

## Federal Court Dismisses All Employment Discrimination Claims, Cites Bad Faith in Plaintiff's Opposition and Awards Sanctions

FormanWatkins has secured a decisive victory for its clients in federal court, obtaining summary judgment on all federal employment discrimination claims, with the court also awarding \$5,000 in sanctions after determining that the plaintiff submitted a declaration containing fabricated testimony in bad faith in opposition to summary judgment.

The plaintiff alleged discrimination based on race, color, national origin, and age, but the court found these claims lacked evidentiary support once the fabricated statements were excluded. The defense team successfully demonstrated that the plaintiff failed to rebut legitimate, non-discriminatory reasons for the employment decision and that the record contradicted the plaintiff's claims.

**Malissa Wilson**, a partner at FormanWatkins and a member of the defense team, emphasized the significance of the ruling.

"This decision vindicates our clients completely," **said Wilson**. "The court saw through the fabricated evidence and recognized that our clients made legitimate employment decisions based on performance concerns. We are particularly gratified that the court took seriously the misrepresentations made to the court by awarding sanctions, such conduct undermines the integrity of our judicial system and will not be tolerated."

After ruling in favor of the Firm's client on the merits and striking the plaintiff's declaration in its entirety, the court issued a strongly worded order imposing sanctions against the plaintiff and his attorney. The court found that the declaration submitted in opposition to summary judgment included numerous fabricated quotations purportedly from deposition testimony, with these false statements relied upon throughout the opposition to summary judgment.

The court further determined that the plaintiff and his counsel failed to verify the accuracy of their representations. In distinguishing this case from others involving artificial intelligence, the court noted that the issue was not the hallucination of legal authority, but the hallucination of facts.

The FormanWatkins defense team consisted of **Malissa Wilson, Chelsea Lewis, Mandie Robinson,** and Honey Brown.