

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF ORANGE

DEC 05 2025 *PC*

DAVID H. YAMASAKI, Clerk of the Court

BY: R. CASTRO, DEPUTY

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF ORANGE
NORTH JUSTICE CENTER

RITA RAMIREZ, an Individual,
Plaintiff,

v.

CITY OF SANTA ANA, an entity of unknown
origin; and DOES 1 - 50, Inclusive,
Defendants.

Case No. 30-2022-01287702-CU-OE-NJC

SPECIAL VERDICT FORM

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1 3. Did Rita Ramirez have reasonable cause to believe that the information disclosed a violation of a
2 state or federal statute, or a violation of or noncompliance with a local, state, or federal rule or
3 regulation?

4
5 ☒ Yes ☐ No

6
7 If your answer to question 3 is Yes, then proceed to question 4. If you answered No, then answer no
8 further questions for this claim and proceed to Claim No. 2.

9
10 4. Did the City of Santa Ana constructively discharge Rita Ramirez or subject her to other adverse
11 employment action?

12
13 ☒ Yes ☐ No

14
15 If your answer to question 4 is Yes, then proceed to question 5. If you answered No, then answer no
16 further questions for this claim and proceed to Claim No. 2.

17
18 5. Was Rita Ramirez's disclosure of information or the City of Santa Ana's belief that Rita Ramirez
19 had disclosed information a contributing factor in the City of Santa Ana's decision to constructively
20 discharge Rita Ramirez or subject her to other adverse employment action?

21
22 ☒ Yes ☐ No

23
24 If your answer to question 5 is Yes, then proceed to question 6. If you answered No, then answer no
25 further questions for this claim and proceed to Claim No. 2.

1 6. Was Rita Ramirez harmed?

2
3 ☒ Yes ☐ No

4
5 If your answer to question 6 is Yes, then proceed to question 7. If you answered No, then answer no
6 further questions for this claim and proceed to Claim No. 2.

7
8 7. Was the City of Santa Ana's conduct a substantial factor in causing Rita Ramirez's harm?

9
10 ☒ Yes ☐ No

11
12 If your answer to question 7 is Yes, then proceed to question 8. If you answered No, then answer no
13 further questions for this claim and proceed to Claim No. 2.

14
15 8. Did the City of Santa Ana prove by clear and convincing evidence that it would have discharged or
16 taken other adverse employment action against Rita Ramirez anyway at that time for legitimate,
17 independent reasons?

18
19 ☐ Yes ☒ No

20
21 If your answer to question 8 is No, then proceed to question 9. If you answered Yes, then answer no
22 further questions for this claim and proceed to Claim No. 2.

1 9. How much in damages should Rita Ramirez be awarded to compensate her for Claim No. 1?

3 Past Economic Damages: \$ 379,675.00

4 Future Economic Damages: \$ 947,463.00

5 Past Noneconomic Damages: \$ 700,000.00

6 Future Noneconomic Damages: \$ 875,000.00

8 Please proceed to Claim No. 2.

10 Claim No. 2 – Retaliation in Violation of the Fair Employment and Housing Act

11 (Government Code Section 12940(h))

13 1. Did Rita Ramirez report that acts of gender discrimination, harassment, or retaliation had occurred
14 within the City of Santa Ana Police Department?

16 ☒ Yes ☐ No

18 If your answer to question 1 is Yes, then proceed to question 2. If you answered No, then answer no
19 further questions for this claim and proceed to Claim No. 3.

21 2. Did the City of Santa Ana constructively discharge Rita Ramirez or subject her to other adverse
22 employment action?

24 ☒ Yes ☐ No

26 If your answer to question 2 is Yes, then proceed to question 3. If you answered No, then answer no
27 further questions for this claim and proceed to Claim No. 3.

1 6. Was Rita Ramirez harmed?

2
3 ☒ Yes ☐ No

4
5 If your answer to question 6 is Yes, then proceed to question 7. If you answered No, then answer no
6 further questions for this claim and proceed to Claim No. 3.

7
8 7. Was the City of Santa Ana's decision to constructively discharge Rita Ramirez or subject her to
9 other adverse employment action a substantial factor in causing her harm?

10
11 ☒ Yes ☐ No

12
13 If your answer to question 7 is Yes, then proceed to question 8. If you answered No, then answer no
14 further questions for this claim and proceed to Claim No. 3.

15
16 8. How much in damages should Rita Ramirez be awarded to compensate her for Claim No. 2?

17
18 Past Economic Damages: \$ 379,675.00
19 Future Economic Damages: \$ 947,463.00
20 Past Noneconomic Damages: \$ 700,000.00
21 Future Noneconomic Damages: \$ 875,000.00

22
23 Please proceed to Claim No. 3.

1 Claim No. 3 -- Failure to Prevent Retaliation in Violation of the Fair Employment and Housing Act

2 (Government Code Section 12940(k))

3
4 If you have not answered question 9 on Claim No. 1 and you have not answered question 8 on Claim 2
5 (you have left blank the sections for both questions) then answer no further questions for this claim and
6 have the foreperson date and sign at the bottom of this form.

7
8 If you have answered question 9 on Claim No. 1 or question 8 on Claim 2 or both questions, please
9 proceed to question 1 below.

10
11 1. Was Rita Ramirez an employee of the City of Santa Ana?

12
13 ☒ Yes ☐ No

14
15 If your answer to question 1 is Yes, then proceed to question 2. If you answered No, then answer no
16 further questions for this claim and proceed to the Total Damages Section.

17
18 2. Was Rita Ramirez subjected to retaliation in the course of employment?

19
20 ☒ Yes ☐ No

21
22 If your answer to question 2 is Yes, then proceed to question 3. If you answered No, then answer no
23 further questions for this claim and proceed to the Total Damages Section.

3. Did the City of Santa Ana fail to take all reasonable steps to prevent the retaliation?

☒ Yes ☐ No

If your answer to question 3 is Yes, then proceed to question 4. If you answered No, then answer no further questions for this claim and proceed to the Total Damages Section.

4. Was Rita Ramirez harmed?

☒ Yes ☐ No

If your answer to question 4 is Yes, then proceed to question 5. If you answered No, then answer no further questions for this claim and proceed to the Total Damages Section.

5. Was the City of Santa Ana's failure to take all reasonable steps to prevent retaliation a substantial factor in causing Rita Ramirez's harm?

☒ Yes ☐ No

If your answer to question 5 is Yes, then proceed to question 6. If you answered No, then answer no further questions for this claim and proceed to the Total Damages Section.

6. How much in damages should Rita Ramirez be awarded to compensate her for Claim No. 3?

Past Economic Damages:	\$ <u>379,675.00</u>
Future Economic Damages:	\$ <u>947,463.00</u>
Past Noneconomic Damages:	\$ <u>700,000.00</u>
Future Noneconomic Damages:	\$ <u>875,000.00</u>

1 Please proceed to proceed to the Total Damages Section.

2
3 Total Damages

4
5 1. What is the total amount of damages caused to Rita Ramirez as a result of all of the claims for
6 which the City of Santa Ana is liable:

7
8 Past Economic Damages: \$ 379,675.00
9 Future Economic Damages: \$ 947,463.00
10 Past Noneconomic Damages: \$ 700,000.00
11 Future Noneconomic Damages: \$ 875,000.00

12
13 TOTAL \$ 2,902,138.00
14

15 The TOTAL should be the total amount of damages suffered by Rita Ramirez as a result of all of the
16 claims for which the City of Santa Ana is liable. It is possible that the TOTAL will be less than the
17 damages of all of the above claims added together. For example, if two of the claims caused the same
18 damages, then you should not count those damages twice in the TOTAL.

19
20 Please have the foreperson date and sign below.

21
22 Dated: 12/5/2025

23 Holly Hawkins
24 Foreperson

25 After this verdict form has been signed, notify the court attendant that you are ready to present your
26 verdict in the courtroom.
27
28