

through their attorneys:

STATE OF NORTH CAROLINA

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IN THE GENERAL COURT OF JUSTICE

COUNTY OF	SUPERIOR COURT DIVISION
JOHN DOE a minor, by and through his Guardian Ad Litem and and individually,	
Plaintiffs,	
v.	
all individually and in their official capacity,	COMPLAINT (Jury Trial Demanded)
and	
, dba,	
Defendants.	
COMES NOW the minor Plaintiff, JOHN	DOE by and through the undersigned and his
Guardian Ad Litem	and for their

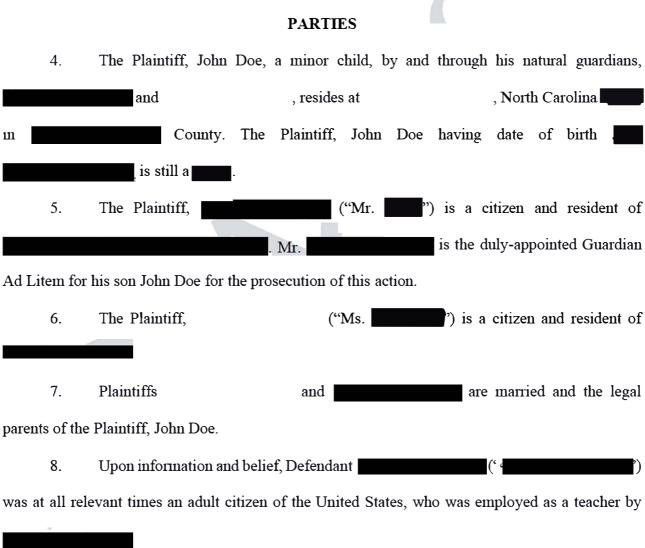
Complaint, alleges the following based upon their personal knowledge of the acts and based upon

information and belief as to all matters, including, inter alia, an investigation conducted by and



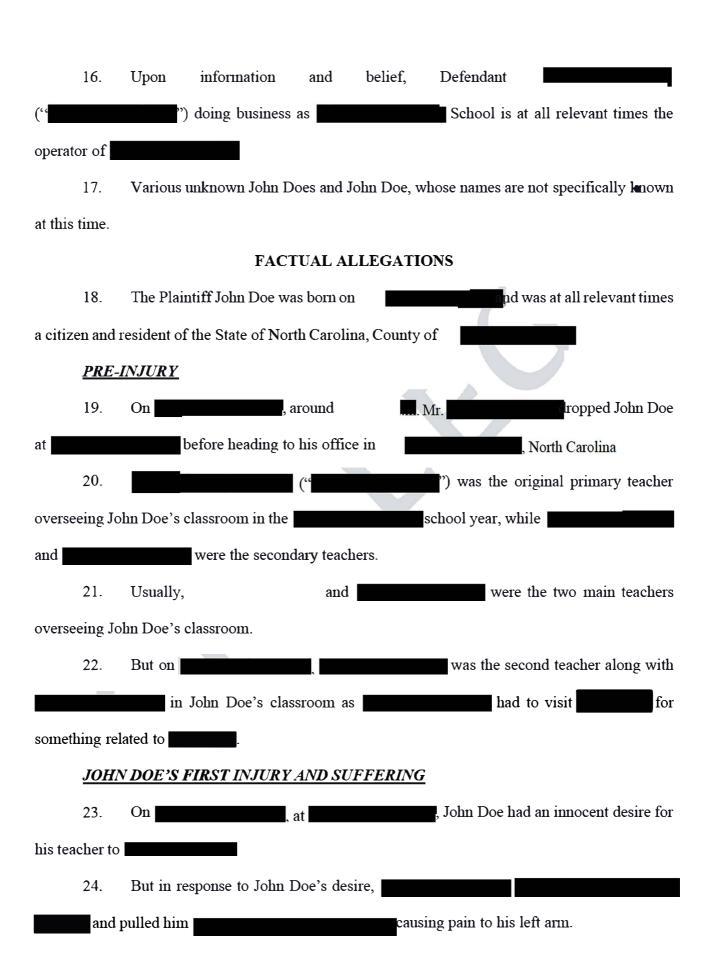
JURISDICTION AND VENUE

- 1. Under N.C.G.S.§ 7A-243, this Court has subject matter jurisdiction over this matter because the amount in controversy exceeds twenty-five thousand dollars (\$25,000).
- 2. Under N.C.G.S.§ 1-75.4(1), this Court has personal jurisdiction over Defendants because, upon information and belief, Defendants are located in the State of North Carolina.
- 3. Venue is proper because of the alleged acts or omissions reflected below, which gave rise to this cause of action, having occurred within County, North Carolina.





9. Upon information and belief, Defendant ("' (")")
was at all relevant times an adult citizen of the United States, who was employed as a teacher by
10. Upon information and belief, Defendant ("' (")")
was at all relevant times an adult citizen of the United States, and the principal and owner of
11. Upon information and belief, Defendant
was at all relevant times an adult citizen of the United States, and the Director of
resigned from on on soon after John
Doe's
12. Upon information and belief, Defendant ("Company of the Company of the Compan
was at all relevant times an adult citizen of the United States and is the current Director of
13. Upon information and belief, Defendant (' ' (' ' ')
was at all relevant times an adult citizen of the United States, and the regional director of curriculum
and training at current position required her to support
teachers through training, mentoring, and professional development.
14. Upon information and belief, Defendant (""(")")
was at all relevant times an adult citizen of the United States, and the regional director of operations
at
15. Upon information and belief, Defendant ("' (")")
is at all relevant times a facility having services, providing services
for children in





25.	's negligent, conscious, and reckless conduct caused John Doe	
to fall to the ground.		
26.	Despite John Doe's fall, he was ignored by the two teachers present in the classroom,	
namely	, and he was lying on the ground	
until	unsuccessfully tried to get him to stand up.	
27.	As John Doe was for a reason unknown at that time,	
	took him to the school nurse.	
28.	The school nurse, , called John Doe's mother, Ms.	
	at and informed her that John Doe is not	
not walking.		
29.	Ms. immediately called the pediatrician for an appointment for	
John Doe.		
30.	Upon arrival at Ms. Ms. found John Doe	
11	to be rushed to the pediatric emergency room in a	
	(" joined him in the	
ambulance.		
31.	John Doe was initially presented to his pediatrician's office	
32.	After John Doe was evaluated by the pediatrician and was sound, he	
was referred	to Hospital for further evaluation with the emergency department.	
33.	was called after of John Doe's injury at	
34.	Ms. spoke with regarding	
	incident. informed Ms. that she	
viewed a vio	deo of the time John Doe was in the classroom on, and that	

	grabbed John Doe and She also informed Ms.
	that the video was
35.	reported John Doe with a from
36.	The doctor diagnosed John Doe with a from a
37.	At all times relevant, John Doe was noted to have pain with any movement of his
38.	John Doe was prepared for X-rays and over the last two (2) hours, he was under
medication su	ach as a second of the second
39.	The initial feedback after the X-ray was that John Doe would require
40.	The same day John Doe was taken to surgery at Hospital and
thereafter was	s transferred to floor room
41.	At his early stage of life, John Doe was required to set his
broken :	
42.	By evening, John Doe was taken to an orthopedic operating room and was separated
from his parer	nts.
43.	John Doe was put under general anesthesia and was in a covering
his	which went above his across his
44.	John Doe's as he could not walk or crawl,
contrary to a	who would enjoy exploring his surroundings.
45.	Due to this injury, at his early stage of life, John Doe was limited to express his needs
with his very	limited vocabulary.



46.	At all the relevant times, John Doe was treated by several medical providers including
	, etc.
47.	After this incident, John Doe required 1:1 care for two months and additional care
and attention	than before.
48.	On John Doe rejoined his classroom at .
49.	After the removal of the John Doe was limited in outdoor
activities for a	an additional two months.
50.	Due to this injury, John Doe lost his appetite, sleep, and feeling of safety and his
parents becom	ne over-protective.
51.	At all times relevant, John Doe required 24/7 care, and page 34/7 was
his primary caregiver.	
52.	At all times relevant, knew or should have known that her
conduct of ne	gligence or child malpractice may cause grave and severe injuries to John Doe or any
other such tod	ldler at
53.	Upon information and belief, was terminated from her
employment a	on the same day.
54.	At all times relevant to John Doe's was the
Director of	
<u>JOH</u> N	DOE'S SECOND INJURY AND SUFFERING
55.	Nearly one month of John Doe's return to after his
	on ma cabinet at
56.	At all times relevant, was present in John Doe's classroom and
was supervisi	ng the class that day.



37.	The second injury occurred when John Doe was hear
John Do	because another kid closed it.
58.	Although the incident occurred in 's presence, she simply ignored
it. Her respons	se to John Doe's injury was contrary to the standard of care required by a teacher
of a	
59.	After this injury, John Doe's showed limited movement and
appeared red	and swollen.
60.	The second incident again resulted in a repeated sequence of hospital events,
including X-r	ay procedures for John Doe.
61.	Upon diagnosis at John Doe found to have a broken
62.	knew or should have known that her conduct of negligence or
child malprac	tice may cause grave and severe injuries to John Doe or any other such toddler at
63.	Consequently, upon Mr. and Ms. see the second seed of the second second seed of the second se
was restaffed	to various classrooms in the wing (older children) and was on an
	. (A copy of , is attached hereto as Exhibit A and incorporated
herein by refe	rence).
64.	Upon information and belief, still employed at
	and was awarded as the "Teacher IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
	. (A copy of which is attached hereto as Exhibit B and incorporated herein by
reference).	
65.	At all times relevant to John Doe's injury, injury, is the Director
of	



66. At all times relevant, Defendants were aware and had acknowledged that this was the
second instance where
substandard to substa
REPLACEMENT/REASSIGNMENT OF TEACHER'S
67. Subsequent to all these events or incidents at Defendants placed
(") as the primary teacher to oversee John Doe's classroom
for the school year.
Not long into the school year, Defendants placed on leave and
informed all parents/guardians of children that children that
remain in effect until the investigation is resolved. No information was given to the parents as to the
reason for the leave. (A copy of semail dated semail date
Parents/Guardians is attached hereto as Exhibit C and incorporated herein by reference).
69. Following the state investigation regarding the unknown matter, Defendants replaced
with leaves ("" ") in the
with John Doe. (A copy of to grant to g
is attached hereto as Exhibit D and incorporated herein by reference).
70. As of the date of this Complaint, website shows
as an Teacher at
71. Currently, Ms. Ms. Ms.
and are the teachers overseeing John
Doe's classroom at (A copy of Semail dated
to is attached hereto as Exhibit E and incorporated herein
by reference).
MENTAL HEALTH OF



any	72.	At all times relevant, Ms. was eight (8) weeks pregnant at the
time o	of injury	to John Doe.
	73.	As a result of the Defendants' conduct, Ms. developed health
proble	ems.	
	74.	Ms. suffered from anxiety, depression, trauma, and extreme
physic	cal and e	emotional distress during pregnancy after John Doe's injury.
	75.	Subsequently, Ms. was diagnosed with Post Traumatic Stress
Disord	der (PTS	SD).
	76.	She was prescribed by Dr. MD to help her
with a	nxiety,	depression, PTSD, sleep, and fixation on the trauma during pregnancy.
	77.	Ms. continued to visit , a mental therapist to
assist	her emo	otionally, trauma therapy, EMDR, and bilateral stimulation after John Doe's injury.
	78.	Mr. was unable to understand and tackle Ms.
		's emotions, resulting in martial problems between them.
	79.	At all times relevant, both Mr. and Ms. had to take leave from
their c	office to	take care of John Doe, causing loss of earnings resulting in economic damages.
	80.	The emotional strain caused by the situation was the most trying and has proven to be
long-l	asting.	
	81.	As a direct and proximate result of Defendants' negligent acts, the Plaintiffs have
suffer	ed and v	will continue to suffer economic damages in a full amount to be proved at trial.
	82.	Defendants should have complied with the standard of care required under the law of
the Sta	ate relat	ted to child health, safety, and welfare.



should have known that their 83. and employees had a practice of handling the toddler or child in roughly and using corporal punishment as a form to discipline the children therein. OTHER VIOLATIONS BY 84. Even after these violations, and continued to violate the childcare requirements related to the care and treatment of children at their facility. (A copy of the Division of Child Development's investigation is attached hereto as Exhibit F and incorporated herein by reference). 85. , a three-year-old child was disciplined by being while having a diaper changed by a staff member, causing injury to the child's And the same staff member pushed the children down to sit in a rough manner. 86. A staff member was reportedly speaking to a group of three-year-old children in a on more than one occasion and pulled toys away from the same group of children in a Within 90 days of employment, neither nor the staff completed 87. the Recognizing and Responding to Suspicions of Child Maltreatment training. 88. Although completed a similar training within the time frame, it was not an approved training. Upon information and belief, in the past three years, the Division of Child 89. Development has issued one or more Administrative Actions for



FIRST CAUSE OF ACTION (Negligence)

- 90. Plaintiffs repeat and incorporate by reference each statement and allegation contained in all preceding paragraphs as though fully outlined in this section.
- 91. and owed John Doe a duty of care and not to cause him physical impairment or emotional distress.
- 92. John Doe sustained a due to the gross or wanton negligent conduct of and respectively.
- 93. Both also owed John Doe a duty of care and not to cause him physical impairment or emotional distress.
- 94. Both were negligent to ensure that their employees complied with the policies and procedures mandated to the facility under the State of North Carolina.
- 95. 's willful or wanton conduct shows that they condoned the negligent and inappropriate acts of their employees.
- 96. The conduct of the Defendants as described above was willful or wanton, in reckless or heedless disregard for the rights and safety of John Doe, and constitutes gross negligence.
 - 97. Defendants' breached their duty of care by way of their conduct as alleged herein.
- 98. Defendants in their individual and official capacities, committed negligent actions and negligent failures to act, as set forth hereinabove, and those acts proximately cause emotional and financial injuries to Plaintiffs.
- 99. As a proximate result of the Defendants' negligence, John Doe incurred compensatory and punitive damages, including medical expenses and extreme emotional distress as a result of such negligence in failing to protect and safeguard him from any physical and emotional injuries, and will continue to incur such damages in the future.



licensure laws.

SECOND CAUSE OF ACTION (Negligence Per Se)

- 100. Plaintiffs repeat and incorporate by reference each statement and allegation contained in all preceding paragraphs as though fully outlined in this section.
- 101. At all relevant times, Defendants owed a duty to comply with applicable statutes, regulations, and rules related to child health, safety, and welfare in the State of North Carolina. 102. 's conduct of John Doe's is a violation of N.C. Gen. Stat. § 110-91(10) and Child Care Rule 10A N.C. Admin. Code 9.1803(a)(1). 's conduct of ignoring the while John Doe and other 103. children were near the second injury is a violation of N.C. Gen. Stat. § 110-91(10). 104. breached this statutory duty when she John Doe by the causing John Doe to of the being a childcare facility and a 105. under N.C. Gen. Stat. § 110-91, should comply with all State and federal laws and local ordinances related to child health, safety, and welfare. 106. Under N.C. Gen. Stat. § 110-105.6, due to this child maltreatment in have violated North Carolina licensure standards and both
- 107. Both were negligent per se, in that they violated the mandatory compliance regarding child health, safety, and welfare in the State of North Carolina.



- or heedless disregard for the rights and safety of John Doe and constitutes gross negligence.
- 109. As a result of such negligence per se, Plaintiffs have incurred compensatory and punitive damages, including medical expenses and extreme emotional distress as a result of such John Doe's injuries, and believes that John Doe may incur damages in the future for the cost of future care, in amounts according to proof at trial.

THIRD CAUSE OF ACTION (Negligent Infliction of Emotional Distress)

- 110. Plaintiffs repeat and incorporate by reference each statement and allegation contained in all preceding paragraphs as though fully outlined in this section.
 - 111. Defendants owed the Plaintiffs a duty of care not to cause him emotional distress.
 - 112. Defendants breached their duty of care by their conduct as alleged herein.
- 113. The conduct of the Defendants as described above constitutes negligent infliction of emotional distress.
- 114. As a proximate result of Defendants' extreme and outrageous acts, Plaintiffs suffered emotional distress, humiliation, and embarrassment.
- 115. As a direct and proximate result of the conduct of the Defendants as described above, the Plaintiffs have suffered extreme emotional anguish and mental anguish, and are entitled to compensatory and punitive damages, including medical expenses and extreme emotional distress as a result of such John Doe's injuries, and believes that John Doe may incur damages in the future for the cost of future care, in amounts according to proof at trial.

FOURTH CAUSE OF ACTION (Gross Negligence)

116. Plaintiffs repeat and incorporate by reference each statement and allegation contained in all preceding paragraphs as though fully outlined in this section.

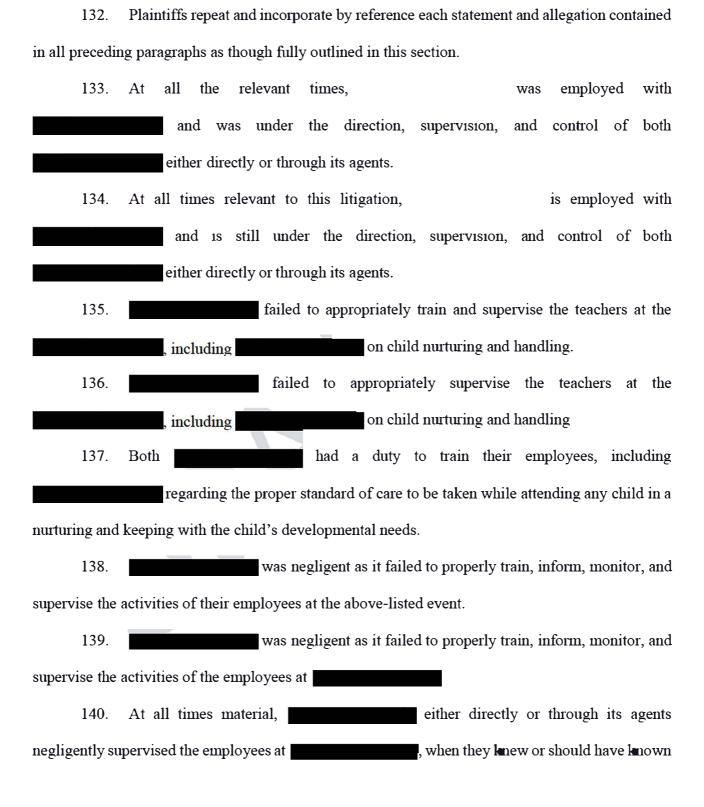
	117.	Even after John Doe's Defendants acted with conscious or
reckl	ess disreg	gard for the rights and safety of the children at their facility.
	118.	One month back after a, John Doe broke his
		in the same classroom at
	119.	Defendants continued to be grossly negligent in handling and nurturing children with
reaso	nable car	re in their facility.
	120.	The conduct of the Defendants as described above was willful or wanton, in reckless
or he	edless dis	sregard for the rights and safety of John Doe and constitutes gross negligence.
	121.	As a direct and proximate result of the conduct of the Defendants as described above,
John	Doe has	sustained severe physical injuries, requiring medical care and treatment, and has
suffe	red sever	e mental and physical pain and suffering, loss of enjoyment of life, and other losses
whicl	n shall be	e proved at the trial of this action, including but not limited to claims for ongoing
medi	cal treatn	nent expenses, compensatory and punitive damages on behalf of John Doe and his
paren	its, in an	amount to be determined by a jury in the of this action.
		FIFTH CAUSE OF ACTION Negligent Hiring and Retention as to
	122.	Plaintiffs repeat and incorporate by reference each statement and allegation contained
in all	precedin	g paragraphs as though fully outlined in this section.
	123.	Both had a duty to hire employees and supervisors who were
comp	etent and	who would otherwise perform their job functions in a reasonably safe manner.
	124.	Both were negligent in hiring who was
repor	ted to b	be educated m an unrelated field. While was employed at
		she was continuing her education and taking Early Childhood classes with

- had a mandatory duty of care to hire properly, train, retain, supervise, and discipline its employees to avoid unreasonable harm to the children at its facility.
- 126. Both knew or should have known that the previous negligent acts of their employees at finding, including and from which their incompetency may be inferred.
- 127. With deliberate indifference, failed to take necessary and adequate measures to prevent injury to John Doe.
- breached a duty of care to Plaintiffs and failed to adequately train employees to treat and attend to each child in a nurturing and appropriate manner.
- 129. Although was terminated from the employment at , despite her negligent behavior by both is inappropriate.
- and otherwise employed individuals who were untrained, incompetent, unsafe, careless, reckless, and who otherwise acted in an unreasonable and unsafe manner in the performance of their job functions, including but not limited to properly nurturing children.
- 131. As a direct and proximate result of the conduct of the Defendants as described above, the Plaintiffs have suffered extreme emotional anguish and mental anguish, and are entitled to compensatory and punitive damages, including medical expenses and extreme emotional distress as a result of such John Doe's injuries, and believes that John Doe may incur damages in the future for the cost of future care, in amounts according to proof at trial.



SIXTH CAUSE OF ACTION

(Negligent Training/Supervision as to



that a failure to implement appropriate techniques to handle, discipline, and care or treatment of children could result in injury or even death.

- 141. Despite this knowledge, the failed to exercise reasonable care in training and supervising their employees at the above-listed event.
- 142. As a direct and proximate result of both supervision of its employees, agents, or servants, John Doe sustained a
- 143. As a direct and proximate result of the conduct of the Defendants as described above, the Plaintiffs have suffered extreme emotional anguish and mental anguish, and are entitled to compensatory and punitive damages, including medical expenses and extreme emotional distress as a result of such John Doe's injuries, and believes that John Doe may incur damages in the future for the cost of future care, in amounts according to proof at trial.

SEVENTH CAUSE OF ACTION (Respondent Superior as to

- 144. Plaintiffs repeat and incorporate by reference each statement and allegation contained in all preceding paragraphs as though fully outlined in this section.
- 145. An employer is responsible for harm caused by the wrongful or negligent conduct of its employees while acting within the scope of their employment.
- is job of nurturing the toddlers is expressly authorized by and reasonably foreseeable in light of the indicated a light of the indicated a light of the indicated a light of the indicated and rough handling by while acting within the scope of her employment with operated by



148. Likewise, John Doe sustained a due to the negligence and lack of responsiveness by while acting within the scope of her employment with operated by

149. At all times relevant, were acting in furtherance of 's business because nurturing the toddlers is reasonably related to the kinds of tasks that were employed to perform for their employer, and

- 150. As a direct and proximate result of the aforesaid acts and omissions of the Defendants,

 John Doe has suffered severe injuries causing
- 151. As a direct and proximate result of the aforesaid acts and omissions of the Defendants,

 John Doe has required medical treatment and needs additional care.
- 152. The acts and omissions of Defendants, and each of them, caused John Doe to suffer harm and injury, economic damages, for the cost of medical, and Plaintiffs are informed and believes that John Doe may incur damages in the future for the cost of future care, in amounts according to proof at trial.
- 153. As a direct and proximate result of the conduct of the Defendants as described above, the Plaintiffs have suffered extreme emotional anguish and mental anguish, and are entitled to compensatory and punitive damages, including medical expenses and extreme emotional distress as a result of such John Doe's injuries, and believes that John Doe may incur damages in the future for the cost of future care, in amounts according to proof at trial.

DEMAND FOR JURY TRIAL

Plaintiff requests a jury trial of all claims and matters set forth herein.

PRAYER FOR RELIEF

For the foregoing reasons, Plaintiffs, individually and in their representative capacity as



representation and Litera of John Doe, respectfully prays that this Honorable Court grants the following equitable and legal relief:

- 1. Compensatory, consequential, and punitive damages in an amount to be determined by a jury in the trial of this action, but in any event, more than the sum of
- 2. The costs of this action, including reasonable attorney fees and interest as provided by law;
- 3. Punitive damages, according to proof;
- 4. Trial by jury; and
- 5. For such other, further, and different relief as the court may deem just and proper.

This the day of

By:

Attorneys for Plaintiffs