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Attorneys for Plaintiff
TY BAILEY

IN THE SUPERIOR COURT OF THE STATE OF CALIFORNIA
IN AND FOR THE COUNTY OF SACRAMENTO

TY BAILEY,

Plaintiff,

vs.

SACRAMENTO METROPOLITAN
FIRE DISTRICT, and
DOES 1-25

Defendants.

Case No. **25CV031565**

COMPLAINT FOR:

- 1. HOSTILE WORK ENVIRONMENT
BASED UPON DISABILITY
DISCRIMINATION – CAL GOV. C.
§12940;**
- 2. FAILURE TO INVESTIGATE**
- 3. FAILURE TO PREVENT HARASSMENT
AND DISABILITY DISCRIMINATION**

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiff TY BAILEY (herein after “Mr. Bailey”) and alleges against Defendants SACRAMENTO METROPOLITAN FIRE DISTRICT (hereinafter “SMFD”) and DOES 1-25 as follows:

GENERAL ALLEGATIONS

1. This Court has jurisdiction over this suit pursuant to California Code of Civil Procedure section 410.10.

2. Mr. Bailey at times mentioned in this Complaint is an employee of SMFD and has performed all his work for Defendant SMFD in the County of Sacramento.

3. Mr. Bailey is informed, believes, and thereon alleges that, at all relevant times herein mentioned, SMFD is a governmental entity existing under the laws of the State of California and is an employer within the meaning of FEHA.

4. Mr. Bailey’s damages are in excess of this Court’s jurisdictional minimum of \$35,000.

5. Mr. Bailey is informed, believes, and thereon alleges he has exhausted his administrative remedies before the California Civil Rights Department.

6. The true names and capacities, whether individual, corporate, associates, or otherwise of DEFENDANTS designated herein as DOES 1 through 25, inclusive, are unknown to Mr. Bailey and she therefore sues said Defendants by such fictitious names. When the true names and capacities of such fictitiously named Defendants have been ascertained, this pleading will be amended. Mr. Bailey is informed, believes, and thereon alleges that each of these fictitiously named Defendants is responsible in some manner for the occurrences alleged, and those of her injuries, as alleged, were proximately caused by Defendants.

FACTUAL BACKGROUND

7. Mr. Bailey commenced his employment with SMFD in the summer of 2003 as Firefighter/Paramedic. Throughout his career he received many accolades and written acknowledgments of his work ethic and commitment to the department. Also throughout his career was promoted several times: on the 15th of June 2010 was promoted to Engineer; on the 30th of June 20211 was promoted to Captain; on the 6th of November 2019 was promoted to

1 Battalion Chief; on the 16th of December 2020 was appointed as the Assistant Chief to serve as
2 the Chief Executive Director of SRFECC; and 1st of January 2022, was appointed to the position
3 of Deputy Chief of Administration.

4 8. In or around or before 2023 Mr. Bailey began experiencing distress, anxiety, and
5 depression. As a result of his emotional distress, he began to heavily self-medicate himself with
6 alcohol.

7 9. Eventually in or about late 2023, early 2024 Mr. Bailey was diagnosed with post-
8 traumatic stress syndrome (“PTSD”), and severe substance alcohol disorder. It was determined
9 that his PTSD diagnosis was related to and surrounding events that occurred or where related
10 to events on the job. As a result, Mr. Bailey filed a worker’s compensation claim for PTSD and
11 severe substance alcohol disorder and was and still is receiving medical treatment for these
12 disabilities.

13 10. After Mr. Bailey’s disabilities became known to Chief House, Chief House’s
14 behavior and conduct towards Mr. Bailey changed and quickly deteriorated creating a hostile
15 and abusive work environment directly related to Mr. Bailey’s disability diagnoses. The ever
16 intensifying and escalating hostile behavior of Chief House left Mr. Bailey in constant fear for
17 his job, as the position of Deputy Chief is an unrepresented position and is considered “at-will.”

18 11. Some of the discriminatory and hostile behavior of Chief House commencing in
19 or about late 2023 and continuing into 2025 includes but is not limited to Chief House
20 commenting in a general staff meeting, “Another alcoholic. Let me guess, they are going to file
21 for a PTSD claims.” Mr. Bailey, who was present, took the comment directed at him given his
22 current diagnoses and treatment and considering he was the only one in the room with a current
23 diagnosis of PTSD and severe substance alcohol disorder. Other discriminatory behavior Chief
24 House engaged in and directed at Mr. Bailey, includes but is not limited to the following: make
25 disparaging comments about Mr. Bailey’s disability; encouraging Mr. Bailey to self-demote
26 and indicating he would demote Mr. Bailey from a Deputy Chief to an Assistant Chief;
27 ostracizing Mr. Bailey by excluding him from day-to-day communications; refusing to meet
28 with Mr. Bailey in-person; stopped calling Mr. Bailey, but still kept calling Mr. Bailey’s peers

1 on a daily basis; not setting Mr. Bailey's expectations for more than a year - a deviation from
2 past practices and conduct of Chiefs including Chief House; advising Mr. Bailey he was trained
3 in psychological warfare in the military; making threatening statements to Mr. Bailey that he
4 could terminate his employment at any time because he was at-will; making Mr. Bailey feel
5 that everything he did was wrong; unfairly targeting questioning and scrutinizing Mr. Bailey's
6 oversight of a subordinate employee; excluding Mr. Bailey from the Fire Tech Summit and
7 taking a subordinate employee instead of Mr. Bailey; insinuating in a meeting with colleagues
8 that Mr. Bailey could not be trusted; interacting in a way that it caused Mr. Bailey to feel
9 humiliated and embarrassed; actively sought to have a civilian take over Mr. Bailey's position
10 as the Deputy Chief.

11 12. Mr. Bailey on 4 to 5 occasions met with Melissa Maddux, the Chief Human
12 Resources Office, about Chief House's discriminatory and hostile treatment. Ms. Maddux
13 acknowledged the discriminatory treatment yet took no steps to conduct a fair and impartial
14 investigation into Chief House's discriminatory treatment of Mr. Bailey. As a result, Chief
15 House was permitted to continue his targeted and discriminatory treatment of Mr. Bailey.

16 13. Ultimately, because the hostility was increasing and Mr. Bailey had knowledge
17 that Chief House was actively seeking to have Mr. Bailey position as Deputy Chief of
18 Administration replaced by a civilian within the unit and terminate Mr. Bailey's employment,
19 he elected in February of 2025 to self-demote to a represented position. This was done to ensure
20 his lifelong career was not prematurely terminated by Chief House. In February 2025 Chief
21 House demoted Mr. Bailey from a Deputy Chief position to a Battalion Chief.

22 14. Subsequent to the demotion, Mr. Bailey has actively sought to be reinstated to his
23 position as the Deputy Chief of Administration. His requests for reinstatement to this position
24 have been denied and continue to be denied by Chief House and SMFD.

25 **FIRST CAUSE OF ACTION**

26 *(Disability Harassment in Violation of Cal Gov. C. §§12940 Against SMFD)*

27 15. Mr. Bailey realleges and incorporates by reference all pervious allegations as
28 though fully set forth herein.

16. Mr. Bailey is informed, believes, and thereon alleges SMFD was an employer within the meaning of FEHA.

17. Mr. Bailey is informed, believes, and thereon alleges he was an employee of SMFD.

18. Mr. Bailey is informed, believes, and thereon alleges he suffers from a recognized disabilities of PTSD and severe substance alcohol disorder.

19. Mr. Bailey is informed, believes, and thereon after SMFD and Chief House, at all-time herein, had knowledge of Mr. Bailey's diagnosis and disabilities.

20. Mr. Bailey is informed, believes, and thereon alleges SMFD and Chief House subjected him to severe and/or pervasive hostility because of his disabilities.

21. Mr. Bailey is informed, believes, and thereon alleges as a proximate and direct result of the unlawful harassment and discrimination he has suffered, among other things, the loss of wages and benefits, in an amount according to proof and in excess of the jurisdictional minimum of this Court, and on information and belief will continue to do so in the future.

22. Mr. Bailey is informed, believes, and thereon alleges as a proximate and direct result of the SMF's and Chief House's conduct, he has suffered humiliation, embarrassment, anxiety, mortification, mental anguish, and emotional distress. Because of the harassment, because of his disabilities and consequent harm, Mr. Bailey has suffered damages and attorney's fees, in an amount according to proof and excess of the jurisdictional minimum of this Court and, on information and belief, will continue to do so in the future.

WHEREFORE, Mr. Bailey prays for judgment against SMFD as hereinafter set forth.

SECOND CAUSE OF ACTION

(Failure to Prevent Harassment Because of Disability – Cal. Gov. C. §12940(k))

23. Mr. Bailey realleges and incorporates by reference all pervious allegations as though fully set forth herein.

24. Mr. Bailey is informed, believes, and thereon alleges SMFD was an employer within the meaning of FEHA.

25. Mr. Bailey is informed, believes, and thereon alleges he was an employee of

1 SMFD.

2 26. Mr. Bailey is informed, believes, and thereon after SMFD and Chief House, at
3 all-time herein, had knowledge of Mr. Bailey's diagnosis and disabilities.

4 27. Mr. Bailey is informed, believes, and thereon alleges SMFD failed to take all
5 reasonable steps to prevent the harassment, and discrimination. Mr. Bailey is further
6 informed, believes, and thereon alleges that SMFD knew or should have known of the
7 unlawful, inappropriate and discriminatory treatment of Chief House within the workplace,
8 and yet failed to take any and all reasonable steps to prevent and/or end such abusive,
9 unlawful and hostile conduct by Chief House.

10 28. Mr. Bailey is informed, believes, and thereon alleges as a proximate and direct
11 result of the unlawful discrimination and demotion he has suffered, among other things, the loss
12 of wages and benefits, in an amount according to proof and in excess of the jurisdictional
13 minimum of this Court, and on information and belief will continue to do so in the future.

14 29. Mr. Bailey is informed, believes, and thereon alleges as a proximate and direct
15 result of the SMFD's conduct, he has suffered humiliation, embarrassment, anxiety,
16 mortification, mental anguish, and emotional distress. Because of the harassment, and
17 consequent harm, Mr. Bailey has suffered damages and attorney's fees, in an amount according
18 to proof and excess of the jurisdictional minimum of this Court and, on information and belief,
19 will continue to do so in the future.

20 WHEREFORE, Mr. Bailey prays for judgment against SMFD as hereinafter set forth.

21 **THIRD CAUSE OF ACTION**

22 *(Failure to Investigate Harassment and Discrimination in Violation of Cal. Gov. C. §12940(j))*

23 30. Mr. Bailey hereby re-alleges and incorporates by reference all previous
24 allegations as though fully set forth herein.

25 31. Mr. Bailey is informed, believes, and thereon alleges SMFD was an employer
26 within the meaning of FEHA.

27 32. Mr. Bailey is informed, believes, and thereon alleges he was an employee of
28 SMFD.

33. Mr. Bailey is informed, believes, and thereon after SMFD and Chief House, at all-time herein, had knowledge of Mr. Bailey's diagnosis and disabilities.

34. Mr. Bailey is informed, believes, and thereon alleges SMFD failed to take all reasonable steps to investigate the harassment by Chief House. Mr. Bailey is further informed, believes, and thereon alleges SMFD knew or should have known of Chief House's abusive, unlawful and discriminatory treatment, and yet failed to take any and all reasonable steps to investigate and/or end such unlawful conduct as alleged herein.

35. Mr. Bailey is informed, believes, and thereon alleges as a proximate and direct result of the Defendant's failure to investigate and take steps to prevent the harassment and discrimination he has suffered, among other things, the loss of wages and benefits, in an amount according to proof and in excess of the jurisdictional minimum of this Court, and on information and belief will continue to do so in the future.

36. Mr. Bailey is informed, believes, and thereon alleges as a proximate and direct result of the SMFD's conduct, he has suffered humiliation, embarrassment, anxiety, mortification, mental anguish, and emotional distress. Because of the SMFD's failure to investigate and take steps to prevent the harassment, and discrimination, Mr. Bailey has suffered damages and attorney's fees, in an amount according to proof and excess of the jurisdictional minimum of this Court and, on information and belief, will continue to do so in the future.

WHEREFORE, Mr. Bailey prays for judgment against SMFD, as hereinafter set forth.

PRA YER

WHEREFORE, Mr. Bailey prays for judgment against SMFD, as hereinafter set forth:

1. For special damages, where applicable;
2. For general damages, where applicable;
3. For attorneys' fees, where applicable;
4. For prejudgment interest, where applicable;
5. For costs of suit herein incurred;
6. For such other and further relief as the court may deem proper

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2 DATED: December 30, 2025

ASBILL LAW GROUP, APLC

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4 By


NATALIA D. ASBILL-BEAROR
Attorney for Plaintiff
TY BAILEY