaintiff broke  
9 2 acrylic nails past the nail bed resulting in open, bleeding wounds and was expected to  
10 continue with physical labor without medical treatment.

11  
12 136. On several occasions, NOMURA made statements and/or took physical actions to threaten  
13 Plaintiff and the entire crew: (1) NOMURA threatened Plaintiff and others that she would  
14 “kill a bitch” and “stab a bitch” when she could not find her medication. (2) NOMURA  
15 shoved a crew member in retaliation for revealing she was threatening to quit. (3) NOMURA  
16 snatched food out of a local worker’s hand for merely attempting to take an assigned break.  
17 (4) NOMURA expressed that she would “kill a bitch if it came down to it” if anyone  
18 threatened her job. LIZZO’s Management was well aware of this pattern of behavior.  
19 Carlina GUGLIOTTA (hereinafter, “GUGLIOTTA”), LIZZO’s Tour Manager, even  
20 requested Plaintiff to record NOMURA without her knowledge, which Plaintiff did not do  
21 as it was both unethical and possibly unlawful.

22  
23 137. Compounding the disillusionment with LIZZO’s tour, Plaintiff also endured sexual  
24 harassment by LIZZO’s team. Specifically, there was a group chat of over 30+ people from  
25 the BGBT team, which included LIZZO tour management and Plaintiff. In the group  
26 message, a backstage manager sent a photo graphically depicting male genitalia. No one  
27 from LIZZO’s management team addressed this graphic sexual imagery in the workplace  
28 appropriately. Instead, LIZZO’s management found the image to be comical, further



1 encouraging an unsafe, sexually charged workplace culture.

2  
3 138. As another example of this, when the tour got to Amsterdam, Plaintiff witnessed NOMURA,  
4 crew, and LIZZO's management openly discussing hiring sex workers for lewd sex acts,  
5 attending sex shows, and buying hard drugs. Plaintiff felt pressured to join such activities  
6 and found a way to secure one of her few days off to escape.

7  
8 139. Enough was enough. Despite being instructed to not speak with management, Plaintiff  
9 bravely decided to come forward. Later in the month of February 2023, Plaintiff informed  
10 GUGLIOTTA of the widespread racial and sexual harassment taking place on the tour.  
11 Specifically, Plaintiff told GUGLIOTTA that the Black dancers were being mocked,  
12 objectified, and denied accommodations by the stage crew and NOMURA. Plaintiff also  
13 told GUGLIOTTA that she and her local teams were victims of NOMURA's verbal and  
14 physical abuse, racist comments, bullying, and withholding of accommodations. Plaintiff  
15 explained she believes NOMURA's behavior was racially motivated, and stated, "It's not  
16 lost on me that I'm one of the only Black women working behind the scenes and I feel like  
17 [NOMURA] is treating me like I'm a slave."

18  
19 140. Plaintiff expected GUGLIOTTA to inform LIZZO of what was happening on LIZZO's team  
20 because she believed LIZZO would not tolerate racist bullying towards her dancers or the  
21 few Black women that worked behind the scenes on her tour. Women who, after all, look  
22 just like LIZZO. Plaintiff is informed and believes GUGLIOTTA did, in fact, relay to  
23 LIZZO Plaintiff's reports of racism and mistreatment towards herself and the dancers.  
24 GUGLIOTTA reassured Plaintiff that bullying would not be tolerated.

25  
26 141. The toxic work environment continued without change. LIZZO's team ultimately fired  
27 Plaintiff without notice or reason. Plaintiff was later informed by GUGLIOTTA that  
28 "everyone knows [NOMURA] is crazy." GUGLIOTTA apologized to Plaintiff several times

1 and acknowledged that although management was aware of NOMURA's behavior, she  
2 would be too hard to replace and NOMURA "wanted [Plaintiff] gone" for speaking up.  
3 Throughout the tour, Plaintiff received positive feedback for her designs and other work  
4 from performers, local crews, GUGLIOTTA, and even NOMURA herself.

5  
6 142. In fact, The Big Grrls and tour musicians requested a meeting with management to dispute  
7 Plaintiff's firing and their request was denied. Plaintiff was abruptly fired before her contract  
8 was set to end and put on a March 6, 2023 flight home.

9  
10 143. The day Plaintiff was fired, she suffered an allergic reaction that she notified both  
11 NOMURA and LIZZO's management about. Plaintiff was denied medical care, was yelled  
12 at by NOMURA for taking a break to find medicine, and was pressured by NOMURA to  
13 keep working or be sent home. Despite the industry standard to have a medical team  
14 available at least by phone, no medical attention was ever provided.

15  
16 144. Due to the racist and sexualized work environment, and also the unreasonable physical  
17 requirements of the Plaintiff, she suffered constant anxiety and panic attacks during the tour  
18 from the racist and sexualized environments; she continues to suffer ongoing Anxiety and  
19 PTSD after the tour; she suffers from migraines and migraine-induced eye twitch and ocular  
20 distortions, brain fog, and fatigue.

21  
22 145. As a direct and legal result of Defendants' conduct, and each of them, Plaintiff has suffered  
23 and continues to suffer general, consequential, and special damages, including but not  
24 limited to substantial losses in earnings, other employment benefits, physical injuries,  
25 physical sickness, as well as emotional distress, plus medical expenses, future medical  
26 expenses, and attorneys' fees, all to her damage in an amount according to proof.

27 //

28 //

1 146. As a further legal result of Defendants' conduct, Plaintiff has been harmed in that she has  
2 suffered the intangible loss of such employment-related opportunities as experience and  
3 status in the positions previously held by her, those she would have held, all to her damage  
4 in an amount according to proof.

5  
6 147. As a proximate result of Defendants' conduct, Plaintiff has also suffered severe emotional  
7 distress, anxiety, pain and suffering, physical injuries, physical sickness, medical expenses,  
8 future medical expenses, attorneys' fees, and other damages to be determined in an amount  
9 according to proof.

10  
11 148. Said actions justify the imposition of punitive damages in that Defendants committed the  
12 acts alleged herein maliciously, fraudulently, and oppressively, with the wrongful intention  
13 of injuring Plaintiff, from an improper and evil motive amount to malice, and in conscious  
14 disregard of Plaintiff's rights. Defendants had notice and knowledge of the harassment,  
15 discrimination, and Plaintiff's disability but failed to take reasonable steps to prevent such  
16 conduct. Based upon the foregoing, Plaintiff is entitled to recover punitive damages from  
17 Defendants, and each of them, in an amount according to proof.

18  
19 **EIGHTH CAUSE OF ACTION**

20 **Retaliation in Violation of California Labor Code §§ 1102.5 and 6310**

21 **(Plaintiff Against All Defendants)**

22  
23 149. Plaintiff incorporates all paragraphs above as though fully set forth herein.

24  
25 150. At all times herein mentioned in this Complaint, California Labor Code §§ 1102.5 and 6310  
26 was in full force and effect and binding on Defendants and Defendants were subject to its  
27 terms. Defendants wrongfully retaliated against Plaintiff for reasons and in a manner  
28 contrary to public policy, on a pre-textual basis, because of her complaints about workplace

harassment and discrimination, as herein above alleged.

151. Pursuant to California Labor Code § 1102.5, subdivision (c), and California Labor Code § 6310, subdivision (b), an employer, or any person acting on behalf of the employer, shall not retaliate against an employee for refusing to participate in an activity that would result in violation of state or federal statute, or a violation of or noncompliance with a local, state, or federal rule or regulation.

152. On or about February 14, 2023, Plaintiff began working on LIZZO's tour. Plaintiff reported to NOMURA, who was Plaintiff's supervisor for the entirety of her employment with LIZZO's tour.

153. The disappointing reality of working on LIZZO's tour sunk in at the get-go. Plaintiff often worked seven (7) days a week, from approximately 6:00 a.m. to 2:00 a.m., and was frequently denied breaks by NOMURA. Plaintiff's movement and communication with others were constantly monitored and policed by NOMURA. Even during the rare, designated days off, Plaintiff was pressured to always work while she was on the tour. Plaintiff is informed and believes this directive came from LIZZO's management.

154. Adding to the uncomfortable environment of LIZZO's tour, Plaintiff was specifically instructed to never interact with LIZZO herself because LIZZO would be jealous. Plaintiff was instructed to "tone it down" if she was ever to interact with LIZZO - specifically referencing not to dress attractively in front of LIZZO. NOMURA shared that one time LIZZO was bothered NOMURA was seen by LIZZO's boyfriend, and became very upset and jealous towards NOMURA. NOMURA explained that LIZZO would get upset the same way with Plaintiff if Plaintiff interacted with LIZZO and/or LIZZO's boyfriend.

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1 155. Almost immediately, Plaintiff was introduced to the culture of racism and bullying on  
2 LIZZO's tour. Plaintiff witnessed LIZZO's approximately ten (10) background dancers  
3 (including Arianna Davis, Crystal Williams and Noelle Rodriguez) being forced to change  
4 in and out of their clothing in small, tight, changing areas during all the shows with little to  
5 no privacy whatsoever. Members of LIZZO's stage crew, primarily white males, would  
6 lewdly gawk, sneer, and giggle while watching the dancers rush through their outfit-  
7 changes.

8  
9 156. Plaintiff expressed concern to NOMURA about utter lack of privacy and necessary  
10 accommodations and tools Black female performers would need on tour. However,  
11 NOMURA merely laughed at the dancers' poor accommodations, and "advised" Plaintiff  
12 not to alert anyone else about the issue or try to fix the issue. Plaintiff would later learn  
13 details that led her to believe this was a set up to humiliate, degrade, alienate, and, in some  
14 cases, fire, the Black female performers.

15  
16 157. Often, the background dancers would directly inform Plaintiff when they would rip their  
17 fishnet stockings or other dance gear while dancing. The first time this happened, Plaintiff  
18 provided the dancer with an additional pair of stockings since there was a fully stocked  
19 inventory of fishnet stockings. However, Plaintiff was scolded by LIZZO's management for  
20 giving the dancer additional stockings and instructed her not to do so again. Plaintiff was  
21 also specifically instructed to not give certain dancers panties, mirrors, or items they would  
22 need and ask for, despite those items being stocked.

23  
24 158. Additionally, throughout the entirety of her employment, Plaintiff was forced to hear racist  
25 and fatphobic comments from NOMURA. Plaintiff witnessed NOMURA mock both LIZZO  
26 & LIZZO's background dancers on multiple occasions. NOMURA would imitate the  
27 dancers and LIZZO by doing an offensive stereotypical impression of a Black woman.  
28 NOMURA would also refer to Black women on the tour as "dumb," "useless," and "fat".

1 159. Plaintiff, a Black woman, was offended by NOMURA’s disgusting comments. Plaintiff told  
2 NOMURA directly her comments and imitations were offensive, especially in a work  
3 setting. NOMURA ignored Plaintiff’s concerns much like Plaintiff’s prior concerns of the  
4 lack of privacy and accommodations for the dancers.

5  
6 160. In or around mid-February of 2023, Plaintiff and NOMURA were transporting a heavy rack  
7 of clothing, when NOMURA rolled the rack over Plaintiff’s foot. Plaintiff stopped and  
8 informed NOMURA she needed to sit down, as her foot was in serious pain. Shockingly,  
9 NOMURA proceeded to shove Plaintiff into the rack of clothing, while asserting Plaintiff  
10 should not make excuses about her foot and must help NOMURA transport the clothing.

11  
12 161. Due to being shoved, Plaintiff lost her balance and rolled her ankle. The following day,  
13 Plaintiff came to work in “croc” shoes which minimized the pain. When NOMURA noticed  
14 the Plaintiff’s orthopedic shoes, she demanded Plaintiff to change into tennis shoes. Plaintiff  
15 explained her ankle was swollen and injured after the rack incident, and that it was painful  
16 to walk in tennis shoes. However, NOMURA forced Plaintiff to wear the painful tennis  
17 shoes so that she could move heavy cases while injured.

18  
19 162. Before agreeing to the tour, Plaintiff was explicitly promised that she would not have to  
20 perform physically demanding duties. This made the demand to change shoes unreasonable  
21 and caused unnecessary, compounded injury to Plaintiff. Not only was Plaintiff denied  
22 medical treatment (on this occasion and others), but was also forced to be on her feet the  
23 majority of the day and denied any rest – even after rolling her ankle. Despite LIZZO’s  
24 team knowing of the injury, Plaintiff was forced to sleep in a top bunk without a ladder,  
25 even after requesting an accommodation be made. This caused her to reinjure her ankle  
26 constantly. In addition, while being forced to help with loading heavy cases, Plaintiff broke  
27 2 acrylic nails past the nail bed resulting in open, bleeding wounds and was expected to  
28 continue with physical labor without medical treatment.

1 163. On several occasions, NOMURA made statements and/or took physical actions to threaten  
2 Plaintiff and the entire crew: (1) NOMURA threatened Plaintiff and others that she would  
3 “kill a bitch” and “stab a bitch” when she could not find her medication. (2) NOMURA  
4 shoved a crew member in retaliation for revealing she was threatening to quit. (3) NOMURA  
5 snatched food out of a local worker’s hand for merely attempting to take an assigned break.  
6 (4) NOMURA expressed that she would “kill a bitch if it came down to it” if anyone  
7 threatened her job. LIZZO’s Management was well aware of this pattern of behavior.  
8 Carlina GUGLIOTTA (hereinafter, “GUGLIOTTA”), LIZZO’s Tour Manager, even  
9 requested Plaintiff to record NOMURA without her knowledge, which Plaintiff did not do  
10 as it was both unethical and possibly unlawful.

11  
12 164. Compounding the disillusionment with LIZZO’s tour, Plaintiff also endured sexual  
13 harassment by LIZZO’s team. Specifically, there was a group chat of over 30+ people from  
14 the BGBT team, which included LIZZO tour management and Plaintiff. In the group  
15 message, a backstage manager sent a photo graphically depicting male genitalia. No one  
16 from LIZZO’s management team addressed this graphic sexual imagery in the workplace  
17 appropriately. Instead, LIZZO’s management found the image to be comical, further  
18 encouraging an unsafe, sexually charged workplace culture.

19  
20 165. As another example of this, when the tour got to Amsterdam, Plaintiff witnessed NOMURA,  
21 crew, and LIZZO’s management openly discussing hiring sex workers for lewd sex acts,  
22 attending sex shows, and buying hard drugs. Plaintiff felt pressured to join such activities  
23 and found a way to secure one of her few days off to escape.

24  
25 166. Enough was enough. Despite being instructed to not speak with management, Plaintiff  
26 bravely decided to come forward. Later in the month of February 2023, Plaintiff informed  
27 GUGLIOTTA of the widespread racial and sexual harassment taking place on the tour.  
28 Specifically, Plaintiff told GUGLIOTTA that the Black dancers were being mocked,

1 objectified, and denied accommodations by the stage crew and NOMURA. Plaintiff also  
2 told GUGLIOTTA that she and her local teams were victims of NOMURA's verbal and  
3 physical abuse, racist comments, bullying, and withholding of accommodations. Plaintiff  
4 explained she believes NOMURA's behavior was racially motivated, and stated, "It's not  
5 lost on me that I'm one of the only Black women working behind the scenes and I feel like  
6 [NOMURA] is treating me like I'm a slave."

7  
8 167. Plaintiff expected GUGLIOTTA to inform LIZZO of what was happening on LIZZO's team  
9 because she believed LIZZO would not tolerate racist bullying towards her dancers or the  
10 few Black women that worked behind the scenes on her tour. Women who, after all, look  
11 just like LIZZO. Plaintiff is informed and believes GUGLIOTTA did, in fact, relay to  
12 LIZZO Plaintiff's reports of racism and mistreatment towards herself and the dancers.  
13 GUGLIOTTA reassured Plaintiff that bullying would not be tolerated.

14  
15 168. The toxic work environment continued without change. LIZZO's team ultimately fired  
16 Plaintiff without notice or reason. Plaintiff was later informed by GUGLIOTTA that  
17 "everyone knows [NOMURA] is crazy." GUGLIOTTA apologized to Plaintiff several times  
18 and acknowledged that although management was aware of NOMURA's behavior, she  
19 would be too hard to replace and NOMURA "wanted [Plaintiff] gone" for speaking up.  
20 Throughout the tour, Plaintiff received positive feedback for her designs and other work  
21 from performers, local crews, GUGLIOTTA, and even NOMURA herself.

22  
23 169. In fact, The Big Grrls and tour musicians requested a meeting with management to dispute  
24 Plaintiff's firing and their request was denied. Plaintiff was abruptly fired before her contract  
25 was set to end and put on a March 6, 2023 flight home.

26  
27 170. The day Plaintiff was fired, she suffered an allergic reaction that she notified both  
28 NOMURA and LIZZO's management about. Plaintiff was denied medical care, was yelled



1 at by NOMURA for taking a break to find medicine, and was pressured by NOMURA to  
2 keep working or be sent home. Despite the industry standard to have a medical team  
3 available at least by phone, no medical attention was ever provided.

4  
5 171. Due to the racist and sexualized work environment, and also the unreasonable physical  
6 requirements of the Plaintiff, she suffered constant anxiety and panic attacks during the tour  
7 from the racist and sexualized environments; she continues to suffer ongoing Anxiety and  
8 PTSD after the tour; she suffers from migraines and migraine-induced eye twitch and ocular  
9 distortions, brain fog, and fatigue.

10  
11 172. Said retaliation was and is in violation of § §1102.5 and 6310. of the Labor Code because  
12 the actual reason for terminating Plaintiff was for her complaints of Defendants' illegal  
13 activities, specifically, Defendants' sexual and racial harassment.

14  
15 173. As a direct and legal result of Defendants' retaliatory actions against Plaintiff for her  
16 protected activity herein referenced, Plaintiff has suffered and continues to suffer general,  
17 consequential, and special damages, including but not limited to substantial losses in  
18 earnings, other employment benefits, physical injuries, physical sickness, as well as  
19 emotional distress, plus medical expenses, future medical expenses, and attorneys' fees, all  
20 to her damage in an amount according to proof.

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1 **NINTH CAUSE OF ACTION**

2 **Assault**

3 **(Plaintiff Against Defendant NOMURA)**

4  
5 174. Plaintiff incorporates all paragraphs above as though fully set forth herein.

6  
7 175. On or about February 14, 2023, Plaintiff began working on LIZZO's tour. Plaintiff  
8 reported to NOMURA, who was Plaintiff's supervisor for the entirety of her employment  
9 with LIZZO's tour.

10  
11 176. In or around mid-February of 2023, Plaintiff and NOMURA were transporting a heavy  
12 rack of clothing, when NOMURA rolled the rack over Plaintiff's foot. Plaintiff stopped  
13 and informed NOMURA she needed to sit down, as her foot was in serious  
14 pain. Shockingly, NOMURA proceeded to shove Plaintiff into the rack of clothing, while  
15 asserting Plaintiff should not make excuses about her foot and must help NOMURA  
16 transport the clothing.

17  
18 177. Due to being shoved, Plaintiff lost her balance and rolled her ankle. The following day,  
19 Plaintiff came to work in "croc" shoes which minimized the pain. When NOMURA  
20 noticed the Plaintiff's orthopedic shoes, she demanded Plaintiff to change into tennis  
21 shoes. Plaintiff explained her ankle was swollen and injured after the rack incident, and  
22 that it was painful to walk in tennis shoes. However, NOMURA forced Plaintiff to wear  
23 the painful tennis shoes so that she could move heavy cases while injured.

24  
25 178. On several occasions, NOMURA made statements and/or took physical actions to threaten  
26 Plaintiff and the entire crew: (1) NOMURA threatened Plaintiff and others that she would  
27 "kill a bitch" and "stab a bitch" when she could not find her medication. (2) NOMURA  
28 shoved a crew member in retaliation for revealing she was threatening to quit. (3)

1 NOMURA snatched food out of a local worker's hand for merely attempting to take an  
2 assigned break. (4) NOMURA expressed that she would "kill a bitch if it came down to  
3 it" if anyone threatened her job. LIZZO's Management was well aware of this pattern of  
4 behavior. Carlina GUGLIOTTA (hereinafter, "GUGLIOTTA"), LIZZO's Tour Manager,  
5 even requested Plaintiff to record NOMURA without her knowledge, which Plaintiff did  
6 not do as it was both unethical and possibly unlawful.

7  
8 179. Defendant NOMURA committed these acts during the course and scope of her capacity  
9 as manager/supervising agent of BGBT and LIZZO.

10  
11 180. In doing the acts as alleged above, NOMURA intended to cause or to place Plaintiff in  
12 apprehension of harmful and offensive bodily contact.

13  
14 181. In fact, as alleged above, NOMURA made contact with Plaintiff's person.

15  
16 182. As a direct result of NOMURA's actions, Plaintiff was placed in great apprehension of  
17 harmful contact to her person.

18  
19 183. At no time did Plaintiff consent to being contacted by NOMURA.

20  
21 184. As a proximate result of the acts of NOMURA as alleged above, Plaintiff feared for her  
22 safety and was injured. This fear caused and continues to cause Plaintiff severe emotional  
23 distress. As a result of these injuries, Plaintiff have suffered general damages.

24  
25 185. Plaintiff is informed and believes that the aforesaid acts directed towards her were carried  
26 out with a conscious disregard for her right to be free from tortious behavior, such as to  
27 constitute oppression, fraud, and/or malice pursuant to California Civil Code § 3294,  
28 entitling Plaintiff to punitive damages in an amount appropriate to punish and deter

Defendant NOMURA from engaging in this type of behavior.

**PRAYER**

1. For damages according to proof, including unpaid wages, loss of earnings, deferred compensation, and other employment benefits;

2. For general damages, including but not limited to emotional distress, according to proof;

3. For other special damages according to proof, including but not limited to reasonable medical expenses;

4. For punitive damages according to proof;

5. For prejudgment interest on lost wages and benefits;

6. For costs incurred by Plaintiff, including reasonable attorneys' fees and costs of suit, in obtaining the benefits due to Plaintiff and for violations of Plaintiff's civil rights through the Fair Employment and Housing Act and Labor Code § 1102.5(j), as set forth above; and

7. For such other and further relief as the court deems just and proper.

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Dated: September 19, 2023  
WEST COAST EMPLOYMENT LAWYERS, APLC

By:   
Ronald Zambrano, Esq.  
Attorney for Plaintiff,  
ASHA DANIELS

**DEMAND FOR JURY TRIAL**

Plaintiff hereby respectfully demands a jury trial.

Dated: September 19, 2023  
WEST COAST EMPLOYMENT LAWYERS, APLC

By:   
Ronald Zambrano, Esq.  
Attorney for Plaintiff,  
ASHA DANIELS