

Page 1 of 7

COMPLAINT

RECEIVED

FILED

AUG -7 2017

AUG -7 2017

SUSAN Y. SOONG  
CLERK, U.S. DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA

UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA

SUSAN Y. SOONG  
CLERK, U.S. DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA

4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15

JORDAN A. SAHATTCHIEVE, Ph.D.  
Plaintiff

CASE No.:

HRL

**CV 17 4856**

v.s.

EMPLOYMENT DISCRIMINATION  
COMPLAINT

GOOGLE  
Defendant

- 16 1. The plaintiff is currently homeless and lives inside his vehicle
- 17 usually parked at the corner of NE Sunset Blvd and Duwall Ave. NE
- 18 in the city of Renton, Washington, Postal Code 98059.
- 19 The plaintiff currently rents a mailbox at a UPS store which
- 20 can be used to receive correspondence from this Court, the complete
- 21 mailing address of which is: 4004 NE 4th St #107 #258,
- 22 Renton, Washington, Postal Code 98056.
- 23 The plaintiff can currently be reached by phone at: 734-773-2690.
- 24
- 25 2. The defendant GOOGLE is located at 1600 Amphitheater Parkway,
- 26 Mountain View, California, Postal Code 94043.
- 27
- 28

Page 2 of 7

COMPLAINT

1

2 3. This legal action brought under Title VII of the  
3 Civil Rights Act of 1964 for employment discrimination.  
4 This Court has jurisdiction over these matters under  
5 42 U.S.C. Section 2000e-5. Relief is sought under  
6 42 U.S.C. Section 2000e-5(g) and under  
7 42 U.S.C. Section 12112(a).

8

9 4. The acts the plaintiff complains of against the defendant  
10 are the following:

11 The defendant solicited an employment application from the  
12 plaintiff and did not employ him despite the plaintiff's  
13 very good credentials and good performance on the technical  
14 employment interview.

15

16 5. The defendant's conduct was discriminatory with respect to  
17 perceived religious affiliation, national origin, and disability.

18

19 6. The facts surrounding this claim of discrimination are:

20

21 A former friend of the plaintiff, Robin Lassonde, Ph.D., invited  
22 the plaintiff, possibly encouraged by the defendant's monetary  
23 reward policy for the successful recruitment of new employees,  
24 to apply for the position of Software Engineer with the  
25 defendant which was her employer at the time.

26 She also referred the plaintiff to her father, Greg Lassonde, as a  
27 potential landlord. Mr. Lassonde has a room, which, although not  
28 quite habitable, he rents to people who come to California in the

Page 3 of 7

COMPLAINT

1

2 hopes of finding employment.

3 Because Robin appeared to be a good friend of the plaintiff,  
4 who had demonstrated concern for the plaintiff's health,  
5 the plaintiff told her that he was HIV positive and that  
6 he suffered from social anxiety prior to the employment  
7 interview with the defendant.

8 The defendant is and has been an e-mail provider for the  
9 plaintiff for years prior to the employment interview and is  
10 privy to confidential medical information related to the  
11 plaintiff's HIV status, which includes the plaintiff's  
12 attendance in support groups. The plaintiff noticed some  
13 suspicious behavior of the defendant's e-mail interface about the time  
14 of the employment interview. In particular, the plaintiff witnessed  
15 being involuntarily logged out from his G-Mail accounts  
16 and a message generated by the above mentioned interface,  
17 which stated that a different user had logged in.

18 The actual interview went well, in contrast to an earlier employment  
19 interview the plaintiff had with the defendant.

20 The interviewing engineer had asked a question about generating  
21 random numbers with the clarification, requested by the plaintiff, that  
22 these numbers are to be uniformly distributed, in other words each  
23 number generated is to occur with the same probability.

24 Under the stress of the exam environment and attempting to ignore  
25 the distracting noise coming from the interviewing engineer's end of the  
26 telephone line, the plaintiff conceived of and wrote the pseudocode  
27 for a solution which despite not being the most time efficient  
28 algorithm was a correct one.

Page 4 of 7

COMPLAINT

1  
2 At the invitation of the interviewing engineer to think more and  
3 produce a second solution, the plaintiff conceived of a second  
4 solution, which in the interviewer's own words was the solution he  
5 was "looking for".

6 At the interview's conclusion, the plaintiff solicited feedback and  
7 and an evaluation of his performance whereupon the interviewer replied:  
8 "I will say one thing - you know how to code".  
9

10 The reason the plaintiff believes that he was discriminated against  
11 is the following:  
12

13 At the commencement of the interview, the interviewer asked  
14 the plaintiff where he was from, and the plaintiff replied that he  
15 was a naturalized citizen of The United States of America.

16 The interviewer inquired further and asked the plaintiff what  
17 the country of his birth was, whereupon the plaintiff replied that he  
18 was born in the city of Sofia in the country of Bulgaria.

19 The plaintiff noticed that the interviewer's attitude and  
20 disposition became noticeably less friendly after this.  
21

22 In view of his good performance on the technical interview, as  
23 defined by the defendant's own guide for job applicants published and  
24 available online at the time, the plaintiff has no choice but to  
25 conclude, after significant time spent on deliberation, that he was  
26 discriminated against.  
27

28 To amplify on this: The plaintiff holds the degree

Page 5 of 7

COMPLAINT

1  
2 Bachelor of Science in Electronic Engineering Technology from the  
3 regionally and nationally accredited DeVry University with a 4.00  
4 undergraduate GPA, and a Master of Science and a Doctor of  
5 Philosophy degrees in pure Mathematics from The University of  
6 Michigan. The plaintiff is also a published scholar.

7

8 7. The plaintiff filed charges with the Equal Employment Opportunity  
9 Commission regarding the defendant's discriminatory conduct on or  
10 around 2/1/2016. The right to sue, however, was never issued to the  
11 plaintiff who had been forced to leave the country due to extreme hardship.  
12 The plaintiff had become homeless due to an effective eviction by  
13 Mr. Lassonde and had recently resigned from an engineering position at  
14 Tesla Motors because of this.

15 The plaintiff could not have filed a discrimination lawsuit  
16 under these circumstances while residing outside The United  
17 States of America.

18

19 8. The plaintiff is currently negotiating a re-filing of the discrimination  
20 complaint with the EEOC due to the aforementioned  
21 extenuating circumstances and is asking this Court to hear the  
22 matter regardless of EEOC's decision to issue or not issue  
23 the right to sue.

24

25 9. The plaintiff does not demand a jury.

26

27 10. Therefore, the plaintiff prays the Court to grant her the  
28 following relief:

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

a. Order the defendant to pay compensation to the plaintiff in the amount of Ten Thousand United States Dollars;

and

b. Order the defendant to employ the plaintiff as a Software Engineer for a term of no less than three years, with Court supervision, at a wage to be negotiated by the plaintiff and the defendant, but not to be exceeded by the average of the wages of the software Engineers employed by the defendant in the city of San Francisco, California at the time of the plaintiff's job interview in California, and with all the paid and unpaid benefits given to the defendant's employees thereat;

and

c. Order the defendant to change their hiring practices in the following way:

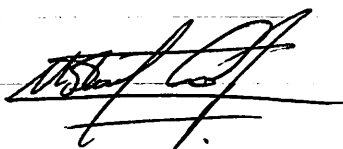
Maintain a record of interview questions given to all the successful candidates for employment with the defendant, along with these candidates' solutions thereto given at the times of their respective employment interviews with the defendant, which is to be made available upon request to all candidates for employment who have had a technical interview with the defendant.

1  
2 Provide, in writing, a statement acceptable to this  
3 Court, a copy of which shall be given to every job  
4 applicant with the defendant, informing the applicant  
5 of the proper way to request the above records and comply  
6 with such a request prior to the applicant's interview.  
7 In the event the applicant did not give the defendant  
8 enough time to comply with the request prior to the  
9 interview, the defendant is to be ordered to comply  
10 within reasonable time after the employment interview.

11  
12 and

13  
14 d. Any such relief, including injunctive orders,  
15 damages, and costs as the Court shall deem fit.  
16

17  
18  
19 Dated: July 31<sup>st</sup>, 2017

Signature of plaintiff: 

20  
21 Plaintiff's name: JORDAN A. SAHATCHIEVA, Ph.D.  
22  
23  
24  
25  
26  
27  
28