

**IN THE CIRCUIT COURT FOR THE NINTH JUDICIAL CIRCUIT
FOR ORANGE COUNTY
STATE OF FLORIDA**

CHRISTINE JANNING,)	
)	
Plaintiff,)	Civil Action No.
)	2022-CA-00876
v.)	
)	
SOUTHWEST AIRLINES, CO.,)	
SOUTHWEST AIRLINES PILOTS')	
ASSOCIATION, MICHAEL HAAK,)	
DAVID NEWTON, and MICHAEL)	
HAWKES,)	
)	
Defendants.)	

SECOND AMENDED COMPLAINT

Christine Janning hereby files this second amended complaint against Southwest Airlines, Co. (hereafter, "Southwest"); Southwest Airlines Pilots' Association (hereafter, "SWAPA"); and Michael Haak, and against David Newton and Michael Hawkes, as follows.

NATURE OF THE ACTION

1. This is an action for damages for violation of the Florida Civil Rights Act, Negligent Retention, Negligent Supervision, Sexual Assault, and Conspiracy stemming from the sexual assault of Captain Michael Haak on Captain Christine Janning, and the events that followed thereafter.

PARTIES

2. Christine Janning is an individual resident of Brevard County, State of Florida, and submits herself to the jurisdiction of this Court.

3. Southwest Airlines Co. is a foreign for-profit corporation, with its principal place of business at 2702 Love Field Drive, Dallas, Texas 75235-1908. Southwest may be served by serving its registered agent The Prentice-Hall Corporation System, Inc. at its registered office, which is located at 1201 Hays Street, Tallahassee, Florida 32301.

4. Southwest Airlines Pilots' Association is a foreign unincorporated nonprofit entity, formed under the laws of the State of Texas, with its principal place of business at 1450 Empire Central, Suite 737, Dallas, Texas 75247. SWAPA may be served by serving its registered agent Therese A. Curro at its registered office, which is located at 1450 Empire Central, Suite 737, Dallas, Texas 75247.

5. Michael Haak is an individual resident of the State of Florida, and may be served at his home address 3345 Messina Drive, Lake Mary, Florida 32746.

6. David Newton is an individual resident of the State of South Dakota, and may be served at his place of business at 8500 Pena Boulevard, Denver, Colorado 80249.

7. Michael Hawkes is an individual resident of the State of Florida, and may be served at his place of business at 9303 Jeff Fuqua Boulevard, Orlando, Florida 32827.

JURISDICTION AND VENUE

8. This is an action for damages in excess of \$30,000.00, exclusive of interest, costs and attorneys' fees.

9. Pursuant to Fla. Stat. § 47.011, jurisdiction and venue are appropriate in this Court because the vast majority of the events giving rise to the causes of action stated within this Complaint occurred within Orange County, State of Florida.

FACTUAL BACKGROUND

A. The Old Boys' Club Culture.

10. Southwest and SWAPA are separate companies.

11. The members of SWAPA are, as the name Southwest Airlines Pilots' Association suggests, pilot employees of Southwest.

12. The companies are extremely closely tied and share numerous employees, agents, members and officers.

13. Many of the decisions of Southwest and SWAPA are joint decisions made by the lead officials at both companies.

14. Most of the decisions of SWAPA are directed by Southwest.

15. Prior to these events, and for the entire life of Southwest, an “old boys’ club” culture has existed at Southwest, wherein male pilots were prioritized above all other employees at Southwest.

16. This culture had been arranged and agreed to by Southwest and SWAPA as the format by which both companies would operate.

17. Southwest and SWAPA had agreed and conspired together to advance the positions and interests of male pilots over the positions and interests of all other employees, agents and staff.

18. Both Southwest and SWAPA has repeatedly acted on this agreement and conspiracy by promoting male pilots ahead of female pilots, burying the indiscretions of male pilots (including unwanted sexual advances of male pilots towards female staff and male non-pilots), and sending individuals who are not male pilots to psychological evaluations with preordained results where necessary to eliminate said employees, among other things.

19. This conspired culture at both Southwest and SWAPA fostered a perfect breeding ground for the incidents and claims that follow.

B. Cpt. Haak’s History.

20. Cpt. Haak had been a long-time pilot with Southwest, having been hired on January 1, 1994.

21. During Cpt. Haak's tenure, it was Southwest's policy to refer and send all employees who had been accused of sexual assault and/or sexual harassment to Richardson Management Associates, Ltd., located at 104-4710 Saint-Ambroise, Montreal, Quebec H4C 2C7, Canada.

22. Richardson Management Associates, Ltd. was colloquially known as "Charm School" by the employees of Southwest.

23. The mission of Richardson Management Associates, Ltd. (hereafter, the "Charm School") was to teach employees to avoid improprieties in the workplace.

24. Southwest used the Charm School as a slap on the wrist for its pilots caught in disreputable acts in an effort to avoid meaningful discipline and to keep their indiscretions out of the public eye.

25. Prior to his interactions with Ms. Janning, Cpt. Haak had been sent to the Charm School at least once in his career following an incident in 2008 during which Cpt. Haak sexually assaulted a Southwest flight attendant after forcing himself into her hotel room.

26. Also prior to his interactions with Ms. Janning, Cpt. Haak had been reported for exposing himself to flight attendants and other pilots in a hotel following a flight, and for disseminating nude photographs of his wife to flight attendants in a misguided effort to convince them to have sex with him.

27. In 2008, four of Cpt. Haak's crew members reported multiple acts of sexual harassment, sexual assault, sexual battery and exposing his genitals to SWAPA Orlando Professional Standards representative Steve Osmer.

28. SWAPA conducted an investigation thereof, and interviewed the four crew members (a male first officer and three female flight attendants).

29. All four testified as to Cpt. Haak's sexual harassment, sexual assault, sexual battery and exposure of his genitals to them.

30. This led to Cpt. Haak's Charm School trip.

31. Cpt. Haak's trip to the Charm School followed several complaints and other instances of sexual assaults and sexual harassment performed by Cpt. Haak.

32. Following Cpt. Haak's trip to the Charm School, Cpt. Haak performed several other instances of sexual assaults and sexual harassment, and the complaints by other employees to Southwest were routinely ignored by Southwest.

33. At the time of these complaints and investigations in 2008, the President of SWAPA was one Carl Kuwitsky.

34. Mr. Kuwitsky and SWAPA Board Members Scott Schlegelmilch and Mark Richardson, were thoroughly briefed about Cpt. Haak's sexual misconduct, including these specific situations.

35. Mr. Kuwitsky personally negotiated Cpt. Haak's "rehabilitation" at Charm School, rather than a more severe (and appropriate) punishment.

36. In December of 2010, Mr. Kuwitsky left SWAPA, and joined Southwest.

37. Mr. Kuwitsky took on the role of Senior Director of Labor Relations at Southwest.

38. As a result, Mr. Kuwitsky brought actual knowledge of Cpt. Haak's sexual predation to Southwest.

39. Nonetheless, Mr. Kuwitsky did nothing to mitigate against Cpt. Haak's predation.

40. This also includes a Seminole County (Florida) matter alleging repeated acts of domestic violence and stalking by Cpt. Haak against a woman to whom Cpt. Haak was not married.

41. Despite the many complaints and instances of Cpt. Haak's sexual predation prior to Cpt. Haak's meeting Ms. Janning, Southwest did absolutely nothing to forestall Cpt. Haak's misdeeds, apart from sending him on vacation to Montreal.

42. For the recent periods of Cpt. Haak's employment with Southwest, Cpt. Haak has been under the immediate command of then-Orlando Chief Pilot, Cpt. Hawkes, and under the command of then-Headquarters Chief Pilot for Southwest Operations Cpt. Newton (who in turn is the superior to Cpt. Hawkes), such that the pecking order is Cpt. Newton - Cpt. Hawkes - Cpt. Haak.

43. Prior to the Incident on August 10, 2020 (discussed *infra*), both Cpt. Newton and Cpt. Hawkes had previous baseless issues with Ms. Janning relating to her being a female pilot at Southwest.

44. Due to their dislike for Ms. Janning, both Cpt. Newton and Cpt. Hawkes had openly discussed (orally and in writing), with several Southwest personnel and other individuals, including personal friends and each other, the claim that Ms. Janning was a “slut” and a “whore” who was likely to have sexual relations with any man who approached her.

45. Both Cpt. Newton and Cpt. Hawkes published these statements to more than one person who was not Ms. Janning, including personal friends and each other.

46. Both Cpt. Newton and Cpt. Hawkes stated that Ms. Janning was a “slut” and a “whore” to Cpt. Haak prior to the Incident on August 10, 2020.

47. Both Cpt. Newton and Cpt. Hawkes continued making these statements in March of 2021 and later.

48. This “information” that Ms. Janning was allegedly a “slut” and a “whore” played a direct role in Cpt. Haak’s decision to pick up a flight in which Ms. Janning was serving as First Officer in the hopes that his bizarre sexual fantasies (to fly a plane nakedly, and perform sexual acts in flight) would be fulfilled.

49. Cpt. Haak, relying on the statements of his superiors, Cpt. Newton and Cpt. Hawkes, that Ms. Janning was a “slut” and a “whore,” believed that his chances of success in his mission to perform sexual acts in a cockpit “before retiring” would be increased if he were flying with a First Officer who was a “slut” and a “whore.”

50. These statements by Cpt. Newton and Cpt. Hawkes were made both in their individual capacity and in their respective official capacities as senior employees of Southwest.

51. These statements by Cpt. Newton and Cpt. Hawkes were made both in writing and orally to a number of parties in Southwest and SWAPA, and outside both companies.

C. The Incident.

52. On August 10, 2020, Ms. Janning (then, First Officer Janning) had been scheduled to fly from Philadelphia to Orlando, for Southwest, with her scheduled partner Captain Del Mann (hereafter, the “Flight”).

53. In the days prior, Cpt. Haak, who was retiring and had considerable seniority, put in for the Flight and assumed the role as Captain with then-F.O. Janning.

54. Cpt. Haak intentionally made this selection on the representations of his superiors, Cpt. Newton and Cpt. Hawkes, that Ms. Janning was a “slut” and a “whore.”

55. Cpt. Haak and Ms. Janning had never met prior to August 9, 2020.¹

56. Cpt. Haak was the Captain of the August 10, 2020 Flight and Ms. Janning was the First Officer.

57. As a result, Cpt. Haak was Ms. Janning’s superior.

58. On the Flight, Cpt. Haak announced to Ms. Janning that this was to be his final flight, and that there was “something [he] wanted to do before retiring.”

59. Cpt. Haak then intentionally bolt-locked the cockpit door, in violation of Federal Law, such that only he and Ms. Janning were inside and such that no one else could enter.

60. Bolt-locking a cockpit door does not only violate Federal Aviation Law, but it also violates Southwest Airlines policy, unless a “Threat Level 3 or 4 is reached.”

61. The cockpit is an extremely small and enclosed space, with flight controls immediately available to all parties in the space.

¹ Southwest has incorrectly concluded that the two had flown together on May 1 and 2, 2019. Southwest’s own flight logs (published by SWAPA) show that this is untrue as Ms. Janning was not flying at all on these dates. Moreover, Cpt. Haak signed a sworn statement as part of the FBI investigation admitting that he had never previously flown with Ms. Janning.

62. Then, Cpt. Haak stripped off his clothing, and masturbated in front of Ms. Janning while watching pornography on a tablet.

63. Cpt. Haak's bolt-locking of the cockpit door and stripping naked trapped Ms. Janning inside this extremely small and enclosed space.

64. Cpt. Haak intentionally blocked Ms. Janning's exit from the cockpit and refused to allow her to leave the cockpit.

65. These actions by Cpt. Haak, already in violation of Federal Law and Southwest Airlines policy, caused Ms. Janning extreme fear and anxiety for her safety and for the safety of the passengers on the aircraft.

66. Specifically, Ms. Janning feared that (a) the naked and stronger Cpt. Haak would rape her or sexually fondle her in the cockpit; (b) resisting the naked and stronger Cpt. Haak would cause contact with the flight controls that would cause the aircraft to crash; (c) the naked and stronger Cpt. Haak would intentionally use the flight controls to crash the aircraft during and after his visibly deranged conduct; (d) Ms. Janning would not survive the flight; and (e) that the passengers would not survive the flight.

67. Cpt. Haak repeatedly told Ms. Janning that the flight would be the "last flight" he "would ever fly," which itself had ominous implications and caused Ms. Janning extreme fear and anxiety.

68. Moreover, Ms. Janning realized that it would be unsafe for her to fight her way out of the cockpit because (a) this physical altercation could cause unintended contact with the flight controls, causing the aircraft to crash, and (b) would leave the clearly deranged Cpt. Haak alone in the cockpit (then caught naked there), in position to again bolt-lock the door and drive the aircraft into the ground.

69. Cpt. Haak took several photographs and videos of himself masturbating in the cockpit in front of Ms. Janning, and encouraged her to do the same.

70. Cpt. Haak insisted that Ms. Janning view pornography with him during this time

71. Ms. Janning refused to watch the pornography, which severely angered Cpt. Haak.

72. Cpt. Haak threatened Ms. Janning that he would cause the aircraft to crash if she fought her way out of the cockpit or resisted his sexual advances.

73. Specifically, and among other things, Cpt. Haak said “if I’m going out, I’m going out with a bang.”

74. This comment would carry ominous implications under any circumstance, but was especially worrisome while a deranged captain was

bolt-locked in a cockpit in front of the controls to a commercial Boeing 737 aircraft with more than one hundred passengers on board.

75. To this extent, Cpt. Haak utilized the aircraft itself as a weapon with which to threaten Ms. Janning.

76. Horrified, Ms. Janning also took photographs in order to create a record.

77. Cpt. Haak's masturbation did nothing to relieve Ms. Janning of any of her fears, including, but not limited to fear that Cpt. Haak would rape her or sexually fondle her in the cockpit and that Cpt. Haak would intentionally use the flight controls to crash the aircraft during and after his visibly deranged conduct.

78. Ms. Janning was extremely fearful that Cpt. Haak would physically hit her or ejaculate on her.

79. This event took place over more than thirty (30) minutes until Cpt. Haak ejaculated into his hands, cleaned himself up with napkins and redressed.

80. At that time, there was a plastic drawstring garbage which was hanging on Ms. Janning's left armrest.

81. After Cpt. Haak cleaned himself up with the napkin, he intentionally threw his semen-covered napkin towards the hanging garbage bag, and struck Ms. Janning in the left arm.

82. This caused Ms. Janning to jump, and the semen-covered napkin landed on the center pedestal.

83. Ms. Janning's jump caused Cpt. Haak to jump as well, which endangered the entire flight.

D. Ms. Janning Reports the Incident and Defendants' Retaliation.

84. On November 6, 2020, Ms. Janning reported the Incident on the Flight via formal complaint of sexual harassment to Julie O'Grady, who served as Senior Employee Relations Investigator for Southwest.

85. On November 12, 2020, Southwest informed Ms. Janning that no internal investigation of Cpt. Haak's actions would take place due to the fact that Cpt. Haak had retired and that Southwest was unwilling to contact him further for questioning.

86. Also on November 12, 2020, Ms. O'Grady informed Ms. Janning that Southwest was closing Ms. Janning's case, but that per Southwest protocol, Cpt. Hawkes would be contacting her to officially inform Ms. Janning that the sexual harassment investigation was complete.

87. Ms. Janning specifically requested that Ms. O'Grady not involve Cpt. Hawkes due to a prior incident in which Cpt. Hawkes had disparaged Ms. Janning to a male Captain, which was the principal reason for which Ms. Janning delayed in reporting the incident with Cpt. Haak in the first place.

88. Specifically, Ms. Janning feared retaliation from Cpt. Hawkes.

89. On November 13, 2020, Southwest forwarded the matter to Ann Marie Donalson of Southwest's Corporate Security Department.

90. Also due to fear of retaliation, Ms. Janning specifically requested that Ms. Donalson not involve base management.

91. Ms. Janning advised Ms. Donalson that she intended to contact the Federal Bureau of Investigation (hereafter, the "FBI").

92. Then on December 2, 2020, Ms. Janning met with the FBI.

93. The FBI investigation was handled discreetly and privately by Ms. Janning.

94. Southwest, on the other hand, published the events and negative information regarding the victim, Ms. Janning, to at least twenty-five employees at Southwest, including individuals working within Southwest's flight operations department, each and every member of the Orlando chief pilots and staff, the entire labor relations department, and several of the pilots' union officials and staff.

95. On December 9, 2020, Marsha Kinsley, a manager with Southwest Labor Relations, published a "convenience pull notification" letter (hereafter, the "2C Letter"), which was authored by Cpt. Newton, allegedly pursuant to Section 2.C of the Collective Bargaining Agreement (hereafter, the "CBA") to more than

twenty-five employees at Southwest and SWAPA, which gave these individuals the false impression that Ms. Janning was the subject of an FBI investigation.

96. The recipients of the 2C Letter were employees of both Southwest and SWAPA, including executives, administrative and secretarial staff at both companies.

97. The 2C Letter identified private information, including Ms. Janning's name, employee number, home address, and made baseless allegations about Ms. Janning's competency to fly.

98. Between December 9, 2020 and the filing of this action (and specifically in March of 2021, while Ms. Janning was handling her grounding), Southwest management and executives shared the 2C Letter with many individuals at Southwest, SWAPA and the FAA.

99. Between December 9, 2020 and the filing of this action (and specifically in March of 2021, while Ms. Janning was handling her grounding), Southwest management and executives advised, both orally and in writing, many individuals at Southwest, SWAPA and the FAA that Ms. Janning was an "accident," a safety hazard, and a risk as a pilot.

100. In, and after March of 2021, Southwest advised SWAPA, both orally and in writing, that Ms. Janning's pay shortages were correct on the grounds that she had been grounded appropriately for being an "accident."

101. Also on December 9, 2020, a week after Ms. Janning testified before the FBI, Ms. Janning was in Denver, Colorado, performing her scheduled Southwest flights.

102. Southwest had issued Ms. Janning a “Letter of Warning,” apparently for the sin of being subjected to Cpt. Haak’s perversions and having the audacity to complain about it.

103. Upon landing in Denver, Cpt. Newton, phoned Ms. Janning to advise her that Flight Operations leaders had been briefed the night before and collectively decided to remove Ms. Janning from flight status effective immediately and indefinitely after being made aware of a “possible lawsuit.”

104. This “collective decision” was made by Southwest senior management, SWAPA senior management, Cpt. Newton and Cpt. Hawkes.

105. This “collective decision” by Southwest senior management, SWAPA senior management, Cpt. Newton and Cpt. Hawkes (among others) was a purposeful decision and agreement among these parties to punish Ms. Janning for reporting Cpt. Haak and for her involvement in the FBI investigation of the Incident, among other things.

106. Cpt. Newton insinuated that the Federal Aviation Administration (hereafter, the “FAA”) deemed Ms. Janning unsafe and would consider her “an accident.”

107. This intimidated Ms. Janning into thinking that the FAA was involved in the decision to ground her.

108. Ms. Janning later discovered that Cpt. Newton had never reported to, or consulted with, the FAA regarding Ms. Janning and/or the Incident.

109. Cpt. Newton had not secured any return flight for Ms. Janning to her home base, rendering Ms. Janning stranded until the FBI interceded and offered to return Ms. Janning to Orlando on a United Airlines flight as a Federal victim/witness the next morning.

110. On December 10, 2020, in front of Assistant Chief Pilot Paul Kury, Ms. Janning inquired of Cpt. Hawkes what his motivation was for slandering her.

111. Ms. Janning expressed that Cpt. Hawkes's slanderous comments created an unsafe work environment.

112. Cpt. Kury was visibly disturbed.

113. Cpt. Hawkes did not deny defaming Ms. Janning with her male colleagues, and apologized for his comments.

114. Immediately following this meeting, Cpt. Hawkes wrote five (5) pages of false commentary about Ms. Janning and published this information in her personnel file, which is available to more than one hundred (100) Southwest employees, and which was published to SWAPA employees as well, attacking her emotional and psychological fitness.

115. This severely damaged Ms. Janning's reputation within Southwest.

116. On December 10, 2020, Ms. Janning advised Cpt. Hawkes that her FBI interview had been completed and speculated that it could be months before she had to speak with the FBI again, and that this was likely to take place only in the event of a grand jury subpoena.

117. Cpt. Hawkes stated that he was not involved in the decision to ground Ms. Janning, but that he would inquire with Cpt. Newton to determine whether Ms. Janning's grounding was due to her being "mentally" unfit.

118. Despite Ms. Janning's advising Southwest that her portion of the FBI investigation was complete, that she was mentally sound, and that she did not wish to be grounded, Southwest continued with grounding Ms. Janning "for her benefit."

119. Thereafter, Southwest provided a different basis for her grounding each time she requested an explanation.

120. It is notable that the grounding occurred five weeks after her report of the Incident, and months after the actual Incident, during which time Ms. Janning did not experience any issues in flight whatsoever or exhibit any grounds to suspect that there were any issues with Ms. Janning.

121. Although Ms. Janning was paid during her grounding, Southwest paid her less than her earnings as a flying pilot and disparate to her peers.

122. Following her grounding, Ms. Janning reported the compounding monthly pay discrepancies to Cpt. Hawkes on multiple occasions.

123. Ms. Janning endured an accrued pay loss from December 2020 through June of 2021 in the amount of nearly \$30,000.00, of which she has collected approximately half of what she is due, and Ms. Janning also suffered the loss of sick-bank accrual, retirement and profit sharing contributions that are associated with the incorrect calculations of her gross pay.

124. Eventually, on March 25, 2021, after a three-and-a-half (3.5) month involuntary grounding, Southwest gave Ms. Janning less than 48-hours to arrive in Dallas, Texas for coerced unnecessary simulator training.

125. As a result of her involuntary grounding, Ms. Janning's annual recurrent training, which was scheduled each February, was removed from her schedule, and her takeoff and landing currency with the FAA had expired on March 7, 2021 as a consequence.

126. As a result of this, Southwest forced Ms. Janning to endure training before being eligible to fly again.

127. Beyond this, due to the Covid-19 Pandemic, the FAA afforded a 180-day extension to pilots (instead of the standard 90-day period) for these currency requirements.

128. This special FAA rule was in effect through and including March 31, 2021.

129. Southwest had implemented this 180-day extension for pilots at risk of exceeding their 90-day period without logging a takeoff or landing.

130. In March of 2021, Ms. Janning requested that she be allowed to make use of this extension.

131. Southwest denied Ms. Janning, and compelled her to complete simulator training in Dallas, Texas on March 25 and 26, 2021.

E. Additional Acts of Defamation.

132. On August 8, 2021, Southwest employee, in individual and official capacity as an agent of Southwest, Dallas Dudley stated publicly that Ms. Janning had a prior sexual relationship with Cpt. Haak and stated that she was unfit to fly for Southwest.

133. On August 14, 2021, Southwest employee, in individual and official capacity as an agent of Southwest, Neil Mohavir stated publicly that Ms. Janning had a prior sexual relationship with Cpt. Haak and stated that she was unfit to fly for Southwest.

134. On December 12, 2021, Southwest employee, in individual and official capacity as an agent of Southwest, Ossie Brown stated publicly that Ms.

Janning had a prior sexual relationship with Cpt. Haak and stated that she was unfit to fly for Southwest.

135. On January 30, 2022, Southwest employee, in individual and official capacity as an agent of Southwest, Jerry Monahan stated publicly that Ms. Janning had a prior sexual relationship with Cpt. Haak and stated that she was unfit to fly for Southwest.

136. In late 2021, Southwest employee, in individual and official capacity as an agent of Southwest, Chris Todd stated publicly that Ms. Janning had a prior sexual relationship with Cpt. Haak and stated that she was unfit to fly for Southwest

137. Even in late 2022, Southwest employees Annie Judd and Kristen McKenzie, in individual and official capacity as agents of Southwest, wrote public social media comments alleging that Ms. Janning was promiscuous.

138. In and after March of 2021, during the period wherein Ms. Janning was grounded, Cpt. Hawkes and Cpt. Newton each made many comments, both in writing and orally, to colleagues at Southwest (including administrative personnel and office staff) as well as fellow management, and to personal contacts outside of Southwest, that Ms. Janning was an “accident,” a “slut” and/or a “whore,” and a flight risk.

F. SWAPA Becomes Further Involved.

139. In December of 2020, Ms. Janning informed Helen Yu, the lead attorney for SWAPA, Ms. Janning's Union, of the Incident and the pending FBI investigation.

140. At this stage, SWAPA did nothing beneficial to Ms. Janning (although it had been involved in the "collective decision" discussed *supra*).

141. SWAPA refused to advocate on Ms. Janning's behalf even when Ms. Janning actively sought her union's assistance in determining a legitimate basis for her grounding.

142. At no stage did SWAPA support or even offer support for Ms. Janning.

143. SWAPA did nothing to assist Ms. Janning when Southwest stranded her in Denver, despite the fact that Ms. Janning contacted her SWAPA representatives, Scott Thatcher and Seth Kornblum, for assistance.

144. Instead, when Cpt. Haak faced criminal charges (for which he eventually pled guilty to a misdemeanor) for the Incident, Mike Santoro, a Vice President of SWAPA, actually wrote to Magistrate Judge J. Mark Coulson of the District of Maryland stating that Cpt. Haak enjoyed a "spotless employment and training record" and that he "did not have any employment related issues **nor complaints** for which he would have required union representation."

145. Instead of failing to go to bat for Ms. Janning (which is not the subject of this Amended Complaint), SWAPA actually made knowingly false statements to a United States Magistrate Judge to cause damage to Ms. Janning's safe workplace by attempting to influence Judge Coulson towards leniency for Cpt. Haak who had sexually assaulted Ms. Janning midair.

146. Moreover, SWAPA actually assisted Cpt. Haak and Southwest in the criminal investigation before the FBI and the criminal action that followed by concealing the reports of no fewer than three (3) female and one (1) male victims that SWAPA representatives had interviewed as part of the SWAPA Professional Standards Committee's investigation into the sexual assault and/or harassment claims against Cpt. Haak.

147. By at least 2008, SWAPA and Southwest had an agreement which was led by Mr. Kuwitsky (among others) to protect Cpt. Haak and other tenured male pilots from their unfortunate sexual discretions with female pilots and flight attendants.

148. When Mr. Kuwitsky moved over from SWAPA to Southwest the situation did not change.

149. Neither Southwest, nor SWAPA did anything to prevent sexual assault, sexual battery, sexual harassment and/or other sexual abuses from being inflicted by tenured male pilots upon female pilots and flight attendants.

150. Ms. Janning was just one of many female staff subjected to the sexual predation of a tenured male pilot.

151. Following the Incident, SWAPA and Southwest communicated orally and in writing to plan their protection of Cpt. Haak at the expense of Ms. Janning, and to retaliate against Ms. Janning.

152. Among those who participated in this were Ms. Yu, Mr. Kuwitsky, Cpt. Hawkes and Cpt. Newton.

153. Of these, at least Mr. Kuwitsky, Cpt. Hawkes and Cpt. Newton had been made aware of Cpt. Haak's sexually predatory history, including, but not limited to the events of 2008 and the trip(s) to Charm School.

154. Mr. Kuwitsky, Cpt. Hawkes and Cpt. Newton were all personal friends of Cpt. Haak.

155. Each of Mr. Kuwitsky, Cpt. Hawkes and Cpt. Newton agreed to play a part, both in their individual capacity and as officers of Southwest, to protect Cpt. Haak and to retaliate against Ms. Janning.

156. Mr. Kuwitsky, Cpt. Hawkes and Cpt. Newton then brought Ms. Yu into the agreement to protect Cpt. Haak and to retaliate against Ms. Janning by grounding her from flight duty and refusing her the FAA's 180-day extension to return to flight without simulator training, among other things described herein.

157. In late 2020, while the FBI was investigating the Incident, Ms. Yu, Mr. Kuwitsky, Cpt. Hawkes and Cpt. Newton conspired and agreed, in writing, to impose silence upon the staffs of Southwest and SWAPA when the FBI sought interviews.

158. This group, and others in management at SWAPA and Southwest directed their staffs, in writing, to not cooperate with the FBI investigation.

159. This earned both SWAPA and Southwest an aggressive rebuke from the FBI.

G. Southwest Doubles Down.

160. While the FBI investigation of Cpt. Haak and Southwest was pending, Southwest and its employees received numerous summonses and requests for statements by the FBI.

161. Staggeringly, rather than simply complying with the FBI investigation, Southwest issued an internal memorandum to its employees instructing them not to cooperate with the FBI.

162. When the FBI advised Southwest that it was committing the crime of obstruction of a Federal Investigation, Southwest recanted its unlawful stance.

163. Despite this, Southwest continued its harassment and retaliation against Ms. Janning.

H. Continuing Disparate Treatment.

164. On April 30, 2021, Ms. Janning informed Mr. Kury that her son may have been exposed to Covid-19 and that he was symptomatic, noting that as a result, she may also have been exposed.

165. Mr. Kury advised Ms. Janning that Southwest policy was to remove Ms. Janning from duty for twenty (20) days due to a family exposure and locked Ms. Janning out of the flight selection boards for pilots.

166. Interestingly, also on April 30, 2021, Ms. Janning's ex-husband (who is also a pilot for Southwest) called Mr. Kury and advised him that he had also potentially been exposed as a result of sharing this same son with Ms. Janning.

167. Mr. Kury did not implement Southwest's "policy" to remove him from duty for twenty (20) days due to a family exposure, nor did Mr. Kury lock him out of the flight selection boards for pilots.

168. As a result, Ms. Janning had the first twenty-two (22) days of her schedule removed, some being subtracted from her sick-bank, which caused Ms. Janning to incur a loss of \$2,500.00 in sick-bank value, while her ex-husband's schedule and pay and sick-bank was not impacted, despite the fact that both were equally exposed to the same family member.

169. Mr. Kury's explanation as to the disparate treatment was that Southwest "had to make a decision."

170. In other words, there was no clearly stated grounds afforded for the disparate treatment.

171. Of course, only one of the two participated in an FBI investigation for sexual predation on a Southwest flight.

172. Since the Incident in which sexual predator Cpt. Haak exposed himself and masturbated in front of Ms. Janning, while flying a plane full of passengers, Southwest has sought every avenue of retaliation it could develop, including, but not limited to, removing the victim from duty twice and slandering her name.

173. Southwest has created an extremely hostile work environment for Ms. Janning, in which she is a pariah.

174. Prior to these events, Ms. Janning was already an extreme minority in a boys' club of pilots.

175. Only three-point-six percent (3.60%) of Southwest pilots are women.

176. Now, for the mortal sin of being the woman Cpt. Haak chose to sexually assault (this time), Ms. Janning is the scourge of Southwest.

I. Exhaustion of Administrative Remedies.

177. On April 2, 2021, Ms. Janning filed a Charge of Discrimination with the United States Equal Employment Opportunity Commission (hereafter, the

“EEOC”) stating the claims raised herein, as well as violations of the Federal Civil Rights Act, 42 U.S.C. § 2000e, *et seq.*

178. On November 2, 2021, the EEOC dismissed the EEOC charges raised by Ms. Janning and issued Ms. Janning a “right to sue” notice.

179. While Ms. Janning’s then-counsel declined to pursue the violations of the Federal Civil Rights Act within the allowed 90 days, and while those claims are now barred, the claims presented herein are unaffected by this decision.

180. Ms. Janning has now exhausted her administrative remedies as required per the Florida Civil Rights Act, Fla. Stat. § 760.01, *et seq.*

181. Ms. Janning now sues for damages.

COUNT I
Negligent Supervision
Against Southwest Airlines, Co.

182. Ms. Janning restates paragraphs 1-181 and 20-83 and incorporates said paragraphs herein by reference.

183. Cpt. Haak began his employment with Southwest in 1994.

184. Between 1994 and August 10, 2020, Southwest became aware (through employee complaints) of at least three separate instances of Cpt. Haak sexually molesting, sexually assaulting, and/or sexually harassing female employees of Southwest.

185. During this period, Southwest also became aware that Cpt. Haak had been committing acts of domestic violence (stalking) against a woman to whom he was not married, and with whom he had no relationship whatsoever.

186. Instead of imposing real consequences or actually supervising Cpt. Haak, Southwest brushed the instances under the rug and sent him on paid vacation to Charm School in Montreal.

187. Encouraged by this lack of action, Cpt. Haak denuded himself and masturbated on a plane, in air, in front of Ms. Janning in a bolt-locked cockpit, secured by her superior officer, Cpt. Haak, preventing Ms. Janning from escape, threatening her with potentially crashing the aircraft (causing severe fear and anxiety of immediate death), and striking her with a semen-covered napkin.

188. Southwest did nothing to prevent or curtail Cpt. Haak's sexual predation prior to his sexual assault on Ms. Janning.

189. Southwest is liable to Ms. Janning for negligent supervision.

COUNT II
Negligent Retention
Against Southwest Airlines, Co.

190. Ms. Janning restates paragraphs 1-181 and 20-83 and incorporates said paragraphs herein by reference.

191. Cpt. Haak began his employment with Southwest in 1994.

192. Between 1994 and August 10, 2020, Southwest became aware (through employee complaints) of at least three separate instances of Cpt. Haak sexually molesting, sexually assaulting, and/or sexually harassing female employees of Southwest.

193. During this period, Southwest also became aware that Cpt. Haak had been committing acts of domestic violence against a woman to whom he was not married.

194. Instead of imposing real consequences or actually supervising Cpt. Haak, Southwest brushed the instances under the rug and sent him on paid vacation to Charm School in Montreal.

195. Encouraged by this lack of action, Cpt. Haak denuded himself and masturbated on a plane, in air, in front of Ms. Janning in a bolt-locked cockpit, secured by her superior officer, Cpt. Haak, preventing Ms. Janning from escape, threatening her with potentially crashing the aircraft (causing severe fear and anxiety of immediate death), and striking her with a semen-covered napkin.

196. Southwest did nothing to prevent or curtail Cpt. Haak's sexual predation prior to his sexual assault on Ms. Janning.

197. Southwest is liable to Ms. Janning for negligent retention.

COUNT III
Sexual Assault
Against Captain Michael Haak

198. Ms. Janning restates paragraphs 1-181 and 52-83 and incorporates said paragraphs herein by reference.

199. On the Flight, Cpt. Haak bolt-locked the cockpit door, such that only he and Ms. Janning were inside, and such that no one other than Cpt. Haak could enter or exit the cockpit.

200. Then, Cpt. Haak stripped off his clothing, and masturbated in front of Ms. Janning while watching pornography on a tablet.

201. Cpt. Haak took several photographs and videos of himself masturbating in the cockpit in front of Ms. Janning, and encouraged her to do the same.

202. This event took place over more than thirty (30) minutes until Cpt. Haak ejaculated and redressed.

203. Ms. Janning was extremely fearful that Cpt. Haak would physically hit her or ejaculate on her.

204. Ms. Janning was also extremely fearful that Cpt. Haak would rape her.

205. Cpt. Haak also threatened that if he was going down, he would go down with “a bang,” which due to the fact that Cpt. Haak was at the head of a Boeing 737, placed Ms. Janning in fear for her life and the life of her passengers.

206. Cpt. Haak is liable to Ms. Janning for sexual assault.

COUNT IV
Sexual Battery
Against Captain Michael Haak

207. Ms. Janning restates paragraphs 1-181 and 52-83 and incorporates said paragraphs herein by reference.

208. On the Flight, Cpt. Haak bolt-locked the cockpit door, such that only he and Ms. Janning were inside, and such that no one else could enter the cockpit.

209. Then, Cpt. Haak stripped off his clothing, and masturbated in front of Ms. Janning while watching pornography on a tablet.

210. Cpt. Haak took several photographs and videos of himself masturbating in the cockpit in front of Ms. Janning, and encouraged her to do the same.

211. This event took place over more than thirty (30) minutes until Cpt. Haak ejaculated and redressed.

212. Ms. Janning was extremely fearful that Cpt. Haak would physically hit her or ejaculate on her.

213. Shortly thereafter, Cpt. Haak actually did strike her with a semen-covered napkin.

214. After Cpt. Haak cleaned himself up with the napkin, he threw the napkin and struck Ms. Janning in the left arm.

215. This caused Ms. Janning to jump, and the semen-covered napkin landed on the center pedestal.

216. Cpt. Haak is liable to Ms. Janning for sexual battery.

COUNT V
Retaliation
Florida Civil Rights Act, Fla. Stat. § 760.01, et seq.
Against Southwest

217. Ms. Janning restates paragraphs 1-181 and 84-138 and incorporates said paragraphs herein by reference.

218. On November 6, 2020, following the Incident, Ms. Janning reported the Incident to Southwest.

219. On December 2, 2020, Ms. Janning also gave an interview to the FBI relating to the Incident.

220. On December 9, 2020, a week later, Southwest grounded Ms. Janning and removed her from flight.

221. Also on December 9, 2020, Marsha Kinsley, a manager with Southwest Labor Relations, published the 2C Letter to more than twenty-five employees at Southwest.

222. Thereafter, Southwest took numerous measures to punish Ms. Janning, including, but not limited to, refusing her the FAA's 180-day extension to return to flight without simulator training, and handling her self-reporting of her son's suspected Covid-19 infection differently than that of her ex-husband, despite

the fact that both pilots reported the suspected infection to the same person, the same day.

223. Southwest's retaliatory actions cost Ms. Janning thousands of dollars in pay, benefits and sick-pay credit.

224. Southwest is liable to Ms. Janning for retaliation under the Florida Civil Rights Act.

COUNT VI
Hostile Work Environment
Florida Civil Rights Act, Fla. Stat. § 760.01, *et seq.*
Against Southwest

225. Ms. Janning restates paragraphs 1-181 and 20-163 and incorporates said paragraphs herein by reference.

226. Ms. Janning is a woman.

227. Women comprise only three-point-six percent (3.60%) of the pilots at Southwest.

228. On the Flight, Cpt. Haak bolt-locked the cockpit door, such that only he and Ms. Janning were inside, and such that no one else could enter the cockpit.

229. Then, Cpt. Haak placed the plane on autopilot, stripped off his clothing, and masturbated in front of Ms. Janning while watching pornography on a tablet.

230. Cpt. Haak took several photographs and videos of himself masturbating in the cockpit in front of Ms. Janning, and encouraged her to do the same.

231. This event took place over more than thirty (30) minutes until Cpt. Haak ejaculated and redressed.

232. Cpt. Haak selected this Flight with Ms. Janning because she was a woman.

233. Cpt. Haak had never flown with Ms. Janning before the Flight and replaced Cpt. Mann from the Flight.

234. Cpt. Haak's in-flight masturbation was an extremely severe and pervasive form of abuse, occurring in-air, with a plane full of passengers, in a bolt-locked cockpit.

235. The Incident itself, and Southwest's response thereto, massively altered the terms and conditions of the employment for Ms. Janning and created a discriminatorily abusive working environment.

236. Between 1994 and August 10, 2020, Southwest became aware (through employee complaints) of at least three separate instances of Cpt. Haak sexually molesting, sexually assaulting, and/or sexually harassing female employees of Southwest.

237. During this period, Southwest also became aware that Cpt. Haak had been committing acts of domestic violence against a woman to whom he was not married.

238. Instead of imposing real consequences or actually supervising Cpt. Haak, Southwest brushed the instances under the rug and sent him on paid vacation to Charm School in Montreal.

239. Encouraged by Southwest's lack of action, Cpt. Haak abused Ms. Janning in-flight.

240. During this Flight, Cpt. Haak was flying for Southwest.

241. Southwest is liable to Ms. Janning for creating a hostile work environment under the Florida Civil Rights Act.

COUNT VII
Conspiracy to Retaliate
Against Southwest and SWAPA

242. Ms. Janning restates paragraphs 1-181 and 217-224 and incorporates said paragraphs herein by reference.

243. Southwest and SWAPA are separate, but extremely closely tied companies that share numerous employees, agents, members and officers; and which make the vast majority of their decisions together.

244. Prior to these events, and for the entire life of Southwest, an "old boys' club" culture has existed at Southwest, wherein male pilots were prioritized

above all other employees at Southwest, which was by arrangement and agreement between Southwest and SWAPA.

245. Southwest and SWAPA had agreed and conspired together to advance the positions and interests of male pilots over the positions and interests of all other employees, agents and staff.

246. Mr. Kuwitzky, who was SWAPA's President through negotiating to send Cpt. Haak to Charm School, is now Senior Director of Labor Relations at Southwest.

247. This conspired culture at both Southwest and SWAPA fostered a perfect breeding ground for the incidents and claims presented herein.

248. Beyond this, SWAPA's Helen Yu, and Southwest's Mr. Kuwitzky, Cpt. Hawkes, and Cpt. Netwon all agreed and conspired to retaliate against Ms. Janning for her role in reporting the Incident and the FBI Investigation by grounding her and making it extremely difficult to fly, among other things.

249. In December of 2020, Ms. Janning informed Helen Yu, the lead attorney for SWAPA, Ms. Janning's Union, of the Incident and the pending FBI investigation.

250. Instead of assisting Ms. Janning at any point (which is not the subject of this suit), when Cpt. Haak faced criminal charges (for which he eventually pled guilty to a misdemeanor) for the Incident, Mike Santoro, a Vice President of

SWAPA, in collusion with Ms. Yu, Cpt. Newton and Cpt. Hawkes, actually wrote to Magistrate Judge J. Mark Coulson of the District of Maryland stating that Cpt. Haak enjoyed a “spotless employment and training record” and that he “did not have any employment related issues **nor complaints** for which he would have required union representation.”

251. SWAPA assisted Cpt. Haak and Southwest in the criminal investigation before the FBI and the criminal action that followed by concealing the reports of three other female and one male victims of Mr. Haak’s sexual predation.

252. This was done to further protect the old boys’ club culture that Southwest and SWAPA agreed to foster.

253. SWAPA and Southwest conspired to protect its male membership from the unwanted complaints of women, including Ms. Janning.

254. SWAPA’s false letter to Judge Coulson further aided and emboldened Southwest in retaliating against Ms. Janning by grounding her without basis, denying her the 180-day exemption to simulator training, and treating her differently from her ex-husband in handling the Covid-19 protocol, and maintaining disparate pay from her male colleagues, among other things.

255. Southwest and SWAPA are liable to Ms. Janning for conspiracy to retaliate.

COUNT VIII
Conspiracy to Retaliate
Against Southwest, SWAPA, Cpt. Newton and Cpt. Hawkes

256. Ms. Janning restates paragraphs 1-181 and 84-131 and incorporates said paragraphs herein by reference.

257. Southwest and SWAPA are separate, but extremely closely tied companies that share numerous employees, agents, members and officers; and which make the vast majority of their decisions together.

258. Prior to these events, and for the entire life of Southwest, an “old boys’ club” culture has existed at Southwest, wherein male pilots were prioritized above all other employees at Southwest, which was by arrangement and agreement between Southwest and SWAPA.

259. Southwest and SWAPA had agreed and conspired together to advance the positions and interests of male pilots over the positions and interests of all other employees, agents and staff.

260. This conspired culture at both Southwest and SWAPA fostered a perfect breeding ground for the incidents and claims presented herein.

261. Beyond this, SWAPA’s Helen Yu, and Southwest’s Mr. Kuwitzky, Cpt. Hawkes, and Cpt. Newton all agreed and conspired to retaliate against Ms. Janning for her role in reporting the Incident and the FBI Investigation by grounding her and making it extremely difficult to fly, among other things.

262. Cpt. Newton and Cpt. Hawkes joined (and spearheaded) this conspiracy personally, outside of their official duties as officers of Southwest, due to their personal dislike of Ms. Janning.

263. Following the Incident and Ms. Janning's reporting thereof, Southwest, SWAPA, Cpt. Newton and Cpt. Hawkes agreed to punish Ms. Janning for the sins of reporting the Incident and discussing it with the FBI.

264. On December 9, 2020, a week after Ms. Janning testified before the FBI, Ms. Janning was in Denver, Colorado, performing her scheduled Southwest flights, but had been issued a "Letter of Warning."

265. When Ms. Janning arrived in Denver, Cpt. Newton phoned Ms. Janning to advise her that Flight Operations leaders had been briefed the night before and collectively decided to remove Ms. Janning from flight status effective immediately and indefinitely after being made aware of a "possible lawsuit."

266. This "collective decision" was made by Southwest senior management, SWAPA senior management, Cpt. Newton and Cpt. Hawkes.

267. This "collective decision" by Southwest senior management, SWAPA senior management, Cpt. Newton and Cpt. Hawkes was a purposeful decision and agreement among these parties to punish Ms. Janning for reporting Cpt. Haak and for her involvement in the FBI investigation of the Incident, among other things.

268. Cpt. Newton insinuated that the Federal Aviation Administration (hereafter, the “FAA”) deemed Ms. Janning unsafe and would consider her “an accident,” which intimidated Ms. Janning into thinking that the FAA was involved in the decision to ground her.

269. Ms. Janning later discovered that Cpt. Newton had never reported to, or consulted with the FAA regarding Ms. Janning and/or the Incident.

270. Cpt. Newton had not secured any return flight for Ms. Janning to her home base, rendering Ms. Janning stranded until the FBI interceded and offered to return Ms. Janning to Orlando on a United Airlines flight as a Federal victim/witness the next morning.

271. Thereafter, Southwest provided a different basis for her grounding each time she requested an explanation.

272. It is notable that the grounding was implemented by Southwest, at the direction of SWAPA, Cpt. Newton, and Cpt. Hawkes, and occurred five weeks after her report of the Incident, and months after the actual Incident, during which time Ms. Janning did not experience any issues in-flight whatsoever or exhibit any grounds to suspect that there were any issues with Ms. Janning.

273. Although Ms. Janning was paid during her grounding, Southwest paid her less than her earnings as a flying pilot and disparate to her peers.

274. Ms. Janning endured an accrued pay loss from December 2020 through June of 2021 in the amount of nearly \$30,000.00, of which she has collected approximately half of what she is due, and Ms. Janning also suffered the loss of sick-bank accrual, retirement and profit sharing contributions that are associated with the incorrect calculations of her gross pay.

275. Eventually, on March 25, 2021, after a three-and-a-half (3.5) month involuntary grounding, Southwest gave Ms. Janning less than 48-hours to arrive in Dallas, Texas for coerced unnecessary simulator training.

276. As a result of her involuntary grounding, Southwest forced Ms. Janning to endure training before being eligible to fly again.

277. In March of 2021, Ms. Janning requested that she be allowed to make use of a special Covid-19 extension to avoid recertification, but Southwest denied her request, and compelled her to complete simulator training in Dallas, Texas on March 25 and 26, 2021.

278. Southwest, SWAPA, Cpt. Newton and Cpt. Hawkes are liable to Ms. Janning for conspiracy to retaliate.

COUNT IX
Slander / Slander Per Se
Against Southwest

279. Ms. Janning restates paragraphs 1-181, 94-115 and 132-138 and incorporates said paragraphs herein by reference.

280. Following the Incident, Southwest took up the flag of blame and shame the victim.

281. Southwest shamed the victim, Ms. Janning, and published numerous oral statements to numerous parties asserting the false claim that Ms. Janning was mentally unfit to perform her duties as a pilot and otherwise psychologically unfit for duty.

282. On December 9, 2020, Marsha Kinsley, a manager with Southwest Labor Relations, published the 2C Letter, which was authored by Cpt. Newton, to more than twenty-five employees at Southwest.

283. The 2C Letter identified private information, including Ms. Janning's home address, and made baseless allegations about Ms. Janning's competency to fly.

284. The 2C Letter and its accompanying oral statements stated, in no uncertain terms, to Ms. Janning's coworkers that Ms. Janning was mentally unstable and incapable of being trusted with an aircraft.

285. Additionally, Cpt. Newton and Cpt. Hawkes, in their capacity as officers of Southwest, made statements orally to a number of parties in Southwest and SWAPA, and outside both companies.

286. Moreover, each of Mr. Dudley, Mr. Mohavir, Mr. Brown, Mr. Monohan, Mr. Todd, Ms. Judd and Ms. McKenzie, all employees of Southwest,

utilized forums to publicly state that Ms. Janning had a prior sexual relationship with Cpt. Haak and stated that she was unfit to fly for Southwest.

287. Each and every one of Southwest's defamatory statements, was demonstrably false and made with malice.

288. This severely damaged, and continues to severely damage Ms. Janning's reputation.

289. Southwest is liable to Ms. Janning for slander and slander *per se*.

COUNT X
Libel / Libel Per Se
Against Southwest

290. Ms. Janning restates paragraphs 1-181, 94-115 and 132-138 and incorporates said paragraphs herein by reference.

291. Following the Incident, Southwest took up the flag of blame and shame the victim.

292. Southwest shamed the victim, Ms. Janning, and published numerous written statements to numerous parties asserting the false claim that Ms. Janning was mentally unfit to perform her duties as a pilot and otherwise psychologically unfit for duty.

293. On December 9, 2020, Marsha Kinsley, a manager with Southwest Labor Relations, published the 2C Letter, which was authored by Cpt. Newton, to more than twenty-five employees at Southwest.

294. The 2C Letter identified private information, including Ms. Janning's home address, and made baseless allegations about Ms. Janning's competency to fly.

295. The 2C Letter stated, in no uncertain terms, to Ms. Janning's coworkers that Ms. Janning was mentally unstable and incapable of being trusted with an aircraft.

296. Additionally, Cpt. Newton and Cpt. Hawkes, in their capacity as officers of Southwest, made statements in writing to a number of parties in Southwest and SWAPA, and outside both companies.

297. Moreover, each of Mr. Dudley, Mr. Mohavir, Mr. Brown, Mr. Monohan, Mr. Todd, Ms. Judd and Ms. McKenzie, all employees of Southwest, utilized forums to publicly state that Ms. Janning had a prior sexual relationship with Cpt. Haak and stated that she was unfit to fly for Southwest.

298. Each and every one of Southwest's defamatory statements, was demonstrably false and made with malice.

299. This severely damaged, and continues to severely damage Ms. Janning's reputation.

300. Southwest is liable to Ms. Janning for libel and libel *per se*.

COUNT XI
Slander / Slander Per Se
Against Southwest, Cpt. Newton and Cpt. Hawkes

301. Ms. Janning restates paragraphs 1-181 and 43-51 and incorporates said paragraphs herein by reference.

302. Prior to the Incident on August 10, 2020, both Cpt. Newton and Cpt. Hawkes had previous baseless issues with Ms. Janning relating to the fact that she was a female pilot at Southwest.

303. Due to their dislike for Ms. Janning, both Cpt. Newton and Cpt. Hawkes, both in their individual capacities and in their official capacities as senior officers of Southwest, had openly discussed, with several Southwest personnel and other individuals, the claim that Ms. Janning was a “slut” and a “whore” who was likely to have sexual relations with any man who approached her.

304. Both Cpt. Newton and Cpt. Hawkes published these statements orally to personal friends, other Southwest employees, and employees of SWAPA.

305. Both Cpt. Newton and Cpt. Hawkes stated that Ms. Janning was a “slut” and a “whore” orally to Cpt. Haak prior to the Incident on August 10, 2020.

306. This “information” that Ms. Janning was allegedly a “slut” and a “whore” played a direct role in Cpt. Haak’s decision to pick up a flight in which Ms. Janning was serving as First Officer in the hopes that his bizarre sexual fantasies would be fulfilled.

307. Cpt. Haak, relying on the statements of his superiors, Cpt. Newton and Cpt. Hawkes, that Ms. Janning was a “slut” and a “whore,” believed that his chances of success in his mission to perform sexual acts in a cockpit “before retiring” would be increased if he were flying with a First Officer who was a “slut” and a “whore.”

308. Both Cpt. Newton and Cpt. Hawkes published these statements orally to personal friends, other Southwest employees, and employees of SWAPA, from March of 2020 (during which time Ms. Janning was grounded) through present.

309. These statements by Cpt. Newton and Cpt. Hawkes were made both in their individual capacity and in their respective official capacities as senior employees of Southwest.

310. This severely damaged, and continues to severely damage Ms. Janning’s reputation.

311. Cpt. Newton and Cpt. Hawkes are liable to Ms. Janning for slander and slander *per se*.

COUNT XII
Libel / Libel Per Se
Against Southwest, Cpt. Newton and Cpt. Hawkes

312. Ms. Janning restates paragraphs 1-181 and 43-51 and incorporates said paragraphs herein by reference.

313. Prior to the Incident on August 10, 2020, both Cpt. Newton and Cpt. Hawkes had previous baseless issues with Ms. Janning.

314. Due to their dislike for Ms. Janning, both Cpt. Newton and Cpt. Hawkes, both in their individual capacities and in their official capacities as senior officers of Southwest, had openly discussed, with several Southwest personnel and other individuals, the claim that Ms. Janning was a “slut” and a “whore” who was likely to have sexual relations with any man who approached her.

315. Both Cpt. Newton and Cpt. Hawkes published these statements orally to personal friends, other Southwest employees, and employees of SWAPA.

316. Both Cpt. Newton and Cpt. Hawkes stated that Ms. Janning was a “slut” and a “whore” in writing to Cpt. Haak prior to the Incident on August 10, 2020.

317. This “information” that Ms. Janning was allegedly a “slut” and a “whore” played a direct role in Cpt. Haak’s decision to pick up a flight in which Ms. Janning was serving as First Officer in the hopes that his bizarre sexual fantasies would be fulfilled.

318. Cpt. Haak, relying on the statements of his superiors, Cpt. Newton and Cpt. Hawkes, that Ms. Janning was a “slut” and a “whore,” believed that his chances of success in his mission to perform sexual acts in a cockpit “before

retiring” would be increased if he were flying with a First Officer who was a “slut” and a “whore.”

319. Both Cpt. Newton and Cpt. Hawkes published these statements orally to personal friends, other Southwest employees, and employees of SWAPA, from March of 2020 (during which time Ms. Janning was grounded) through present.

320. These statements by Cpt. Newton and Cpt. Hawkes were made both in their individual capacity and in their respective official capacities as senior employees of Southwest.

321. This severely damaged, and continues to severely damage Ms. Janning’s reputation.

322. Cpt. Newton and Cpt. Hawkes are liable to Ms. Janning for libel and libel *per se*.

COUNT XIII
Gender Discrimination
Florida Civil Rights Act, Fla. Stat. § 760.01, et seq.
Against Southwest

323. Ms. Janning restates paragraphs 1-181 and 164-176 and incorporates said paragraphs herein by reference.

324. Ms. Janning is a woman.

325. Women comprise only three-point-six percent (3.60%) of the pilots at Southwest.

326. On April 30, 2021, Ms. Janning informed Mr. Kury, that her son may have been exposed to Covid-19 and that he was symptomatic, noting that as a result, she may also have been exposed.

327. Mr. Kury advised Ms. Janning that Southwest policy was to remove Ms. Janning from duty for twenty (20) days due to a family exposure and locked Ms. Janning out of the flight selection boards for pilots.

328. Interestingly, also on April 30, 2021, Ms. Janning's ex-husband (who is also a pilot for Southwest) called Mr. Kury and advised him that he had also potentially been exposed as a result of sharing this same son with Ms. Janning.

329. Mr. Kury did not implement Southwest's "policy" to remove him from duty for twenty (20) days due to a family exposure, nor did Mr. Kury lock him out of the flight selection boards for pilots.

330. As a result, Ms. Janning had the first twenty-two (22) days of her schedule removed, some being subtracted from her sick-bank, which caused Ms. Janning to incur a loss of \$2,500.00 in sick-bank value, while her ex-husband's schedule and pay and sick-bank was not impacted, despite the fact that both were equally exposed to the same family member.

331. Mr. Kury's explanation as to the disparate treatment was that Southwest "had to make a decision."

332. In other words, there was no clearly stated grounds afforded for the disparate treatment.

333. Prior to these events, Ms. Janning was already an extreme minority in a boys' club of pilots.

334. Southwest is liable to Ms. Janning for creating a gender discrimination under the Florida Civil Rights Act.

COUNT XIII
False Imprisonment
Against Captain Michael Haak

335. Ms. Janning restates paragraphs 1-181 and 164-176 and incorporates said paragraphs herein by reference.

336. Cpt. Haak was the Captain of the August 10, 2020 Flight and Ms. Janning was the First Officer.

337. As a result, Cpt. Haak was Ms. Janning's superior.

338. On the Flight, Cpt. Haak announced to Ms. Janning that this was to be his final flight, and that there was "something [he] wanted to do before retiring."

339. Cpt. Haak then intentionally bolt-locked the cockpit door, in violation of Federal Law, such that only he and Ms. Janning were inside and such that no one else could enter.

340. Ms. Janning did not consent to this bolt-locking of the cockpit door and trapping her in the cockpit.

341. Bolt-locking a cockpit door does not only violate Federal Aviation Law, but it also violates Southwest Airlines policy, unless a “Threat Level 3 or 4 is reached.”

342. The cockpit is an extremely small and enclosed space, with flight controls immediately available to all parties in the space.

343. Then, Cpt. Haak stripped off his clothing, and masturbated in front of Ms. Janning while watching pornography on a tablet.

344. Cpt. Haak’s bolt-locking of the cockpit door and stripping naked trapped Ms. Janning inside this extremely small and enclosed space.

345. Cpt. Haak intentionally blocked Ms. Janning’s exit from the cockpit and refused to allow her to leave the cockpit.

346. These actions by Cpt. Haak, already in violation of Federal Law and Southwest Airlines policy, caused Ms. Janning extreme fear and anxiety for her safety and for the safety of the passengers on the aircraft.

347. Cpt. Haak repeatedly told Ms. Janning that the flight would be the “last flight” he “would ever fly,” which itself had ominous implications and caused Ms. Janning extreme fear and anxiety.

348. Moreover, Ms. Janning realized that it would be unsafe for her to fight her way out of the cockpit because (a) this physical altercation could cause unintended contact with the flight controls, causing the aircraft to crash, and (b)

would leave the clearly deranged Cpt. Haak alone in the cockpit (then caught naked there), in position to again bolt-lock the door and drive the aircraft into the ground.

349. Cpt. Haak threatened Ms. Janning that he would cause the aircraft to crash if she fought her way out of the cockpit or resisted his sexual advances.

350. Specifically, and among other things, Cpt. Haak said “if I’m going out, I’m going out with a bang.”

351. This comment would carry ominous implications under any circumstance, but was especially worrisome while a deranged captain was bolt-locked in a cockpit in front of the controls to a commercial Boeing 737 aircraft with more than one hundred passengers on board.

352. This event took place over more than thirty (30) minutes until Cpt. Haak ejaculated into his hands, cleaned himself up with napkins and redressed.

353. Ms. Janning did not consent to Cpt. Haak’s imprisoning her in the cockpit.

354. This imprisonment was not only unlawful, but it was exceedingly unreasonable.

355. Cpt. Haak is liable to Ms. Janning for false imprisonment.

PRAYER FOR RELIEF

WHEREFORE, Christine Janning prays for judgment as requested above against all Defendants and further requests:

- a. An award of damages as stated per this Complaint;
- b. Incidental and consequential damages;
- c. Punitive damages;
- d. Exemplary damages;
- e. Economic damages;
- f. An award of attorneys' fees and costs in bringing and maintaining this action; and
- g. Any other relief as this Court may deem just and reasonable.

DEMAND FOR JURY TRIAL

Christine Janning requests a trial by jury on all issues so triable.

Respectfully submitted, this 10th day of July, 2023.

FGP LAW, LLC

/s/ Frank G. Podesta

Frank G. Podesta

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Attorneys for Christine Janning

CERTIFICATE OF SERVICE

I hereby certify that on July 10, 2023, I served all counsel of record with a copy of the forgoing **Amended Complaint** via this Court's electronic filing system.

Respectfully submitted, this 10th day of July, 2023.

FGP LAW, LLC

/s/ Frank G. Podesta
Frank G. Podesta
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fpodesta@fgplaw.com