

Mock Trial Script: John Doe v. XYZ Community College District

Topic: Alleged Retaliation / Wrongful Termination (Employment Practices Liability)

Duration: ~30 minutes

Setting: Civil mock trial in a college HR context

CAST OF CHARACTERS

- **Narrator:** Introduces scenes and guides transitions Jeff J.
- **Judge:** Presides over the proceedings- Susan.
- **Plaintiff:** John Doe, former classified employee – Sal
- **Plaintiff’s Attorney:** Represents John Doe – Gerry – colleen to send email to her. (Jenn to setup 20-30 minutes before Logistics)
- **Defendant Representative:** Morgan
- **Defense Attorney:** Represents the District - Star
- **Jury:** *Optional (audience members or volunteers)*

Susan: provide a sample evaluation

Narrator: Opening Scene (1 minute)

Welcome to this mock trial: *John Doe v. XYZ Community College District.*

John Doe worked for over 10 years as a classified employee at XYZ Community College District. He was known as a competent and reliable worker. However, in early 2025, he submitted a formal complaint to Human Resources alleging that students of color were being disciplined more harshly than others. He claimed this practice was not only unethical, but in violation of district policy and equity standards.

Roughly one month after the complaint, Mr. Doe received a negative performance evaluation—a sharp contrast from his previous record. He was excluded from staff meetings, given a performance improvement plan, and then terminated within 90 days of submitting his complaint.

Dr. Sam Reed, the District's Vice President of Human Resources, was responsible for managing both the internal complaint process and Mr. Doe's disciplinary review. The plaintiff alleges that Dr. Reed and the District failed to protect him from retaliation and, in fact, facilitated it.

The District claims that Mr. Doe had longstanding performance problems, including excessive absenteeism, missed deadlines, and inappropriate communication with colleagues—all of which are documented. They argue that his termination was unrelated to his whistleblower complaint.

You, as the jury, will determine whether the district retaliated against Mr. Doe for protected activity or if his dismissal was justified based on performance issues. Let’s begin.

I. OPENING STATEMENTS (6 minutes)

Judge:

(gavel)

Court is now in session in the matter of *John Doe v. XYZ Community College District*. Plaintiff, please proceed.

Plaintiff Attorney (3 minutes):

John Doe raised legitimate concerns about student equity. Shortly after, his working environment changed: negative evaluations, isolation, and eventual termination. The evidence will show a clear pattern of retaliation.

Defense Attorney (3 minutes):

The District followed proper procedures and has documentation showing ongoing performance issues. Dr. Reed will show that the complaint was processed correctly, and the termination had nothing to do with retaliation.

II. WITNESS TESTIMONY (15 minutes)

Narrator:

John Doe takes the stand.

Plaintiff Attorney – Direct Examination (4 minutes):

- State your name and former role.
- Describe your job history at the college.
- What concerns did you raise?
- What happened afterward?
- How did your termination come about?

Defense Attorney – Cross Examination (2 minutes):

- Weren't you placed on a performance plan prior to your complaint?
- Were there documented issues with your attendance and communication?

Narrator:

The District calls Dr. Sam Reed, Vice President of HR.

Defense Attorney – Direct Examination (4 minutes):

- Please state your name and role.
- Describe your responsibilities related to employee issues.

- When did you receive Mr. Doe’s complaint?
- How did HR respond?
- What was the performance history leading to termination?

Plaintiff Attorney – Cross Examination (2 minutes):

- Was the complaint investigated thoroughly?
 - Was there retaliation against Mr. Doe?
 - Why did termination occur shortly after the complaint?
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III. CLOSING ARGUMENTS (4 minutes)

Plaintiff Attorney (2 minutes):

The timing of events, the lack of transparency, and the treatment after the complaint suggest retaliation. That’s unlawful. We ask that you hold the District accountable.

Defense Attorney (2 minutes):

The District acted according to policy, with consistent documentation. There is no evidence of retaliation—just a justified personnel action.

IV. JURY DELIBERATION (5 minutes)

Judge:

Jury, please decide whether XYZ Community College District retaliated against Mr. Doe for engaging in protected activity, or if his termination was based on legitimate, documented performance issues.

(Allow deliberation or audience discussion)

V. VERDICT (1 minute)

Judge:

Has the jury reached a verdict?

Jury Foreperson:

Yes, Your Honor. We find in favor of the [Plaintiff / Defendant].

Judge:

Thank you. This concludes the trial of *Doe v. XYZ Community College District*.
(gavel)

Optional Debrief (5-10 minutes)

Narrator or Facilitator Discussion Prompts:

- What evidence influenced your decision?
- Did the timeline seem retaliatory or coincidental?
- How could HR improve their process?
- What safeguards should be in place to prevent this type of claim?