



**Seattle**  
**Office for Civil Rights**

Jenny A. Durkan, Mayor  
Mariko Lockhart, Director

October 18, 2019

Neon Taco LLC  
c/o Jim Johnston  
6947 Coal Creek Pkwy SE #389  
Newcastle, WA 98059

Via Regular and Certified Mail 7003 0500 0003 1613 7996  
RETURN RECEIPT REQUESTED

RE: Notice of Discrimination Charge  
Joey Gibson v Neon Taco LLC  
2019-01194-AC

Dear Neon Taco LLC:

This letter notifies you that a charge has been filed that alleges a violation under the Unfair Public Accommodations Practices Ordinance, Seattle Municipal Code Chapter 14.06. SOCR addresses illegal discrimination in Public Accommodations (AC) based on Political Ideology, Religion. A copy of the charge is enclosed.

The Seattle Office for Civil Rights (SOCR) is responsible for enforcing this law, including investigating alleged violations. Whenever possible, SOCR works with parties to resolve charges through dispute resolution. SOCR can put the investigation on hold while the parties discuss settlement. If the parties reach a settlement, SOCR will end the investigation and close the case.

If one or both parties choose not to settle the case through an early resolution, the investigation will move forward. The first step is for you, the Respondent, to respond to our Request for Information. Your response is due within **ten (10)** after you receive this charge. Please note that the ordinance prohibits retaliation against anyone involved with or participating in the investigation.

SOCR will conduct a fair and impartial investigation by gathering all relevant information pertaining to the charge. Unless the matter is resolved earlier, we will complete the investigation by issuing a written finding of fact and a decision about whether there has been a violation. You will be provided with a full copy of SOCR's finding and decision at the end of the investigation.

**If you are interested in pursuing an early resolution or have questions regarding this complaint, please contact the investigator assigned to your case. Mike Chin can be reached at (206) 684-8063 or [Mike.Chin@seattle.go](mailto:Mike.Chin@seattle.go)**

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810 Third Avenue, Suite 750, Seattle, WA 98104-1627  
Tel: (206) 684-4500 | Fax: (206) 684-0332 | TTY (206) 684-4503 | [www.seattle.gov/civilrights](http://www.seattle.gov/civilrights)

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Reasonable accommodations for people with disabilities and language interpretation available by request

For more information, please visit our website at: [www.seattle.gov/civilrights/](http://www.seattle.gov/civilrights/)

Sincerely,

A handwritten signature in blue ink that reads "Michael Chin". The signature is written in a cursive style.

Michael Chin  
Enforcement Manager

Enclosures

BEFORE THE SEATTLE OFFICE FOR CIVIL RIGHTS

Joey Gibson,  
Charging Party  
vs.

Neon Taco LLC,

Respondent

CASE NO. 2019-01194-AC

FIRST REQUEST FOR  
INFORMATION (RFI)

Please provide a complete response in writing to the questions set forth below. Except for extension as provided by rule, your response is due within 10 days of your receipt of this document. This is a continuing request and applies to any information or documents which may be discovered by Respondent in the future. If, upon further agency review, additional materials are deemed necessary for a full and fair investigation, you may be served with a supplemental RFI. Please contact the undersigned if you have any questions.

October 18, 2019

Date

*Michael M. Chin*

Michael Chin, Enforcement Manager  
Office for Civil Rights  
810 Third Avenue, Suite 750  
Seattle, WA 98104-1627  
(206) 684-4500

1. Please state the name, title, address and telephone number of the person who is submitting the response to this RFI on behalf of Respondent.
2. State the name, title, address, telephone number and e-mail address of the person to whom further inquiry by this agency regarding this charge should be directed.
3. Fully address the following:
  - a. State the full name of Respondent's business enterprise listing any trade names used;
  - b. Describe the enterprise's type of business;
  - c. State the name and address of each owner of the enterprise;
  - d. State the form of ownership (such as sole proprietorship, partnership, corporation);



- e. If an owner is a corporation, state the name and address of each corporate officer; and
  - f. If an owner is a corporation with 10 or fewer shareholders, state the name and address of each shareholder.
4. Please provide copies of Respondent's written policies, handbook(s) or manual(s), or any other documentation of Respondent's policies and procedures relating to its business and operations, including, but not limited to non-discrimination and harassment policies.
  5. Provide a copy of any file and any other record relating to Charging Party's use of Respondent's business or services.
  6. If Respondent has any requirements for obtaining services, indicate what they are and whether Charging Party met the requirements for obtaining services. If not, provide all documentation of the response.
  7. If Respondent denied services to Charging Party, explain the circumstances, identify who was involved in the decision making, and provide documentation to support the response.
  8. If Respondent alleges that Charging Party violated Respondent's policies or procedures resulting in an adverse action, identify other patrons of the same service sought by Charging Party who violated the same policies or procedures. Indicate whether or not each patron is a member of Charging Party's protected class(es) and the action, if any, Respondent took as a result of the violation. Also, please provide documentation to support the response.
  9. Charging Party alleges in the charge that Respondent has taken certain actions that are prohibited as unlawful retaliation. Please provide a full response to each numbered allegation contained in the charge.
  10. Respond fully to each numbered allegation in the charging document and provide documentation to support each response.
  11. Identify by name, address, and position with Respondent each person involved in making any decision(s) relating to Charging Party's allegations. Describe the role of each person in the decision-making process.
  12. Submit copies of all other documents relevant to the charge and to Respondent's decision-making process in this regard.
  13. Identify any other persons who have information regarding Respondent's actions in this matter, whether or not the person is part of Respondent's organization.

RECEIVED  
OCT 14 2019

BEFORE THE SEATTLE OFFICE FOR CIVIL RIGHTS

Joey Gibson,

CASE NO. 2019-01194-AC

Charging Party

vs.

SEATTLE PUBLIC  
ACCOMMODATIONS  
ORDINANCE

Neon Taco LLC,

Respondent.

I.

The above-named Respondent is hereby charged with unfair public accommodations practices with respect to denial of full enjoyment of goods and services due to religion and political ideology in violation of the Seattle Public Accommodations Ordinance, Seattle Municipal Code (SMC) 14.06, as amended.

II.

The charge is based on the following:

I, Joey Gibson, a Christian and political conservative, am a customer of Respondent.

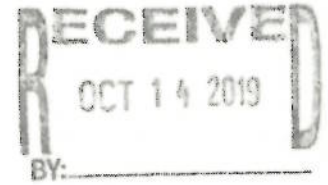
Respondent Neon Taco LLC operates a place of public accommodation as defined by SMC 14.06.020(U), as amended.

The place of public accommodation is located at 1011 Boren Ave in Seattle, Washington and the incident of alleged discrimination occurred within one year after the occurrence of the alleged unfair public accommodations practice.

III.

I believe I have been discriminated against due to political ideology and religion because:

1. I am a Christian and political conservative.



2. On or around November 4, 2018, I entered Respondent's place of business located at 1011 Boren Ave in Seattle, Washington.
3. Upon entering the business, I was told to leave the premises as a result of my affiliation with the group Patriot Prayer, which is a Christian, politically conservative group.
4. I believe Respondent violated SMC 14.06 by denying me full enjoyment of goods and services based on my religion and political ideology.

I certify under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

10/14/2019 | 1:41:33 PM PDT

Signed at Seattle, Washington, this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

DocuSigned by:

A handwritten signature in black ink, appearing to read "Joey Gibson", written over a horizontal line.

84B276B1F00B4B8

Joey Gibson, Charging Party





## **You Have Options: Opportunities for Early Resolution**

Seattle Office for Civil Rights (SOCR) encourages you to explore all your options. Here are some opportunities parties have for early resolution:

**Facilitated Settlement:** SOCR investigators help parties reach an agreement that works for everyone. SOCR will communicate settlement offers between parties.

**Third Party Mediation:** SOCR will refer the case to the City of Seattle Alternative Dispute Resolution (ADR) program at no cost to you. Mediation is a voluntary and facilitated process held by a neutral third party, who attempts to help parties reach a mutually satisfactory resolution. Mediation occurs outside of the SOCR office and without the involvement of our staff members. Inform us as soon as possible if you are interested in mediation, as ADR may have limited availability.

If parties do not use facilitated settlement or third party mediation, or if the complaint cannot be resolved through either process, SOCR will conduct a full investigation. **At any time during the investigation, both parties can agree to facilitated settlement or third party mediation.**

To learn more, call (206) 684-4500 and ask to speak to the case investigator.

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