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The following statement, written by [Ambedkar King Study Circle](#), California, is released with the support of all the members of the [Savera](#) coalition.

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Major Victory for the Indian Americans in Caste Discrimination Case Against Cisco in Discovery Process

The Civil Rights Department (CRD) achieved a significant milestone in its lawsuit against Cisco Systems for alleged caste discrimination. Initially filed in [the summer of 2020](#), the CRD's efforts to obtain documents during the discovery process were paused when Cisco sought arbitration. However, in [August 2022](#), the appellate court ruled in favor of the CRD, allowing the litigation to proceed. This decision revived the discovery process in December 2022.

Discovery Process

As part of the resumed discovery, the [CRD requested internal communications containing specific terms such as "caste," "color," "untouchable," "outcaste," "Dalit," "Hindi," "Hindu," "brahmin," "kshatriya," "vaishya," and "shudra."](#) The scope of the request spanned data from January 2012, covering both the spin off company involved in the alleged discrimination and Cisco's general HR communications and complaints.

The initial request, which included a broader list of 21 terms, yielded an overwhelming 348,000 documents or items. Cisco argued that reviewing these documents before handing them over would cost approximately \$1.45 million. On **November 15, 2024**, the court narrowed the search criteria, [instructing Cisco to share documents](#) specifically tied to the aforementioned terms.

Impact of the Ruling

This ruling not only advances the Cisco case but also sets a precedent that could encourage corporations to adopt better policies to prevent and address caste-based discrimination and harassment. The wealth of information uncovered through this discovery process will likely play a critical role in the ongoing litigation.

This landmark case continues to underscore the *importance of tackling caste discrimination in workplaces and ensuring accountability through comprehensive legal frameworks.*



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