

FILED
SUPERIOR COURT OF CA, COUNTY OF KERN
OCT 28 2025
BY _____ DEPUTY

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF KERN – METRO JUSTICE BUILDING**

EDGAR QUINCY SLOAN,

Plaintiff,

v.

CITY OF BAKERSFIELD;
BAKERSFIELD FIRE DEPARTMENT;
CHIEF ANTHONY GALAGAZA;
DEPUTY CHIEF TREVER MARTINUSEN
Defendants.

Case No. BCV-20-102749

SPECIAL VERDICT

SPECIAL VERDICT

We, the Jury, answer the questions submitted to us as follows:

1
2 **CAUSE OF ACTION FOR WORK ENVIRONMENT HARASSMENT CONDUCT**
3 **DIRECTED AT PLAINTIFF EDGAR QUINCY SLOAN**
4 **BY DEFENDANT ANTHONY GALAGAZA:**

- 5
6 1. Was plaintiff Edgar Quincy Sloan an employee of the Defendant City of Bakersfield?

7 X Yes No

8 If your answer to question 1 is yes, then answer question 2.

9 If you answered no to question 1, then go to question 10.

- 10
11 2. Was Defendant Anthony Galagaza an employee of the Defendant City of Bakersfield?

12 X Yes No

13 If your answer to question 2 is yes, then answer question 3.

14 If you answered no to question 2, then go to question 10.

- 15
16 3. Was Plaintiff Edgar Quincy Sloan subjected to harassing conduct by Defendant
17 Anthony Galagaza because of his race?

18 Yes X No

19 If your answer to question 3 is yes, then answer question 4.

20 If you answered no to question 3, then go to question 10.

- 21
22 4. Was the harassment severe or pervasive?

23 Yes No

24 If your answer to question 4 is yes, then answer question 5.

25 If you answered no to question 4, then go to question 10.

- 1
2 5. Would a reasonable person in Plaintiff Edgar Quincy Sloan's circumstances have
3 considered the work environment to be hostile, intimidating, offensive, oppressive or
4 abusive?

5 _____ Yes _____ No

6 If your answer to question 5 is yes, then answer question 6.

7 If you answered no to question 5, then go to question 10.

- 8
9 6. Did Plaintiff Edgar Quincy Sloan consider the work environment to be hostile,
10 intimidating, offensive, oppressive or abusive?

11 _____ Yes _____ No

12 If your answer to question 6 is yes, then answer question 7.

13 If you answered no to question 6, then go to question 10.

- 14 7. Did Defendant Anthony Galagaza participate in, assist in, or encourage the harassing
15 conduct?

16 _____ Yes _____ No

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18 If your answer to question 7 is yes, then answer question 8.

19 If you answered no to question 7, then go to question 10.

- 20 8. Was the harassing conduct a substantial factor in causing harm to Plaintiff Edgar Quincy
21 Sloan?

22 _____ Yes _____ No

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24 If your answer to question 8 is yes, then answer question 9.

25 If you answered no to question 8, then go to question 10.

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9. What are Plaintiff Edgar Quincy Sloan's damages as to Defendant Anthony Galagaza?

a. Past Noneconomic Loss [mental suffering, loss of enjoyment of life, inconvenience, grief, anxiety, humiliation, emotional distress]

\$ _____

b. Future Noneconomic Loss [mental suffering, loss of enjoyment of life, inconvenience, grief, anxiety, humiliation, emotional distress]

\$ _____

TOTAL:

\$ _____

Regardless of your answer to this question, please answer question 10.

1
2 **CAUSE OF ACTION FOR WORK ENVIRONMENT HARASSMENT CONDUCT**
3 **DIRECTED AT PLAINTIFF EDGAR QUINCY SLOAN**
4 **AS TO DEFENDANT TREVER MARTINUSEN:**

5 10. Was plaintiff Edgar Quincy Sloan an employee of the Defendant City of Bakersfield?

6 X Yes No

7 If your answer to question 10 is yes, then answer question 11.

8 If you answered no to question 10, then go to question 19.

9
10 11. Was Defendant Trever Martinusen an employee of the Defendant City of Bakersfield?

11 X Yes No

12 If your answer to question 11 is yes, then answer question 12.

13 If you answered no to question 11, then go to question 19.

14
15 12. Was Plaintiff Edgar Quincy Sloan subjected to harassing conduct by Defendant Trever
16 Martinusen because of his race?

17 Yes X No

18 If your answer to question 12 is yes, then answer question 13.

19 If you answered no to question 12, then go to question 19.

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21 13. Was the harassment severe or pervasive?

22 Yes No

23 If your answer to question 13 is yes, then answer question 14.

24 If you answered no to question 13, then go to question 19.

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14. Would a reasonable person in Plaintiff Edgar Quincy Sloan circumstances have considered the work environment to be hostile, intimidating, offensive, oppressive or abusive?

_____ Yes _____ No

If your answer to question 14 is yes, then answer question 15.
If you answered no to question 14, then go to question 19.

15. Did Plaintiff Edgar Quincy Sloan consider the work environment to be hostile, intimidating, offensive, oppressive, or abusive?

_____ Yes _____ No

If your answer to question 15 is yes, then answer question 16.
If you answered no to question 15, then go to question 19.

16. Did Defendant Trever Martinusen participate in, assist in, or encourage the harassing conduct?

_____ Yes _____ No

If your answer to question 16 is yes, then answer question 17.
If you answered no to question 16, then go to question 19.

17. Was the harassing conduct a substantial factor in causing harm to Plaintiff Edgar Quincy Sloan?

_____ Yes _____ No

If your answer to question 17 is yes, then answer question 18.
If you answered no to question 17, then go to question 19.

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3 18. What are Plaintiff Edgar Quincy Sloan's damages as to Defendant Trever Martinusen?

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5 a. Past Noneconomic Loss [mental
6 suffering, loss of enjoyment of life,
7 inconvenience, grief, anxiety,
8 humiliation, emotional distress]

\$ _____

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10 b. Future Noneconomic Loss [mental
11 suffering, loss of enjoyment of life,
12 inconvenience, grief, anxiety,
13 humiliation, emotional distress]

\$ _____

14 TOTAL:

\$ _____

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16 Regardless of your answer to question 18, please answer question 19.

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18 **CASUE OF ACTION FOR DISPARATE TREATMENT AND RACE DISCRIMINATION**
19 **AS TO DEFENDANT THE CITY OF BAKERSFIELD:**
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21 19. Was Defendant City of Bakersfield an employer?

22 X Yes No
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24 If your answer to question 19 is yes, then answer question 20.

25 If you answered no to question 19, then go to question 25.

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27 20. Was Plaintiff Edgar Quincy Sloan an employee of Defendant City of Bakersfield
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☒ Yes ☐ No

If your answer to question 20 is yes, then answer question 21.

If you answered no to question 20, then go to question 25.

21. Did Defendant City of Bakersfield not promote Plaintiff Edgar Quincy Sloan?

☒ Yes ☐ No

If your answer to question 21 is yes, then answer question 22.

If you answered no to question 21, then go to question 25.

22. Was Plaintiff Edgar Quincy Sloan's race a substantial motivating reason for Defendant City of Bakersfield's decision not to promote Plaintiff Edgar Quincy Sloan?

☐ Yes ☒ No

If your answer to question 22 is yes, then answer question 23.

If you answered no to question 22, then go to question 25.

23. Would Defendant City of Bakersfield have decided not to promote Plaintiff Edgar Quincy Sloan anyway at that time, for legitimate, independent reasons?

☐ Yes ☐ No

If you answered no to question 23, then go to question 24.

If your answer to question 23 is yes, then stop here answer no more questions in this section and go to question 25.

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2 24. Was Defendant City of Bakersfield's decision not to promote Plaintiff Edgar Quincy
3 Sloan a substantial factor in causing harm to Plaintiff Edgar Quincy Sloan?

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5 _____ Yes _____ No
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7 Regardless of your answer to question 24, please answer question 25.
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9 **FAILURE TO PREVENT RACIAL DISCRIMINATION AS TO DEFENDANT THE CITY**
10 **OF BAKERSFIELD**

11 25. Was Defendant City of Bakersfield an employer?

12
13 X Yes _____ No

14 If your answer to question 25 is yes, then answer question 26.

15 If you answered no to question 25, then go to the instruction after question 28.
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17 26. Was Plaintiff Edgar Quincy Sloan an employee of Defendant City of Bakersfield?

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19 X Yes _____ No

20 If your answer to question 26 is yes, then answer question 27.

21 If you answered no to question 26, then go to the instruction after question 28.
22

23 27. Did Defendant City of Bakersfield fail to take all reasonable steps to prevent
24 discrimination and/or harassment of Plaintiff Edgar Quincy Sloan?

25 X Yes _____ No

26 If your answer to question 27 is yes, then answer question 28.

27 If you answered no to question 27, then go to the instruction after question 28.
28

1 28. Was Defendant City of Bakersfield's failure to prevent discrimination and/or
2 harassment a substantial factor in causing harm to Plaintiff Edgar Quincy Sloan?

3 X Yes No
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6 **INSTRUCTION:** If your answer to questions 24 or 28 is yes, then please answer question 29. If
7 your answer to both questions 24 and 28 is no, then go to the instruction after question 29.
8

9 **DAMAGES:**

10 29. What are Plaintiff Quincy Sloan's damages?

11 a. Past noneconomic loss [mental
12 suffering, loss of enjoyment of life,
13 inconvenience, grief, anxiety,
14 humiliation, emotional distress]

15 \$ 450,000

16 b. Future noneconomic loss [mental
17 suffering, loss of enjoyment of life,
18 inconvenience, grief, anxiety,
19 humiliation, emotional distress]

20 \$ 250,000

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22 TOTAL: \$ 700,000
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1 **INSTRUCTION:**

2 If you answered questions 9 or 18 with a dollar amount, then answer questions 30 and 31. If you
3 answered both questions 9 and 18 with no dollar amount, stop here do not answer any further
4 questions and have the presiding juror sign and date this form.
5

6 **FINDINGS REGARDING MALICE AND OPPRESSION:**

7
8 30. Did Defendant Anthony Galagaza engage in conduct with malice or oppression?

9 _____ Yes _____ No
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11 Regardless of your answer to this question, please answer question 26.
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14 31. Did Defendant Trever Martinusen engage in conduct with malice or oppression?

15 _____ Yes _____ No
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18 Please have the presiding juror sign and date this verdict form.
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21 DATED: 10/28/25

SIGNATURE REDACTED

PRESIDING JUROR

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24 After this verdict form has been signed, notify the bailiff that you are ready to present your
25 verdict in the courtroom.
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