

CSU Cuts \$12M Deal To End Fired Admins' Sex Bias Suit

By **Grace Elletson**

Law360 (May 15, 2026, 5:35 PM EDT) -- Two female former California State University administrators announced Friday that CSU will pay them \$12 million to resolve their suit claiming they were fired for protesting gender bias and pay discrimination, after a jury awarded one of the women \$6 million on her harassment claims.

The deal, struck between CSU, Anissa Rogers and Clare Weber in March, ends claims that the university system violated California law by subjecting the women to discriminatory pay practices, retaliation, harassment and gender bias.

"This resolution reflects the courage of two women who refused to stay silent and were punished, including being forced out of their jobs, for doing so," Courtney Abrams, one of the attorneys representing Rogers and Weber, said in a news release.

The settlement is inclusive of the **\$6 million verdict** that a jury awarded Rogers on her harassment claims in October, Abrams confirmed. Friday's release said the \$12 million deal is believed to be the largest publicly reported employment discrimination settlement brokered with the CSU system.

In their complaint filed in Los Angeles Superior Court in January 2025, Rogers and Weber said that they faced a "cesspool of gender harassment and discrimination" in the CSU system.

Rogers said she worked as the associate dean of CSU's San Bernardino Palm Desert Campus. She said her male boss would often go on screaming rampages directed at her and other female staff. He called her too emotional, took credit for her work and acted aggressively toward her — mistreatment he did not direct at male employees, she said.

When she complained to CSU's chancellor about her dean's discriminatory behavior, a different university leader told Rogers to resign after making clear the university had no intention of removing her dean, according to the suit. Rogers said she was forced to resign in January 2022 out of fear that she would be fired.

Weber took on her position as vice provost of academic affairs for CSU's San Bernardino's campus in 2017, according to the complaint. She claimed San Bernardino's president would rant at her, subject her to unwarranted criticism and undermine her.

Following a 2022 salary study, Weber said she learned that nearly every female CSU vice provost was paid less than nearly all male vice provosts in the university system. When she complained about the disparity and asked for an equity raise, she claimed, the university "swiftly retaliated" by subjecting her to unwarranted criticism. Weeks after she first raised complaints about pay inequity, the university asked her to resign, she said.

When she refused, the university fired her in July 2022, the day after she wrote a message to San Bernardino's president protesting what she viewed as pay discrimination and retaliation, according to the suit. Weber continued to work as a professor in San Bernardino's Sociology department, but agreed under the settlement to resign from her teaching position following the spring 2026

semester.

CSU is the largest four-year public university system in the United States — it operates 23 campuses and employs over 60,000 faculty and staff, according to its website.

Counsel for the administrators deferred to the news release for comment. Representatives of CSU did not immediately respond to requests for comment.

Rogers and Weber are represented by David M. deRubertis of The deRubertis Law Firm APC, Andrew H. Friedman of Helmer Friedman LLP and Courtney Abrams of Courtney Abrams PC.

CSU is represented by Michael W. Healy and Kyle W. Nageotte of Higgs Fletcher & Mack.

The case is Weber and Rogers v. Board of Trustees of the California State University, et al., case numbers 23STCV05549, in Los Angeles County Superior Court.

--Editing by Abbie Sarfo.