

Breaking News on Cisco Systems Caste Lawsuit

In March 2024, Caste Gate [reported](#) that the California Civil Rights Department (CRD) was ordered by the Court to disclose the identity of John Doe in the Caste Lawsuit against Cisco Systems as [Chetan Narsude](#).

Further, CRD was also ordered by the Court to remove the definition of Caste as a Hindu strict social hierarchy and CRD was forced to file an [amended](#) complaint.

Now, after Cisco Systems filed a Motion to Compel, the Court [ordered](#) CRD on 05/15/2024 to produce the documents it is relying upon along with a privilege log if CRD is withholding documents under privilege.

Accordingly, the Parties agree that the Court made the following rulings at the Informal Discovery Conference on April 5, 2024:

- That Defendant's Motion to Compel further responses to Request for Production of Documents, Set One, Request No. 54 is GRANTED. Plaintiff must produce the documents it is relying upon. Plaintiff must provide a privilege log if it is withholding documents under privilege. Plaintiff may limit its response to documents it is relying upon in this case. Plaintiff must amend its response to this request within 35 days of the Informal Discovery Conference.

The Court also awarded \$2,000 in [sanctions](#) against CRD in favor of Cisco Systems.

2	• That Defendant's request for monetary sanctions is GRANTED IN PART. Over
3	Plaintiff's objections, the Court awarded \$2,000 in sanctions. ¹
4	IT IS SO STIPULATED.
5	
6	Dated: May 2, 2024
7	Orrick, Herrington & Sutcliffe LLP
8	
9	By: <u>/s/ Nicholas Horton</u>
10	NICHOLAS J. HORTON
	Attorneys for Defendant
	CISCO SYSTEMS, INC.
11	Dated: May 2, 2024
12	California Civil Rights Department
13	
14	By: <u>/s/ Rumduol Vuong</u>
15	RUMDUOL VUONG
	Attorneys for Plaintiff
	CALIFORNIA CIVIL RIGHTS
	DEPARTMENT

On May 29th, 2024, Cisco Systems [filed](#) an answer to CRD's second amended complaint exposing John Doe aka Chetan Narsude. The answer highlights Narsude's habit of resisting and delaying doing the work assigned to him, lack of responsiveness to questions from his team, lack of availability during business hours, and his sometimes abrasive style of communication, which created division in the team and made team members reluctant to approach him with questions. Additionally, two of Narsude's prior team members had complained about Narsude's lack of leadership, poor management, and communication and stated that they did not want to work with Narsude as their lead.

26 8. Narsude was not selected for either of the two lead roles because Iyer had
27 determined from his own observations and interactions with Narsude and his conversations with
28 others on the team that there were concerns about Narsude as a leader, including, but not limited

- 2 -

DEFENDANT SYSTEMS, INC.'S AMENDED ANSWER TO SECOND AMENDED COMPLAINT

1 to, his habit of resisting and delaying doing the work assigned to him, lack of responsiveness to
2 questions from his team, lack of availability during business hours (coming in late, leaving early,
3 working from home without notice, and either not being at his desk or looking at stock on his
4 computer instead of working), last-minute planning, resistance to constructive feedback, being
5 reactive and not proactive in addressing issues that arose, and his sometimes abrasive style of
6 communication, which created division in the team and made team members reluctant to
7 approach him with questions.

1 13. Additionally, two of Narsude's prior team members had complained to Iyer about
2 Narsude's lack of leadership, poor management, and communication and stated that they did not
3 want to work with Narsude as their lead.

19 17. Additionally, Kompella had concerns about Narsude's performance, output,
20 collaboration, conduct, and interactions with his peers.

See More Details at: <https://castegate.org/the-publicly-known-timeline-of-the-cisco-caste-discrimination-case/>