

JUDGE BUCKLO  
MAGISTRATE JUDGE COX  
RCC

**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ILLINOIS  
EASTERN DIVISION**

**COMPLAINT**

**NOW COMES** Plaintiff, Lisa M. Easi (hereinafter referred to as "Plaintiff"), by and through her attorneys Andrew W. Levenfeld and Jeffrey S. Sell, and complains of Richard A. Randall not individually but as KENDALL COUNTY SHERIFF (hereinafter referred to as "Sheriff"), and Chief Deputy Terry Tichava as to Count II only, and states as follows:

## **JURISDICTION AND VENUE**

1, Plaintiff brings this action pursuant to Title VII of the Civil Rights Act of  
1964, 42 U.S.C. Section 2000 e-2 et. Seq. for discrimination in employment based on sex  
and 42 U.S.C., Section 1983.

2. This Court has jurisdiction to hear this claim pursuant to 42 U.S.C. Section 2000e-5. Equitable and other relief is also sought under 42 U.S.C. Section 2000e-5(g), 42 U.S.C., Section 1983 and the Civil Rights Act of 1991.

3. Plaintiff is a female and a resident of Leland, Illinois.

4. Sheriff is an elected official with its place of business in Kendall County, Illinois and is, at all times relevant herein, engaged in business in the State of Illinois and has offices and facilities at 1102 Cornell Lane, Yorkville, Illinois 60560-9597. Tichava is an individual residing in the County of Kendall, State of Illinois.

5. Since, at least, February, 1995 and continuing to June 29, 2007 Defendant has been an "employer" and engaged in "commerce" in an

“industry affecting commerce” as defined by Title VII. Defendant is also an employer of over fifteen employees.

6. The acts and events giving rise to this claim were and have been committed within the Northern District of Illinois, Eastern Division, and venue is properly laid in this District.

7. Plaintiff met and performed all filing, notice and jurisdictional requirements of Title VII and the Civil Rights Act of 1991. Plaintiff filed a timely charge of discrimination with the Equal Employment Opportunity Commission (hereinafter referred to as “EEOC”), within three hundred (300) days of the last date of discrimination alleging harassment on the basis of sex.

8. The U.S. Department of Justice has not yet issued a Notice of Right to sue for the charge of discrimination. A Right to Sue letter has been requested. This lawsuit is being filed at this time because the Statute of Limitations is about to expire for Count II. An amended Complaint will be filed when the Right-to-Sue letter is obtained.

#### **ALLEGATIONS COMMON TO ALL CAUSES OF ACTION**

9. Plaintiff was employed by Defendant as an administrative assistant in February, 1995.

10. Plaintiff received satisfactory evaluations of her performance throughout the period she has worked for Defendant.

11. Prior to Plaintiff's filing her charge of discrimination, she had been subjected to repeated sexual harassment from her supervisor, Chief Deputy Terry Tichava (hereinafter referred to as “Chief”), in the form of statements, lewd gestures laden with innuendos, inappropriate comments and language, inappropriate touching, and inappropriate conduct.

12. Plaintiff has been subjected to the following forms of sexual harassment;

- (a) Lewd and lascivious conduct by the Chief;
- (b) Sexual jokes laden with innuendo told to and about Plaintiff by the Chief;
- (c) Plaintiff being repeatedly groped and forced into lewd sexual positions.

- (d) Lewd and lascivious gestures are made suggesting sexual favors are required when Plaintiff repeatedly refused such requests.
- (e) Being asked to engage in sexual acts by the Chief after being repeatedly rejected.

13. Plaintiff's supervisor, Chief, continually and repeatedly made comments and remarks about Plaintiff's body, sexual behavior, touched her private parts and physically tried to force plaintiff into compromising situations.

14. Plaintiff attempted to complain to management about this sexual harassment but to no avail.

15. Plaintiff was terminated because she complained about sexual harassment to her supervisor and to the EEOC.

**COUNT I**  
**SEXUAL HARASSMENT**

17 a-o. Plaintiff repeats and realleges each and every allegation contained in Paragraphs 1 through 15 of this Complaint as Paragraph 16 a-o of Count I of this Complaint with the same force and effect as if set forth herein, verbatim.

18. By reason and as a direct result of the foregoing discriminatory acts by Sheriff and its agents, Plaintiff has suffered substantial injury and damages, including emotional distress, loss of her position, income, reputation and opportunity for advancement.

**WHEREFORE**, Plaintiff LISA M. EASI, prays for the following relief:

- A. Entry of a declaratory judgment that Defendant's actions complained of herein violated Plaintiff's rights protected under Title VII.
- B. That Plaintiff be awarded judgment plus interest for loss of earnings, income, devalued pension, insurance and other benefits, which she has and will have lost by reason of discriminatory acts of Defendant.
- C. Plaintiff be awarded her compensatory damages pursuant to the Civil Rights Act of 1991 in the amount of three hundred thousand dollars and 00/100 (\$300,000.00).
- D. Plaintiff be awarded her costs and reasonable attorneys' fees incurred by her by reason of these proceedings.
- E. Further and such other relief the Court deems just and equitable.

**COUNT II**  
**SECTION 1983**

19. a-p. Plaintiff repeats and realleges each and every allegation contained in Paragraphs 1 through 18 of this Complaint as Paragraphs 19 a-p of Count II of this Complaint with the same force and effect as if set forth herein, verbatim.

20. Sheriff, in accordance with its custom and practice, inadequate training and under color of law and Chief individually under color of law, at the aforesaid times and places committed the alleged acts and/or omissions violated Plaintiff's 14<sup>th</sup> Amendment Rights as secured by the United States Constitution and her Civil Rights secured by Title 42 U.S.C., Section 1983.

21. Sheriff by aforementioned conduct of its employees and agents and the Chief individually engaged in sexual harassment against Plaintiff, all in violation of Plaintiff's right to equal protection under the law as secured to her by the 14<sup>th</sup> Amendment of the U.S. Constitution.

22. As direct and proximate result of more than one of the proceeding acts and/or omissions of the Defendants, Plaintiff sustained severe and permanent injuries suffered great emotional pain and anguish and was embarrassed and humiliated and ridiculed and in the future continues to suffer irreparable harm.

**WHEREFORE**, Plaintiff, LISA M. EASI, prays for the following relief:

- A. Entry of a declaratory judgment that Defendants' actions complained of herein violated Plaintiff's rights protected under Title VII and Section 1983.
- B. That Plaintiff be awarded judgment plus interest for loss of earnings, income, devalued pension, insurance and other benefits, which she has and will have lost by reason of discriminatory acts of Defendant.
- C. Plaintiff be awarded her compensatory damages pursuant to Title 42 U.S.C., Section 1983.
- D. Plaintiff be awarded her costs and reasonable attorneys' fees incurred by her by reason of these proceedings.
- E. Further and such other relief the Court deems just and equitable.

**COUNT III**  
**RETALIATION**

23 a-r. Plaintiff repeats and realleges each and every allegation contained in Paragraphs 1 through 22 of this Complaint as paragraphs 23 a-r of Count III of this Complaint with the same force and effect as if set forth herein, verbatim.

24. On or about September 10, 2007, Plaintiff filed a Charge of Discrimination with the Equal Employment Opportunity Commission against the Sheriff alleging sex discrimination (sexual harassment).

25. The Sheriff had actual knowledge of Plaintiff having filed her Charge of Discrimination on September 10, 2007 alleging sex discrimination against Defendant.

26. Plaintiff was being harassed by the Chief in that he persistently and consistently demanded sexual favors, made lewd and lascivious comments and physically groped her and placed her in compromising situations over her repeated objections.

27. The Sheriff had actual knowledge of Plaintiff having filed a Charge of Discrimination with the EEOC alleging sex discrimination against the Sheriff

28. Plaintiff was terminated by the Kendall County Sheriff after she filed the Charge of Discrimination.

29. In violation of Title VII, Section 704(a) of the Civil Rights Act of 1964 as amended, Plaintiff has been terminated because of her filing a Charge of Discrimination based on sex discrimination and harassment.

**WHEREFORE**, Plaintiff LISA M. EASI, prays for the following relief:

- A. Entry of a declaratory judgment that Defendant's actions complained of herein violated Plaintiff's rights protected under Title VII.
- B. That Plaintiff be awarded judgment plus interest for loss of earnings, income, devalued pension, insurance and other benefits, which she has and will have lost by reason of discriminatory acts of Department.
- C. Plaintiff be awarded her compensatory and punitive damages pursuant to the Civil Rights Act of 1991 in the amount of three hundred thousand dollars and 00/100 (\$300,000.00).
- D. Plaintiff be awarded her costs and reasonable attorney's fees incurred by her by reason of these proceedings.

E. Further and such other relief the Court deems just and equitable.

Plaintiff, LISA EASI, requests a trial by jury.

Respectfully Submitted,

LISA M. EASI

By: \_\_\_\_\_  
One of Her Attorneys

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