

**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF GEORGIA
ATLANTA DIVISION**

SARAH BARBOUR,)
)
 Plaintiff,)
)
 v.)
)
 MARIETTA CITY SCHOOL DISTRICT,)
 and DEMARCO HOLLAND, in his)
 individual capacity,)
)
 Defendants.)
)
)
)

Civil Action
File No.:

JURY TRIAL DEMANDED

COMPLAINT FOR DAMAGES AND EQUITABLE RELIEF

COMES NOW, Plaintiff Sarah Barbour (“Ms. Barbour” or “Plaintiff”) and herein submits the following Complaint for Damages and Equitable Relief against Defendants Marietta City School District (“Defendant MCSD” or “the District”) and DeMarco Holland (“Dr. Holland” or “Defendant Holland”) (collectively “Defendants”).

1.

Plaintiff Sarah Barbour, who is a white woman, is the Director of the Marietta Student Life Center (“MSLC”), a counseling and other student support center housed in Marietta High School. After Ms. Barbour complained of violations of law that occurred under the supervision of former program director for the MSLC, a Black

woman, the Chief Human Resources Officer, Defendant DeMarco Holland, began using inflammatory, unfounded race-related allegations to silence Ms. Barbour's legitimate whistleblowing activity, undermine the program run by Ms. Barbour, falsify information to the Marietta Board of Education about program components and effectiveness, and persuade District leadership to eliminate a majority of the services offered by the MSLC (cutting 90% of school-based therapeutic services and 75% of non-therapeutic services), the necessity of which was backed by community demand and required by the District's Charter. Ms. Barbour hired counsel and filed an EEOC charge in November 2023. Subsequently, Superintendent Grant Rivera escalated in hostility toward Ms. Barbour, stripping her duties further while not revealing such cuts to the public, and blaming Ms. Barbour when truthful information about the MSLC's service cuts was made known to the public.

Making matters worse, a significant portion of the students served by MSLC's counseling services were members of the LGBTQ+ community. The District's retaliation against Ms. Barbour escalated further when she objected to the disparate negative impact on the LGBTQ+ community regarding cuts to the MSLC's services. At this point, while Ms. Barbour remains on contract, the District has cut almost all school-day services provided by the MSLC, stripped Ms. Barbour of the majority of her duties, and is papering her file with baseless issues in contemplation of eliminating her position at the end of this year.

2.

Ms. Barbour asserts claims for race discrimination in violation of 42 U.S.C § 1981 and 42 U.S.C § 1983, as well as whistleblower retaliation under O.C.G.A. § 45-1-4. She intends to amend this Complaint to file a Title VII claim once she receives a notice of right to sue from the U.S. Equal Employment Opportunity Commission (“EEOC”).

EXHAUSTION OF ADMINISTRATIVE REMEDIES

3.

Ms. Barbour has filed a charge of discrimination as to her Title VII race-related claims, and presently awaits a Notice of Right to Sue. Upon receipt of her notice of right to sue, she will have satisfied all administrative prerequisites to perfect her claims of discrimination and retaliation under Title VII.

JURISDICTION AND VENUE

4.

Plaintiff’s claims present federal questions over which this Court has jurisdiction pursuant to 28 U.S.C § 1331 and § 1343(a).

5.

The violations of Plaintiff’s rights occurred in the Northern District of Georgia. Venue is proper under 28 U.S.C § 1391(b) and (c), as a substantial part of

the events and omissions giving rise to Plaintiff's claims occurred in the Atlanta Division of the United States District Court for the Northern District of Georgia.

PARTIES

6.

Plaintiff Sarah Barbour is a white female who currently resides in Dekalb County, Georgia, which is in the Atlanta Division of the Northern District of Georgia.

7.

Defendant Marietta City School District is a local public school district located in Cobb County, Georgia. MCSD operates by virtue of Art. VIII § VII, ¶ 1 of the Georgia Constitution, which granted authority to counties to establish and maintain public schools within their limits but reserved authority in municipalities to maintain existing independent school systems.

8.

MCSD is governed by the Marietta City Board of Education and may be served with process upon its Chief Executive Officer, Superintendent Grant Rivera at 250 Howard Street, Marietta, GA 30060.

9.

Defendant DeMarco Holland serves as the Chief Human Resource Officer of MCSD. He is sued in his individual capacity and may be served with process by

personal service at his residence or by other means authorized by the Georgia Civil Practice Act.

FACTUAL BACKGROUND

10.

Ms. Barbour has served as the Director of the Marietta Student Life Center (“MSLC”) since November 2021.

11.

In her role as Director, she oversees a program that provides mental health support and other social services to at-risk students, including school-based therapy, mentoring, academic tutoring, and post-secondary planning. The students served are primarily in high school, but the MSLC also provides specialized programs and resources for all schools in the school district.

12.

Ms. Barbour’s predecessor in her current position was Dr. Rona Roberts, who is a Black female.

13.

In January 2022, a few months after she started employment, Ms. Barbour discovered that one of the programs run by the MSLC, Housing First, was mismanaged under Dr. Roberts’ leadership. She reported the problems to District leadership, which resulted in an audit of practices that were in place under Dr.

Roberts, including but not limited to the unauthorized release of confidential student information to a third party, as well as misreporting of information about student services in District paperwork.

14.

Employee Shikera Cook, a Black female, was responsible for misreporting information in District paperwork, including recording meetings and other events that did not occur. Following reporting of these issues to District leadership, Dr. Roberts, who is close to Ms. Cook, immediately became hostile toward Ms. Barbour.

15.

In August of 2022, the District hired a new Chief Human Resources Officer, Dr. DeMarco Holland. Dr. Holland is also Black. Dr. Holland also served in the role of Interim Principal of Marietta High School and Ms. Barbour's supervisor.

16.

Very soon after Dr. Holland commenced employment, he became close with Dr. Roberts.

17.

Shikera Cook resigned in approximately September 2022. Ms. Cook did not initiate a complaint about Ms. Barbour; however, Dr. Holland approached Cook and spontaneously, without prompting, asked if she was quitting because she felt that

Ms. Barbour discriminated against her based on race. Ms. Cook *denied* to Dr. Holland that she felt that Ms. Barbour racially discriminated against her.

18.

After Ms. Barbour reported violations of the Family Educational Rights and Privacy Act by Ms. Cook under Dr. Roberts' leadership of the MSLC, conflict arose because Dr. Roberts began interfering with MSLC's operations. Dr. Holland directed Ms. Barbour and Dr. Roberts to try to work together. When Plaintiff attempted to follow agreed upon communication protocols, Dr. Roberts refused to do so since Dr. Holland was friendly to her and would not hold her accountable.

19.

Dr. Holland, Dr. Roberts, and Ms. Barbour met to attempt to work through the communication issues. After this meeting, Dr. Holland pulled Ms. Barbour aside and accused her of having a "problem with Black women." Ms. Barbour vigorously protested this inflammatory, out-of-nowhere accusation, to which Dr. Holland responded by telling her to be quiet and not argue with him.

20.

No allegation of race discrimination, including those invented by Dr. Holland, has ever been substantiated against Ms. Barbour nor has she received any discipline for a bona fide finding of discrimination, including in her present position.

21.

Though Ms. Barbour and Dr. Roberts hold similar rank and title, and both reported to Dr. Holland in the 2022-2023 school year, Dr. Holland provided more support and resources to Dr. Roberts than he provided to Ms. Barbour.

22.

For example, Ms. Barbour requested weekly 1:1 meetings with Dr. Holland for coaching. He told her that he did not have time for her. However, he agreed to meet weekly with Dr. Roberts for that purpose.

23.

In May 2023, Dr. Holland completed Ms. Barbour's year-end evaluation. Ms. Barbour received a lower score on a particular category based on a race-related complaint from a Black employee that was deemed unfounded. When Ms. Barbour asked for the basis of the reduced rating if the complaint was unfounded, Dr. Holland's response was that the complaint should never have come to his office and she should have anticipated it being made, even though it was not founded.

24.

In May 2023, the Marietta Board of Education did not invite Ms. Barbour to participate in an end-of-year meeting to provide a year-end review of the MLSC program, though this has always been the practice year after year.

25.

In Ms. Barbour's absence, Holland misled the Marietta Board of Education about the MSLC, which resulted in the Board tabling the budget for the 2023-2024 school year for the program. Though she is the Director of the Center, Defendants purposely kept Ms. Barbour in the dark for months about the cutting of her budget after the May 2023 Board meeting.

26.

On May 11, 2023, Defendant School District received renewal of their charter contract. This contract requires MCSD to expand Marietta Student Life Center services beyond Marietta High School to provide "whole child" services to K-12 students throughout the District; this language does not contemplate the slashing of services at the Marietta Student Life Center.

27.

In August 2023, the District's Chief Financial Officer advised Ms. Barbour that Dr. Holland falsely told Superintendent Rivera that he had spoken with her repeatedly about the Board's concerns and that she was not willing to make changes.

28.

On the contrary, Dr. Holland rejected numerous requests made by Ms. Barbour to meet with him to discuss issues related to the MSLC.

29.

Following Ms. Barbour's protests of Dr. Holland's baseless threats related to race against her, Defendants gradually began eliminating her duties and responsibilities in her current position, and eliminating aspects of the programming the MSLC offers, in anticipation of eliminating her position at the end of the year.

30.

The District cut 90% MSLC therapeutic programming and 75% of all non-therapeutic program, though there is significant data supporting a need and demand for the eliminated programming. Eliminated programming includes, but is not limited to, the following:

- a. Eliminating all therapeutic services during instructional hours, despite high numbers of High School students taking advantage of the services for small portions of the school day. Although the District's justification for this change is that therapy interfered too much with instructional time, it did not make this change District-wide, and targeted only Ms. Barbour's program for this change. Other schools in the District and other departments at Marietta High School are allowed to offer non-crisis and proactive therapeutic programs to students during the instructional day—only Ms. Barbour's program was affected by these changes;

- b. Three out of six staff members of MSLC were reassigned to other departments and duties;
- c. After Ms. Barbour engaged in protected activity, she was removed from the administrative team, though Dr. Rona Roberts, a Black employee of comparable rank and title, remains on the administrative team;
- d. MSLC counselors are only permitted to do crisis intervention and no longer allowed to do any preventative work, which was critical and necessary programming for at-risk students;
- e. Of the 24 major responsibilities on Ms. Barbour's job description, Dr. Holland made it impossible for her to carry out 15 of them, which would warrant termination or elimination of her position at the end of the year;
- f. Several academic interventions offered by MSLC were eliminated;
- g. Ms. Barbour is no longer part of the Student Behavior Support administrative team, while Rona Roberts, who holds similar rank and title, remains on that team;
- h. MSLC's programs related to alternatives to suspension and conflict resolution were eliminated;
- i. Almost all partnerships between MSLC and third party providers are terminating because the Districts cut instructional-day programming;

- j. The District eliminated all of MSLC's proactive social emotional groups and programs; and
- k. MSLC's school-based therapy project has essentially collapsed. It previously served 150 students per week but has now been restricted to up to ten students to access therapy during the instructional day and only if they meet highly restrictive new criteria of posing a "danger to self or others."

31.

The MSLC programming was substantially eliminated, to the detriment of thousands of students, after Dr. Holland made disparaging and false statements about Ms. Barbour to members of the Executive Cabinet and Board of Education.

32.

Dr. Holland provided a false narrative that Ms. Barbour could not demonstrate a return on investment as part of his rationale to recommend a reduction of a majority of programming that students and families of Marietta benefit from via the MSLC. In making this claim, he refused to accept or review data from Ms. Barbour that would have shown otherwise.

33.

Dr. Holland stated to Ms. Barbour that the reduction in staff and services at MSLC was "his plan," even though such action was not in the best interest of the

District's students and families. He also acknowledged that Ms. Barbour was not properly coached over the course of her directorship regarding the District's vision for the MSLC, and that lack of coaching contributed to the District's actions eliminating services.

34.

Dr. Holland also encouraged Ms. Barbour to begin seeking employment outside the District.

35.

Defendant MCSD's Regulation GAAA-R(2) explicitly prohibits race discrimination in access to training opportunities as a term and condition of employment within its definition of prohibited discrimination. It also defines transfers to positions that significantly reduce salary, responsibility, benefits, and duties following legally protected activity as retaliation.

36.

Regulation GAAA-R(2) provides that investigations of internal grievances are overseen by the "Director of Personnel," but offers no alternative process if the Director of Personnel is the object of the complaint.

37.

Ms. Barbour attempted to file an internal grievance against Defendant Holland. However, Defendants designated Holland, individuals who reported to

Holland, or other *witnesses* named in Barbour's complaint (including the Deputy Superintendent, a management employee for Defendant) as decision-makers regarding her allegations, to inoculate the District from liability.

38.

In sharp contrast, Holland made unsolicited inquiries to, and tried to recruit, Black employees, including Shikera Cook and likely Rona Roberts, regarding whether they felt Ms. Barbour harbored racial bias, demonstrating that he abuses his position as CHRO to use the anti-discrimination policy as both a sword and a shield in racially disparate ways. Notably, he never made similar inquiries to Ms. Barbour about how *she* was treated by Roberts.

39.

When Ms. Barbour's counsel pointed out the inherent bias of MCSD's designated process where Holland was both the object of the complaint and a decision-maker, MCSD designated one of the witnesses Ms. Barbour named in her complaint, the Deputy Superintendent, as a decision-maker instead of Mr. Holland. This individual was a witness to some of the conversations recounted by Ms. Barbour as evidence of discrimination in her allegations, but the District designated her as a fact-finder anyway.

40.

On October 10, 2023, Ms. Barbour's counsel sent correspondence to counsel for Marietta City Schools detailing her claims of race discrimination and retaliation. Because the District refused to provide a neutral decision-maker regarding her grievance, Ms. Barbour was forced to withdraw her internal grievance and could not access this benefit of employment.

41.

Ms. Barbour filed a charge of race discrimination and retaliation against Defendant School District with the U.S. Equal Employment Opportunity Commission on November 3, 2023. Defendants were aware of the pendency of that charge at least as early as December 22, 2023, because the EEOC requested Defendant MCSD to submit its Position Statement on or before that date.

42.

The Board refused to approve the budget for the MSLC for the 2023-2024 school year on two occasions. Superintendent Rivera told Ms. Barbour that the Board was retaliating against her and another MSLC employee, Marie Papini, for taking actions in support of LGBTQ+ students, including circulating a survey that allowed students to indicate their preferred gender pronouns.

43.

On another occasion, the Board accused Ms. Barbour and her staff of telling a student that he could not practice his religion at the MSLC. On the contrary, this student targeted a group of LGBTQ+ students by telling them words to the effect of, “you will burn in hell.” MSLC staff told him he could not make statements of that nature at the Center because they violated the District’s Code of Conduct.

44.

On August 15, 2023, Superintendent Rivera told Ms. Barbour that the continuing difficulty with getting the MSLC budget approved was related to ongoing discontent among some Board members about MSLC’s tolerant practices toward LGBTQ+ students.

45.

Dr. Rivera told Ms. Barbour that the across-the-board funding cuts for the MSLC were made by right-leaning Board members to target supportive services for LGBTQ+ students since this population has high numbers of students utilizing the service. The budget later only passed after a third vote because of community uproar at the reduction of services.

46.

The Board’s targeting of LGBTQ+ students for adverse treatment violates the Equal Protection Clause of the United States Constitution. Ms. Barbour vigorously

protested to the unequal treatment of LGBTQ+ students. When she did so, Rivera's response was, "Yes, it is a challenging time to be a leader in education."

47.

Defendants have eliminated significant services offered by the MSLC they have claimed would continue in press articles, including: (1) addiction and recovery services, (2) student interest interviews (for college and career coaching), and (3) up to 90% of counseling services.

48.

In an 11Alive news segment on September 19, 2023, Board member Angela Orange claimed, "We know we do have a very limited number of students who are in crisis, so whenever they need those services during school hours they will get those services. But for students not in crisis, they will get those services scheduled before school, after school, during lunch and during elective and P.E. times."

49.

In the same article, the District claimed that MSLC did not provide direct therapy services, but that all services were through third party providers. This was not correct. In fact, MSLC employed two counselors who provided direct therapy services, but one of their positions was eliminated as part of these changes.

50.

Further, data reflecting the number of students who have safety plans among the 180+ students requesting individual therapy is more than a “small number.” Forty-one students have safety plans (put in place when a student is identified as at risk of self-harm or suicidal ideation) and student referrals for therapy last year totaled 190 students.

51.

Despite telling the public that individual therapy services would continue during “nonacademic” hours, including before/after school, lunch, P.E. and elective times, the District actually restricted Ms. Barbour’s team’s ability to offer therapeutic services for non-crisis students to before or after school only.

52.

In addition, the District cut all proactive behavior interventions offered by MSLC (e.g. Multi-Tiered System of Supports interventions), which are designed to prevent students from having mental health crises in the first place. MTSS interventions are an industry standard support that other school systems in the metro Atlanta area offer.

53.

The District has significantly limited bus transportation of students to the Center to two days per week, allowing a maximum of four students to access

individual therapy between January and March 2024. In March 2024, this transportation is scheduled to cease, even further eliminating the ability of students to access MSLC services.

54.

When Ms. Barbour has attempted to offer data or information supporting the demand and need for MSLC therapeutic and other services, District officials refuse to review to listen to this data.

55.

On September 11, 2023, Defendant Holland gave Ms. Barbour a document called, “[Student Life Center] Transition Plan,” which included directives to reallocate 50% of the MSLC staff to other departments within the high school and to transition therapeutic services to before or after school only. During this meeting, Holland stated expressly that the plan to dismantle the MSLC was *his* plan.

56.

The MHS principal was directed vaguely to “review MSLC finances and adjust accordingly.” A later email from Holland contained the directive to cease providing non-therapeutic supports during school hours—except for “trauma situations,” which is not a criterion used for this type of support.

57.

Across the document of the SLC Transition Plan was written “DRAFT.” Defendants couched these new restrictions as a “draft” for plausible deniability to the public regarding cuts to the program (suggesting they were not yet finalized) but led Ms. Barbour to believe that if she did not implement the cuts on the “draft” sheet, she would be subject to discipline or termination. When Ms. Barbour repeatedly asked for guidance regarding whether the “Draft” was final, however, she received no response.

58.

Because Defendants are attempting so carefully to slash MSLC’s services without causing public uproar, they have removed all of Ms. Barbour’s authority over the program’s budget, and excessively scrutinize every communication she sends to the public about the Center, even on the most mundane matters such as the Center’s hours of operation (which are all truthful).

59.

Defendant Holland called a meeting with Ms. Barbour on September 15, 2023, to reprimand her for letting partners known services had to be terminated, which was consistent with his “SLC Transition Plan” document and what she understood she was being directed to do. Holland accused Ms. Barbour of not being professional in “parroting” his characterizations of cuts. His expectation was that she

implement the significant cuts without being transparent with the public and service partners about it.

60.

On December 12, 2023, after Ms. Barbour posted a notice that the “Welcome Room” was closed on a particular day, Superintendent Rivera called a meeting with her to chastise her for this truthful post. These communications on September 15th and December 12th were the only instances when Ms. Barbour sent public messages about MSLC and on both occasions, the District harshly reprimanded her for truthful communications to notify the public about the Center’s basic activities.

COUNT I

**Race Discrimination in violation of 42 U.S.C. § 1983 via § 1981
Against Defendants MCSD and Holland, Individually**

61.

Plaintiff incorporates paragraphs 1-60 by reference as if fully stated herein.

62.

Ms. Barbour is white and is part of a protected racial class under 42 U.S.C. § 1981.

63.

Ms. Barbour was a party to an employment agreement with Defendant School District in that she holds a written employment contract, through which she performs work for this entity and is compensated for that work.

64.

Defendant Holland is individually liable under Section 1981 because he was the Chief Human Resources Officer, Interim principal of Marietta High School, and Ms. Barbour's supervisor during the 2022-2023 school year until the hiring of the current principal, Dr. Marvin Crumbs. Holland was a final decision-maker with respect to (1) supervising Ms. Barbour directly during this time, including overseeing her work in directing the MSLC, and providing coaching and counseling opportunities; (2) enforcing and implementing the District's antidiscrimination and antiretaliation personnel policies and complaint procedures; and (3) gatekeeping information communicated to the Board of Education regarding information and data about the MSLC's performance. He also tried to recruit Black employees to complain that Ms. Barbour engaged in race discrimination but was wholly unsuccessful in substantiating any such claim. In fact, he punished Ms. Barbour by reducing her performance rating in 2023 for having an unfounded race complaint. It was after Holland's misreporting of information to the Board of Education in May 2023, which the Board accepted without independently investigating, that funding and program cuts to MSLC commenced.

65.

Sham investigations of internal grievances, including through biased, non-neutral investigators or decision-makers, constitute relevant evidence of pretext for

retaliation or discrimination. *Monika Mueller v. Daugherty Sys., Inc. d/b/a Daugherty Bus. Sols.*, No. 1:18-CV-3358-MLB, 2021 WL 3754582, at *8 (N.D. Ga. June 14, 2021) (finding that expert opinion that internal HR investigation of discrimination and retaliation fell below industry standard because it was not conducted by a neutral and impartial investigator to be relevant evidence of pretext).

66.

42 U.S.C. § 1981 prohibits Defendants from discriminating against Plaintiff on the basis of race with regard to the making and enforcing of her employment contract with MCSD.

67.

Based on Ms. Barbour's race, Defendants MCSD and Holland discriminated against Plaintiff in the terms and conditions of her employment, including but not limited to: denying Plaintiff meaningful coaching and counseling opportunities while giving the same opportunity to a similarly situated Black employee, threatening her with reputational harm by fabricating a narrative of race-related animus against her without a complaining employee or evidence to support that claim, denying Plaintiff equal protection of MCSD's antidiscrimination policy and grievance procedures, and preventing her from accurately reporting performance of the MSLC program to the Board of Education, which resulted in cuts to the program she directs (in anticipation of eliminating the program).

68.

While Ms. Barbour presently remains employed, Defendants have slashed Plaintiff's program so dramatically that Plaintiff anticipates that her position will be eliminated by the end of the 2023-2024 school year. Indeed, at present, she has no control over her budget, 90% of therapeutic and 75% of nontherapeutic services offered by the MSLC have been slashed, and she is reprimanded for every communication she sends to the public regarding the MSLC, even on the most mundane matters. Defendants' actions have amounted to a tantamount demotion in responsibility and prestige, since Ms. Barbour no longer manages the program she was hired to manage, which is unique, the first of its kind in the state in providing wraparound services to K-12 students, and would have provided a significant career platform for her had Defendants' personal animus toward her not interfered with its fruition—to the ultimate detriment of students.

69.

Defendants undertook all the unlawful conduct giving rise to Plaintiff's claims while acting under color of state law, regulations, policies, customs, usages, or through the acts of final policymakers.

70.

Defendants MCSD and Holland, individually, undertook their unlawful conduct intentionally and maliciously with respect to Plaintiff and her federally

protected rights, entitling Plaintiff to recover compensatory damages against them, as well as punitive damages against Holland, individually.

71.

Defendants' actions were willful, wanton, and intentionally directed to harm Plaintiff.

72.

As a direct and proximate result of Defendants' violations of 42 U.S.C. § 1981 and § 1983, Plaintiff has suffered damages including diminished job responsibilities and prestige, reputational harm, stress and humiliation, inconvenience, helplessness to resolve these matters internally through fair and reliable grievance procedures, impairment of future job opportunities, and other indignities.

COUNT II
Retaliation in violation of O.C.G.A. § 45-1-4
(Against Defendant MCSD)

73.

Plaintiff incorporates paragraphs 1-60 by reference as if fully stated herein.

74.

Ms. Barbour was, at all relevant times, a public employee as that term is defined by O.C.G.A. § 45-1-4(a)(3).

75.

Defendant MCSD is a public employer as that term is defined by O.C.G.A. § 45-1-4(a)(4).

76.

On various occasions, Ms. Barbour repeatedly complained to District officials of (1) mismanagement of the Housing 1st program operated by MSLC under her predecessor Dr. Rona Roberts, through violations of the Family Educational Rights and Privacy Act; (2) violations of her rights under Title VII and 42 U.S.C. § 1981; (3) violations of student rights to equal protection, particularly for LGBTQ+ students who required access to therapeutic services; and (4) misinformation to the public by District officials regarding services offered by MSLC.

77.

Subsequent to Ms. Barbour's reports of violations of various state and federal laws, as well as fraud and abuse in misleading the public about MSLC's service offerings, Defendant MCSD began retaliating against her, including but not limited to, slashing her program resources with an eye toward substantially eliminating MSLC (even though the District's Charter requires the District to actually expand service offerings that were offered by the MSLC as represented on its Charter application to District-wide (K-12)), as well as engaging in hostility and intimidation toward her in the fulfillment of her job duties in every interaction, refusing to give

her clear guidance regarding her job duties, and setting her up to fail as a pretext for retaliation.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff demands a TRIAL BY JURY, and that the following relief be granted:

- A. That this Court take jurisdiction of this matter;
- B. That process be served on Defendants MCSD and Holland;
- C. That Plaintiff be awarded a declaratory judgment that Defendants violated the Constitution of the United States, and the federal and statute statutes listed above.
- D. That this Court enter a permanent injunction prohibiting Defendants from engaging in unlawful employment practices, including but not limited to race discrimination, as well as retaliation for reporting fraud, waste, abuse, and violations of laws, rules and regulations.
- E. That the Court award compensatory damages in an amount to be decided by the trier of fact;
- F. That the Court award Plaintiff punitive damages against Defendant Holland, individually, in an amount to be determined by the trier of fact;
- G. That the Court award Plaintiff her costs in this action and reasonable attorneys fees pursuant to 42 U.S.C. § 1988 and other applicable laws;

H. That the Court grant Plaintiff the right to have a trial by jury on all issues triable to a jury; and

I. That the Court grant such other relief as the Court deems just and proper.

Respectfully submitted this 2nd day of February, 2024.

BUCKLEY BALA WILSON MEW LLP

/s/ Anita K. Balasubramanian

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