

UNITED STATES DISTRICT COURT FOR THE DISTRICT OF OREGON

James Jackson, III v. Multnomah County

Case No. 3:24-CV-00771-YY · No. 3:24-CV-00771-YY · Decided June 9, 2026

SUMMARY

The United States District Court for the District of Oregon considers Multnomah County’s motion for summary judgment in James Jackson, III’s pro se action alleging race, color, gender, and age discrimination and retaliation under Title VII and the ADEA. The court analyzes the alleged adverse employment actions, including assignment of a caseload, training issues, a performance improvement plan, and constructive discharge, and concludes that the discrimination claims fail under the McDonnell Douglas framework. The document states that the motion is granted and the case is dismissed.

CASE DETAILS

COURT	United States District Court for the District of Oregon
WRITING FOR THE COURT	Youlee Yim You
JURISDICTION	United States District Court for the District of Oregon
DECIDED	June 9, 2026
DOCKET	3:24-CV-00771-YY
DISPOSITION	dismissed
PROCEDURAL POSTURE	Defendant moved for summary judgment on plaintiff's Title VII and ADEA discrimination and retaliation claims. The district court granted the motion and dismissed the case with prejudice.
STANDARD OF REVIEW	Summary judgment is appropriate when there is no genuine dispute as to any material fact and the movant is entitled to judgment as a matter of law. The court does not weigh evidence or determine credibility, views reasonable inferences in favor of the nonmoving party, and requires more than conclusory allegations or a mere scintilla of evidence.
PRECEDENTIAL VALUE	unknown
PARTIES	James Jackson, III v. Multnomah County

TOPICS

employment discrimination

title vii

age discrimination

retaliation

summary judgment

PRACTICE AREAS

employment law

employment discrimination

civil rights

federal employment law

civil procedure

QUESTIONS PRESENTED

1. Whether Jackson presented sufficient evidence to survive summary judgment on his Title VII and ADEA disparate-treatment claims.
2. Whether assigning Jackson a caseload was an adverse employment action and, if so, whether Multnomah County's stated reason for the assignment was pretextual.
3. Whether the alleged denial of telework, requirement to keep his office door open, training deficiencies, PIP, hostile work environment, or constructive discharge constituted actionable adverse employment actions or constructive discharge.
4. Whether Jackson presented sufficient evidence of a causal connection between his protected complaints and the PIP for his Title VII and ADEA retaliation claims.

HOLDINGS

1. Jackson's disparate-treatment claims fail because, although he established a prima facie case as to the assignment of a caseload, he did not produce specific and substantial evidence that Multnomah County's legitimate, nondiscriminatory reason for the assignment was pretextual.
2. Jackson did not establish actionable adverse employment actions based on denial of telework, an open-door requirement, lack of structured training, or placement on the PIP.
3. Jackson failed to establish constructive discharge or a hostile work environment because he presented no evidence of intolerable, discriminatory working conditions or a continuous pattern of discriminatory treatment.
4. Jackson's retaliation claims fail because he did not establish a causal connection between his protected complaints and the PIP or any other adverse employment decision.

KEY QUOTATIONS

"The court "does not weigh the evidence or determine the truth of the matter, but only determines whether there is a genuine issue for trial." " (I)

"Constructive discharge occurs "when the working conditions deteriorate, as a result of discrimination, to the point that they become sufficiently extraordinary and egregious to overcome the normal motivation of a competent, diligent, and reasonable employee to remain on the job[.]'" (III.A)

"Defendants' Motion for Summary Judgment (ECF 32) is granted and this case is dismissed with prejudice." (ORDER)

FACTUAL BACKGROUND

Jackson began working in November 2022 as a Sworn Community Justice Manager, a position requiring state certification, completion of training, and a field training manual. He struggled to complete the manual despite training efforts, complained to Human Resources and later filed a complaint alleging age- and race-based targeting and bullying. After being presented with a Performance Improvement Plan, Jackson left work and subsequently stated that he had resigned, although he later claimed constructive discharge. The record showed that he was assigned a caseload, but did not show that the assignment was motivated by discrimination or that the alleged training deficiencies, PIP, workplace conduct, or resignation constituted actionable discriminatory adverse employment actions.

PROCEDURAL HISTORY

Plaintiff, a former Multnomah County employee proceeding pro se, filed claims alleging race, color, gender, and age discrimination and retaliation under Title VII and the ADEA. Multnomah County moved for summary judgment. The court concluded that plaintiff established a prima facie case only as to the assignment of a caseload, but failed to show pretext, and that his other discrimination and retaliation theories lacked the required elements or evidentiary support.

DISPOSITION

dismissed

CASES CITED

- Celotex Corp. v. Catrett, 477 U.S. 317, 323-24 (1986)
- Anderson v. Liberty Lobby, 477 U.S. 242, 248-49 (1986)
- Addisu v. Fred Meyer, Inc., 198 F.3d 1130, 1134 (9th Cir. 2000)
- Balint v. Carson City, Nev., 180 F.3d 1047, 1054 (9th Cir. 1999)
- Eldridge v. Block, 832 F.2d 1132, 1137 (9th Cir. 1987)
- Erickson v. Pardus, 551 U.S. 89, 93-94 (2007) (per curiam)
- Ivey v. Board of Regents, 673 F.2d 266, 268 (9th Cir. 1982)
- McKinney v. De Bord, 507 F.2d 501, 504 (9th Cir. 1974)
- Cornwell v. Electra Cent. Credit Union, 439 F.3d 1018, 1028 (9th Cir. 2006)
- McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973)
- Ballou v. McElvain, 29 F.4th 413, 422 (9th Cir. 2022)
- Villiarimo v. Aloha Island Air, Inc., 281 F.3d 1054, 1062, 1065 (9th Cir. 2002)
- Davis v. Team Elec. Co., 520 F.3d 1080, 1089 (9th Cir. 2008)
- McGinest v. GTE Serv. Corp., 360 F.3d 1103, 1112, 1124 (9th Cir. 2004)
- Shelley v. Geren, 666 F.3d 599, 607 (9th Cir. 2012)
- Reynaga v. Roseburg Forest Prod., 847 F.3d 678, 691 (9th Cir. 2017)
- Surrell v. California Water Serv. Co., 518 F.3d 1097, 1103 (9th Cir. 2008)
- Knight v. Brown, 797 F. Supp. 2d 1107, 1125 (W.D. Wash. 2011), aff'd, 485 F. App'x 183 (9th Cir. 2012)

- Brooks v. City of San Mateo, 229 F.3d 917, 928, 930 (9th Cir. 2000)
- Matthews v. City of Tempe, No. 2:22-CV-00407-SPL, 2023 WL 2072497, at *5 (D. Ariz. Feb. 17, 2023)
- Vasquez v. Cnty. of Los Angeles, 349 F.3d 634, 641 (9th Cir. 2003)
- Wall v. Nat'l R.R. Passenger Corp., 718 F.2d 906, 909 (9th Cir. 1983)
- Nicholson v. Hyannis Air Serv., Inc., 580 F.3d 1116, 1125 (9th Cir. 2009)
- James v. C-Tran, 130 F. App'x 156, 157 (9th Cir. 2005)
- Jackson v. City of Yachats, No. 6:23-CV-00690-AP, 2025 WL 3524372, at *16 (D. Or. Dec. 9, 2025)
- E.E.O.C. v. Evergreen All. Golf Ltd., LP, No. 2:11-CV-00662-JAT, 2013 WL 4478870, at *10 (D. Ariz. Aug. 21, 2013)
- Schnidrig v. Columbia Mach., Inc., 80 F.3d 1406, 1412 (9th Cir. 1996)
- Forsberg v. Pac. Nw. Bell Tel. Co., 840 F.2d 1409, 1418-19 (9th Cir. 1988)
- Kunz v. Smith's Food & Drug Centers, Inc., No. 2:09-CV-01645-GMS, 2011 WL 995895, at *4 (D. Ariz. Mar. 29, 2011), aff'd, 497 F. App'x 746 (9th Cir. 2012)
- Denning v. Cty. of Washoe, 799 F. App'x 547, 548 (9th Cir. 2020)
- Manatt v. Bank of Am., NA, 339 F.3d 792, 798 (9th Cir. 2003)
- Nurridin v. Goldin, 382 F. Supp. 2d 79, 107 (D.D.C. 2005)
- Smith v. Naples Cmty. Hosp., Inc., 433 F. App'x 797, 800 (11th Cir. 2011)
- Opara v. Yellen, 57 F.4th 709, 723 (9th Cir. 2023)
- Chuang v. Univ. of Cal. Davis, Bd. of Trs., 225 F.3d 1115, 1127 (9th Cir. 2000)
- Coghlan v. Am. Seafoods Co. LLC, 413 F.3d 1090, 1095 (9th Cir. 2005)
- Earl v. Nielsen Media Research, Inc., 658 F.3d 1108, 1113 (9th Cir. 2011)
- Ruggles v. California Polytechnic State Univ., 797 F.2d 782, 785 (9th Cir. 1986)
- Hashimoto v. Dalton, 118 F.3d 671, 675 n.1 (9th Cir. 1997)
- Tornabene v. Nw. Permanente, P.C., 156 F. Supp. 3d 1234, 1248 (D. Or. 2015)
- Poland v. Chertoff, 494 F.3d 1174, 1180 (9th Cir. 2007)
- Annenberg v. Clark Cnty. Sch. Dist., 818 F. App'x 674, 676-77 (9th Cir. 2020)

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