

- **EEOC v. Vulcan Lincoln Mercury, A Division of Serra Automotive Group**

No. 2:05-cv-01034-UWC (N.D. Ala. Oct. 31, 2005)

The Birmingham District Office alleged that Vulcan Lincoln Mercury, a new and used car dealership in Birmingham, Alabama, discharged three charging parties from manager positions in the dealership's office because they participated in an internal investigation of another employee's sexual harassment complaint against a defendant manager. Within 3 months after giving testimony supporting their coworker's complaint, all three women had been terminated, allegedly as a part of a RIF. They were the only employees terminated, and one of them had been rehired just a month prior to her discharge. Under the consent decree resolving this case, the three charging parties will share \$330,000 in monetary relief. The decree prohibits defendant from taking any adverse action against current or former employees for filing or participating in the investigation of an EEOC charge or for opposing or protesting any practice or policy he or she reasonably believes violates Title VII.