

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING PRE-COMPLAINT INQUIRY

Unruh Civil Rights Act

The completion and submission of this Pre-Complaint Inquiry will initiate an intake interview with a Department of Fair Employment and Housing (DFEH) representative. The Pre-Complaint Inquiry is not a filed complaint. The DFEH representative will determine if a complaint can be accepted for investigation.

NAME:			TELEPHONE NUMBER:
Abre	' Conner		
ADDRE	SS:	COUNTY OF VIOLATION:	EMAIL ADDRESS
		Fresno	
CITY/S	TATE/ZIP:		
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NAME (OF THE BUSINESS ESTABLISHMENT OR INDIV ant, bar, theater, store, amusement facility, me	/IDUAL BUSINESS PERSON WHOM YOU WISH TO FI dical facility, and individual):	ILE AGAINST (e.g., hotel,
NAME:			TELEPHONE NUMBER:
The B	rig		
ADDRE	SS:		
	TATE/ZIP: no, CA		
Do you	need a translator during the complaint process?	Yes No If yes, indicate language	
DATE	MOST RECENT DISCRIMINATION TOOK PLACE	(Month/Day/Year):	
1. I AL	LEGE THAT I EXPERIENCED DISCRIMIN	ATION BECAUSE OF MY ACTUAL OR PERCIE	VED:
	Age- 40 and Over Ancestry Color Disability- Including HIV and AIDS, and Us Genetic Information or Characteristics Marital Status Medical Condition- Cancer, Cancer Related National Origin- Including language Use Re Possession of a Driver's License Granted I Race Religion Sex- Gender Sex- Gender identity or Gender Expression Sex- Pregnancy Sexual Orientation Citizenship Primary Language Immigration Status Other (specify)	I Illness, or Genetic Characteristics estrictions Under Vehicle Code Section 12801.9	

2. Do you have an attorney who agreed to represent you in this matter? \square Yes \square No			
If yes, please provide the attorney's contact information.			
Attorney Name: Christine Sun			
Attorney Firm Name: American Civil Liberties Foundation of Northern California			
Attorney Address: 39 Drumm Street			
Attorney City, State, and Zip: San Francisco, CA 94111			
3. Briefly describe the type of accommodations, advantages, facilities, privileges, or service you sought but were denied by the above referenced business establishment:			
On the evening of Saturday, March 12, 2016 to the early morning of Sunday, March 13, 2016, employees, at the Brig, a dive bar in Fresno			
selectively enforced a purported minimum drink rule against Abre' Conner and Novella Coleman because of their race. The Brig employees,			
who are white, denied Ms. Conner and Ms. Coleman, who are Black, equal opportunity to participate in karaoke offered at the Brig purportedly			
for failing to comply with the rule. The lead bartender, Donald (Donny) Swain ordered the two women to leave, and also used physical force			
against Ms. Conner to try to force her to leave. When other patrons offered to buy drinks for Ms. Conner and Ms. Coleman, the bar still refused them			
service. Ultimately, Mr. Swain called the Fresno Police Department to remove Ms. Conner and Ms. Coleman from the bar on the unlawful basis			
that the bar has a "right to refuse service to anyone."			
The "minimum drink" rule enforced against Ms. Conner and Ms. Coleman was unwritten, selectively enforced, and a pretext for discrimination			
against them because of their race. When Ms. Conner, Ms. Coleman, and their friend, a Filipino male, entered the bar, Ms.			
Conner confirmed with the Brig employee at the door that the bar was offering karaoke that night. That employee did not mention a minimum			
drink requirement. Neither Ms. Coleman nor Ms. Conner observed any signs indicating there was a minimum drink rule. When Ms. Conner			
signed up to participate in karaoke by giving their song request to the DJ, he did not mention a minimum drink requirement to participate in			
karaoke. Throughout the evening, Ms. Conner and Ms. Coleman observed that other people in the bar, who were not Black, did not have drinks			
and were being left alone. Indeed, as described below, one of the Fresno police officers who arrived at scene admitted that the rule seemed "made up."			
Below is a summary of the discrimination that occurred against Ms. Coleman and Ms. Conner.			
Ms. Conner, Ms. Coleman, and their friend Mr. arrived at the Brig around 10:30 to 11 pm on March 12, 2016. Ms. Conner and Ms. Coleman			
signed up to sing a karaoke song shortly after their arrival. After they had waited for more than half an hour for their song to be called, the Brig			
employee who let the group into the bar told Ms. Conner and Ms. Coleman that they had to buy drinks to participate in karaoke.			
Mr. bought a drink at the bar, hoping then they would be allowed to participate in karaoke. Still, their song was not called. Mr.			
then bought another drink. After buying his second drink, he asked the DJ when Ms. Conner and Ms. Coleman's song would be called. The			
DJ told Mr. that he had to go talk to the bartender about why their song would not be called.			
Continued in inserted page			

Mr. Swain and the Brig employee from the door approached the group. Mr. Swain said the bar needs to sell drinks to pay for the karaoke and that the bar is not a "hang out" place. Mr. Swain claimed that he had a "right to refuse service to anyone." Ms. Coleman explained that he has no such right and that California law prohibits businesses from engaging in discrimination. Ms. Coleman's video recording of this interaction shows Mr. Swain accusing the two women of "loitering." Ms. Conner explained that their friend, Mr. And bought drinks. Mr. Swain said that did not matter and ordered Ms. Conner and Ms. Coleman to leave. He then spread out both of his arms to his side, moved towards Ms. Conner (who is 5'3"), towered over her and repeatedly bumped his torso and stomach against her. Surprised at his actions, Ms. Conner asked, "Are you touching me?" and Mr. Swain replied, "Yes, I am. Not with my hands." At the end of the recording, Mr. Swain walks away to go call the police.

A white woman identifying herself as an off-duty waitress approached Ms. Coleman, Ms. Conner and Mr. They explained to her what happened. Ms. Coleman and Ms. Conner told her that other people in the bar did not have drinks and were being left alone. The off-duty waitress responded that the Brig employees do not have time to enforce the rule against everyone but keep an eye on "some people." Ms. Coleman and Ms. Conner further explained that the Brig employees seemed to be only enforcing a minimum drink rule on Black people. The off-duty waitress tried to persuade the three to leave, but they refused.

A white patron in the bar, identified here as "B.", saw the Brig employees approach Ms. Coleman and Ms. Conner. After hearing their account of what happened, B. offered to buy drinks for Ms. Coleman and Ms. Conner. But the bartender refused to sell them to her.

When Fresno Police Officers Gray and Scott arrived, Ms. Coleman and Ms. Conner told them that other people in the bar, who were not Black, did not have drinks and were being left alone. Ms. Conner's video recording shows Ms. Coleman explaining that the rule is not being enforced against non-Black people and that it seems like a made up rule. One Fresno police officer looked around and agreed, saying, "Yeah, it does seem like a made up rule." One of the two officers asked Ms. Conner and Ms. Coleman if this was a "racial thing" and both stated yes and explained again the racially discriminatory enforcement of the rule. B., who has been going to the Brig for 22 years, told them that she does not know of any minimum drink rule. This is also depicted in Ms. Conner's video recording.

After the police arrived, another white female and a white male patron offered to buy drinks for Ms. Conner and Ms. Coleman. However, the bartender told the Fresno police officers that he was exercising his "right to refuse service" and, therefore, would not let anyone buy drinks for Ms. Coleman and Ms. Conner. The police report states, peculiarly, that "the bar was refusing service to them due to them refusing to leave."

Also, a Latina patron approached Ms. Coleman and told her there is no minimum drink rule. This patron also provided her statement as a witness to Officers Gray and Scott, but this statement was not included in the police report.

Officers Gray and Scott forced Ms. Coleman and Ms. Conner to leave the bar.

DEMOGRAPHIC INFORMATIONTHIS INFORMATION IS OPTIONAL AND IS ONLY USED FOR STATISTICAL PURPOSES.

GENDER:	
☐ Male	
☑ Female	
□ Other	
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RACE:	
☐ Asian ☐ American Indian or Alaskan Native	
☐ American Indian of Alaskan Native	
☐ Native Hawaiian or Other Pacific Islander	
☐ White	
□ white	
NATIONAL ORIGIN:	☐ Japanese National Origin
☐ Afghani National Origin	☐ Korean National Origin
☐ Angriam National Origin	☐ Laotian National Origin
☐ Bangladeshi National Origin	☐ Lebanese National Origin
☐ Cambodian National Origin	☐ Malaysian National Origin
☐ Cambodian National Origin	☐ Mexican National Origin
☐ Chinese National Origin	☐ Nigerian National Origin
☐ Cuban National Origin	☐ Other African National Origin
☐ Dominican National Origin	☐ Other Asian National Origin
☐ Egyptian National Origin	Other Caribbean National Origin
☐ English National Origin	Other European National Origin
☐ Ethiopian National Origin	☐ Other Hispanic/Latino National Origin
☐ Fijian National Origin	☐ Other Middle Eastern National
☐ Filipino National Origin	☐ Other National Origin
☐ German National Origin	□ Pakistani National Origin
☐ Ghanaian National Origin	☐ Puerto Rican National Origin
☐ Guamanian National Origin	☐ Salvadoran National Origin
☐ Haitian National Origin	☐ Samoan National Origin
☐ Hawaiian National Origin	☐ Sri Lankan National Origin
☐ Hmong National Origin	☐ Syrian National Origin
☐ Indonesian National Origin	☐ Taiwanese National Origin
☐ Iranian National Origin	☐ Thai National Origin
☐ Iraqi National Origin	☐ Tongan National Origin
☐ Irish National Origin	☐ Vietnamese National Origin
☐ Italian National Origin	
☐ Jamaican National Origin	

Event: 16-AJ7174 /Time: 03/17/2016 10:37:26 Medarants(off)/lighterole)/II Call Taker Position Clear Time Receive Time ID: D3060 **CT16** 3/13/2016 1:20:46 AM 03/12/2016 23:51:05 Classification How Receive Services Priority Polide Copy was prepared by the Fresho Bolice Т 1E3 2 Department on (date)___ Place/Business for the official use of: THE BRIG Name.... Address Agency and may not be revealed by any unauthorized person FRESNO Station Zone District Beat Police Agency 1755 NW E PD SELECTIVE STREET Phone Name Info Address SMIDERIC DIST W/ SUBJS REFUSING TO LEAVE .. 3 SUBJS INSIDE INFRONT OF THE BAR BY THE KARAOKE STAND ... 2 BFS WRG DRK CLOTHING, 1 BM BLK JCKT, BEIGE PANTS .. NEED SUBJS SOW allegations Agency: Case Number **Primary Staff** Unit Code Closing Class Event Dispo Location **GRAY (V3213), SCOTT P1686** 80 PD: 1E5 N Status Operator Position Unit **PD05** ID: D3107 2H22 D 03/13/2016 00:20:11 Position Status Operator Time Unit A00415 GRAY (V3213), SCOTT ID: P1686 03/13/2016 00:20:20 ER 2H22 Position Status Operator Unit Time A00415 GRAY (V3213), SCOTT ID: P1686 2H22 AR 03/13/2016 00:24:12 Position Unit Status Operator Time A00415 GRAY (V3213), SCOTT ID: P1686 2H22 CL 03/13/2016 01:04:14 Location NW Position Unit Status Operator Time A00415 2H22 GRAY (V3213), SCOTT ID: P1686 AR 03/13/2016 01:09:57 Location NW Position Operator Time A00415 GRAY (V3213), SCOTT ID: P1686 03/13/2016 01:16:16 Supplement CONTACTED RP WHO WAS THE LEAD BARTENDER, HE ADVISED US THAT TWO FEMALES, BY THE NAME OF AND ABRE CONNER, HAD BEEN IN THE BAR FOR SOME TIME AND HAD NOT PURCHASED DRINKS. TOLD THE WOMEN THIS AND THEY HAD A STATED THAT YOU HAD TO PURCHASE A DRINK TO STAY IN THE BUSINESS. FRIEND PURCHASE A DRINK FOR HIMSELF. THEY STILL HAD NOT PURCHASED ANYTHING THEMSELVES. THE BARTENDER ADVISED THEM THEY HAD TO LEAVE. THEY REFUSED. I ASKED THE TWO FEMALES IF THIS WAS TRUE AND THEY AGREED. HOWEVER THEY BELIEVE THAT THE RULE IS MADE UP AND NOT EVENLY ENFORCED AMONG THE OTHER PEOPLE IN THE BAR. THEY BELIEVED THAT THIS WAS ONLY ENFORCED IN A DISCRIMINATORY WAY. I ADVISED THEM THAT THE BAR WAS REFUSING SERVICE TO THEM DUE TO THEM REFUSING TO LEAVE AND THEY LEFT PEACEFULLY. THEY WERE GIVEN THE EVENT NUMBER IN CASE THEY WISHED TO FILE A CIVIL SUIT AGAINST THIS ESTABLISHMENT. Unit Dissociate Status Time 2H22 **5ARW** 03/13/2016 01:20:46

/Time: 03/17/2016 10:37:26 Event: 16-AJ7174

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	Staff					
		ID: P1617				
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	Event	Police	Fire			
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Save	03/12/2016 23:53:48					
Dispatch	03/13/2016 00:20:11	03/13/2016 00:20:11				
Enroute	03/13/2016 00:20:20	03/13/2016 00:20:20				
Arrive	03/13/2016 00:24:12	03/13/2016 00:24:12	44			
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No. of Units	1	1	0			



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Nov	rella Coleman		
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NAME	:		TELEPHONE NUMBER:
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ADDR	ESS:		
CITY/S	STATE/ZIP:		
Fres	sno, CA		
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. <u> </u>	Color Disability- Including HIV and AIDS, and Us	e of Assistive Animals	
	Genetic Information or Characteristics	o of Assistive Allithuis	
	Marital Status		
	Medical Condition- Cancer, Cancer Relate		
	National Origin- Including language Use R Possession of a Driver's License Granted		
	Race	Officer Verifice Gode Georgian 12001.5	
	Religion		
	Sex- Gender		
	Sex- Gender identity or Gender Expressio	n	
	Sex- Pregnancy Sexual Orientation		
	Citizenship		
	Primary Language		
	Immigration Status		
	Other (specify)	- Indicated and a second secon	

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Attorney City, State, and Zip: San Francisco, CA 94111
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Also, a Latina patron approached Ms. Coleman and told her there is no minimum drink rule. This patron also provided her statement as a witness to Officers Gray and Scott, but this statement was not included in the police report.

Officers Gray and Scott forced Ms. Coleman and Ms. Conner to leave the bar.

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☑ Female	
☐ Other	
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RACE:	
☐ Asian	
☐ American Indian or Alaskan Native	
☑ Black or African American	
□ Native Hawaiian or Other Pacific Islander	
☐ White	
NATIONAL ORIGIN:	☐ Japanese National Origin
☐ Afghani National Origin	☐ Korean National Origin
☐ American [U.S.A] National	☐ Laotian National Origin
☐ Bangladeshi National Origin	☐ Lebanese National Origin
☐ Cambodian National Origin	☐ Malaysian National Origin
□ Canadian National Origin	☐ Mexican National Origin
☐ Chinese National Origin	☐ Nigerian National Origin
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☐ Egyptian National Origin	Other Caribbean National Origin
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No. of Units

Event: 16-AJ7174 Police Unit 2H22 GRAY (V3213), SCOTT ID: P1686 ID: P1617 majėskonsė times Fire **Police Event** 03/12/2016 23:51:05 03/12/2016 23:53:40 Receive Save 03/12/2016 23:53:48 03/13/2016 00:20:11 Dispatch 03/13/2016 00:20:11 03/13/2016 00:20:20 03/13/2016 00:20:20 **Enroute** 03/13/2016 00:24:12 03/13/2016 00:24:12 Arrive 03/13/2016 01:20:46 03/13/2016 01:20:46 **Last Clear**

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