



NAACP

Attention: Derrick Johnson – President & CEO

4508 Mt. Hope Drive

Baltimore, MD

21215

June 2, 2025

Re: Article X Complaint against Rick Callendar CA/HI State Conference President

Rick Callender: 2664 Senter Road, #114, San Jose, CA 95111

The President of the California Hawaii State Conference has overstepped his authority and violated the NAACP Bylaws and Constitution. Therefore, and in accordance with the NAACP Constitution Section 5.a , the following complaint is submitted.

To ensure compliance with the complaint process, this complaint follows the NAACP Constitutional laws and guidelines which specifically state:

5. (Filing of Complaint)

a. Members of the Association are encouraged to make every attempt to amicably resolve disputes without the Association's formal intervention. Members should resort to the complaint process under this Article only with respect to matters of significant importance which could not be resolved otherwise. Careful consideration should be given as to whether application of the complaint process would require a disproportionate allocation of scarce Association resources. a. A complaint against an officer or executive committee member of a State/StateArea Conference may be initiated by any fifty (50) members from at least five (5) Units of the

affected State/State-Area Conference and must be signed by such members and forwarded to the National Office by regular mail through the President and CEO, Executive Office, 4805 Mt. Hope Drive, Baltimore, MD 21215. The Complaint must include the officer's or executive committee member's mailing address.

Handout 3.3-C
3/10/2026

Violations:

1. Threatening and bullying officers and executive committee members with lawsuits and/or expulsion from the organization.

1. Violating the Bylaws and Constitution to unlawfully remove an elected Executive Committee member.

1. Retaliating through unlawful interference in elections and improperly removing Executive Board members in violation of established procedures.

1. Harassment- Demonstrated a sustained pattern of discriminatory and retaliatory conduct toward Black female executive committee members, officers, and staff, including but not limited to verbal harassment, public denigration, and the use of coercive and intimidating tactics.

The harassment violations are so egregious, on June 3, 2025 staff writer Braden Cartwright of the Palo Alto Daily Post drafted an article that was circulated, which outlined unlawful behavior that is under investigation, which included sexual harassment.

1. Engaged in willful obstruction of organizational operations by unreasonably delaying required approvals and directing individuals to abstain from duly assigned duties, thereby undermining operational efficiency and violating the principles of equity and ethical governance

Enclosures:

Enclosed with this Article X complaint, are the documents required by the NAACP Constitution for Filing a Complaint, which include signatures and multiple branch inclusion.

In total, six (6) NAACP branches support this complaint, with a total of seventy-eight (78) signatures as evidence of the substantiated support.

Requested Remedies:

We request that the board initiate an independent third-party investigation into these violations. Additionally, we ask that the multiple harassment complaints filed against Mr. Callendar be thoroughly reviewed.

For full transparency, a comprehensive report should be prepared and made available to members and other interested parties. Given the severity of these violations, Mr. Callendar should be suspended pending the outcome of these investigations.

Regards,

Concerned NAACP Members

Date: October 6, 2025

Alleged Violation 1 – Threatening and Bullying Officers and Executive Committee Members with Lawsuits and/or Expulsion

The September 20, 2023 email from President Callender to Compton Branch President Paulette Gipson demonstrates direct intimidation and bullying. Ms. Gipson's earlier correspondence raised concerns about election integrity and governance issues, to which Mr. Callender responded with personal legal threats rather than professional discourse. This action intimidated members and created a hostile environment inconsistent with NAACP standards of conduct. Further corroboration appears in *Candler v. Callender* (Fresno County Superior Court Case No. 22CECG00930), where Mr. Callender faces allegations of breach of contract, fraud, and nonpayment for services rendered to another NAACP member, showing a pattern of retaliatory legal behavior. Additionally, Response Documentation_V2 confirms Callender's history of threatening lawsuits against colleagues and engaging in retaliatory practices. Together, these documents establish a consistent pattern of bullying and intimidation through misuse of his position and legal threats.

Alleged Violation 2 – Violation of Bylaws

The violation pertains to the disregard of Articles IX and V, Section 5(a) of the NAACP Constitution, requiring due process, notice, and written documentation before any removal or disciplinary action against members or officers. Article VIII Section 10 (b) also supports this allegation. The May 19, 2024 email thread (Yahoo Mail – Fwd: Info) reveals that Dr. Mia McNulty was dismissed without cause, written notice, or an Executive Committee vote, violating the bylaws governing member removal and attendance procedures. Moreover, Response Documentation_V2 outlines that President Callender authorized payments directly to individuals serving on the Executive Committee, contrary to NAACP fiscal bylaws, which mandate that payments be made only to registered vendors or through authorized branch transactions. These breaches of both procedural and financial bylaws reflect misuse of authority and failure to uphold the NAACP's governance integrity.

Alleged Violation 3 – Retaliation Through Unlawful Interference in Elections and Improper Removal of Executive Board Members

Yes, Example B (Cheryl Vines' complaint dated February 6, 2024) was submitted as supporting evidence for this allegation. In her complaint, Ms. Vines details incidents where President Callender verbally attacked her during Executive Committee meetings, called her 'ignorant,' and repeatedly threatened to sue her and her family. These threats occurred after Ms. Vines challenged her reassignment from WIN Chair to another position, suggesting retaliation for asserting her elected authority. This behavior aligns with a pattern seen in *Pryor v. NAACP* (Sacramento County Superior Court), in which Executive Director Salena Pryor alleges retaliation and harassment after reporting misconduct. Additionally, Response Documentation_V2 references Callender's history of punishing those who question his leadership, further establishing a clear record of retaliatory interference in elections and governance.

Alleged Violation 4 – Harassment

Multiple sources document harassment and discriminatory treatment under President Callender's leadership. The *Pryor v. NAACP* Verified Complaint for Damages that was included as evidence in the original complaint to your department, is explicit evidence of harassment and describes ongoing gender- and race-based harassment, including verbal abuse, humiliation in professional settings, and late-night phone calls from Mr. Callender to Ms. Pryor. Additionally, the Response Documentation_V2 identifies similar complaints by other women, alleging sexist remarks and intimidation tactics. These accounts are corroborated by the Supporting Evidence for Rick Callender Article X submission, which details a sustained pattern of harassment toward Black female officers and staff. Together, they substantiate a systemic issue of hostile conduct inconsistent with the values and ethics of the NAACP. For specific details that were also included in the original complaint submitted to your office, refer to example documents for:

- Cheryl Vines
- Betty Williams

Alleged Violation 5 – Willful Obstruction

Evidence demonstrates that President Callender engaged in obstructive behavior that hindered NAACP branch operations. Response Documentation_V2 details his interference in financial transactions, delays in program approvals, and preferential payments to select Executive Committee members, all of which undermined branch efficiency and accountability. Furthermore, the Supporting Evidence for Rick Callender Article X complaint to the National Office documents a pattern of withholding authorizations and directing subordinates to abstain from performing assigned duties. These actions constitute willful obstruction of organizational processes, in violation of NAACP bylaws and ethical governance principles.

Submitted in compliance with Article X investigative follow-up request

Date: October 6, 2025

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