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Mr. Will Lightbourne, Executive Director
Department of Human Services
City and County of San Francisco
P.O. Box 7988
San Francisco, CA 94120

DRAFT

Re:Discrimination Complaint of Denise D'Anne

Dear Mr. Lightbourne:

Ms. Denise D'Anne, a transgender employee, has been working for the Department of Human Services for over twenty-five years. Throughout this entire period, because she is a transgender person, she has suffered from a variety of discriminatory actions on the job. However, although various remedies have been available to her, she did not complain of discrimination that she attributed to her transgender status until her March 29, 1999 memo to you. Shortly thereafter, on or about April 30, 1999, Denise received a written performance evaluation that was particularly negative.

The performance evaluation was her first in over eight years. Of particular concern is the unacceptable rating given her with respect to the category of "effectiveness in working with others". The evaluation states that her performance shows a "serious inattention to the needs of others and/or continued conflict with others." This criticism is of an employee, who was just recently told that she had no supervisory authority, despite the fact that she has held a position in a civil service classification with considerable supervisory responsibilities for over two decades, and despite the fact she is simultaneously being told by her supervisors that she is responsible for directing the activities of certain other employees. Worse, this revelation was communicated to Denise in the presence of other employees together with the indication that her supervisory authority had been taken from her sometime in the past, although without anyone notifying her of this change nor of any reasons therefore.

In addition, it is my understanding that Denise has been treated differently from similarly situated employees who are not transgender in significant other respects. Specifically, she has been denied accommodations with respect to work space and equipment that is provided all other principal clerks in the Department.

Please consider this a discrimination complaint under the applicable city provisions. However, I would appreciate the opportunity to resolve this matter with

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Will Lightbourne

Page 2.

8/13/99

your Department prior to taking any formal steps. I am aware that the Union, SEIU Local 790, is representing Denise as well and agree to hold this complaint in abeyance with the hope that it can be withdrawn after the Union has concluded its efforts on Ms. D'Arne's behalf.

Very truly yours,

Courtney and Courtney



Vincent J. Courtney Jr.