

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF INDIANA
SOUTH BEND DIVISION

JOY PHILLIPS,)
)
 Plaintiff,)
)
 v.)
)
 CITY OF SOUTH BEND, acting by and)
 through its Police Department, and)
 RONALD TEACHMAN, Individually and)
 in his official capacity as Chief of Police,)
)
 Defendant.)

SUMMONS IN A CIVIL ACTION

TO RESPONDENT: (Name) South Bend Police Department
(Address) 701 W. Sample Street
South Bend, IN 46601

A lawsuit has been filed against you.


Within 21 days after service of this Summons on you (not counting the day you received it) -- or 60 days if you are the United States or a United States agency, or an officer or employee of the United States described in Fed. R. Civ. P. 12 (a)(2) or (3) -- you must serve on the Plaintiff an Answer to the attached Complaint or Motion under Rule 12 of the Federal Rules of Civil Procedure. The Answer or Motion must be served on the Plaintiff or Plaintiff's attorney, whose name and address are:

Jeffrey S. McQuary, #16791-49
BROWN TOMPKINS LORY & MASTRIAN
608 E. Market Street
Indianapolis, IN 46202

If you fail to respond, judgment by default will be entered against you for the relief demanded in the Complaint. You also must file your Answer or Motion with the court.

Date: 11/9/15

CLERK OF COURT
/s/ K Pastricks
Signature of Clerk or Deputy Clerk



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COMPLAINT

Plaintiff Joy Phillips, by counsel, respectfully makes her Complaint for Damages.

Nature of Case

1. Plaintiff seeks to vindicate her rights Under the Civil Rights Act of 1964 and under the Equal Protection Clause of the Fourteenth Amendment due to discrimination based on her sex.

Jurisdiction

2. This Court has original subject matter jurisdiction of the federal questions presented pursuant to 28 U.S.C. § 1333 and § 1343. Plaintiff's causes of action arise under Title VII of the Civil Rights Act of 1964.

3. Plaintiff timely filed charges of discrimination with the Equal Employment Opportunity Commission on October 23, 2014 and on December 10, 2014. She received her Right to Sue letter on August 11, 2015.
4. Venue is proper in the South Bend Division because the Defendant resides in this division and the events complained of occurred in this division.

Parties

5. Joy Phillips (female) is an adult citizen of the United States who resides in South Bend, Indiana.
6. The City of South Bend is a government unit located in St. Joseph County, Indiana. It operates the South Bend Police Department.
7. Ronald Teachman (male), is an adult citizen of the United States who resides in South Bend, Indiana. He is sued individually and in his capacity as Chief of the South Bend Police Department.

Facts

8. Joy Phillips ("Phillips") has been employed by the South Bend Police Department ("SBPD") as a sworn police officer since April 19, 1999.
9. During this time Phillips performed exemplary police work, receiving numerous commendations.
10. On three instances Phillips sought promotion from the rank of Patrolman to Sergeant.

11. Most recently, Phillips sought promotion to the rank of Sergeant when the SBPD announced openings for three Sergeant positions.
12. Phillips was the only female who applied.
13. Instead of Phillips, Chief of Police Ronald Teachman promoted three male applicants to the rank of Sergeant who had less experience than Phillips and had who had histories of serious disciplinary violations.
14. Phillips has been subjected to a continuous barrage of demeaning remarks, sexual innuendo, and unwanted sexual advances by fellow officers and superiors.
15. The demeaning remarks and sexual innuendo persisted even after Phillips alerted superior officers to the problem.
16. Phillips filed a Charge of Discrimination on October 23, 2014. Shortly thereafter, Teachman replaced Phillips as Commander of the Interim Hostage Negotiation Team and replaced her with a less qualified male.
17. When Phillips complained that she was subjected to unwanted sexual advances by a fellow officer the officer was not punished and Phillips was subjected to an Internal Affairs investigation for defaming a fellow officer.
18. At all times Teachman acted in the scope of his employment by the City of South Bend and under color of Indiana law.

Legal Claims

19. Teachman's failure to promote Phillips in favor of less qualified males constitutes discrimination on the basis of her sex in violation of the Equal Protection Clause of the Fourteenth Amendment.

20. Teachman's failure to correct the barrage of demeaning remarks and behaviors directed by fellow police officers at Phillips due to her sex constitutions sex discrimination in violation of the Equal Protection Clause of the Fourteenth Amendment.
21. The demeaning remarks and behaviors directed at Phillips because of her sex created a hostile work environment within the meaning of Title VII of the Civil Rights Act of 1964.
22. Phillips' replacement as Commander of the Hostage Negotiation Team, along with other unjustified discipline and investigations, constitutes retaliation for protected activity under Title VII of the Civil Rights Act of 1964.

Relief

23. Plaintiff seeks all relief allowable by law, including back pay, front pay, reinstatement, and compensatory and punitive damages, and attorneys fees.

WHEREFORE, Plaintiff prays that the Court will enter judgment against Defendants and in favor of Plaintiff, and grant Plaintiff all just and proper relief.

Respectfully submitted,

/s/ Jeffrey S. McQuary, 16791-49
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