

- **EEOC v. Coit Services, Inc.**

No. 02-0668 PHX SLV (D. Ariz. Dec. 22, 2003)

In this Title VII action, the Phoenix District Office alleged that defendant, an international provider of in-house cleaning services, subjected charging party-intervenor and other female employees to pervasive and egregious sexual harassment by the company's founder and chairman emeritus. The suit also alleged that defendant retaliated against charging party because she complained by refusing to promote her from Operations Manager at defendant's Phoenix location to the Phoenix General Manager position. The district office alleged that charging party was constructively discharged due to the sexual harassment and retaliation.

The case was resolved by a two-year consent decree which requires defendant to pay \$190,000 to charging party over the next year and a half, secured by the personal guarantee of the founder/chairman emeritus. In addition, defendant shall provide the Charging Party with a written apology. Further, defendant shall enforce its anti-sexual harassment and anti-retaliation workplace policies and investigate sexual harassment allegations "promptly, fairly, thoroughly, and impartially." Defendant also must provide to its employees, supervisors, and managers, on an annual basis, live and video training, which includes a statement from defendant's Regional Vice President, regarding the disciplinary and legal consequences of sexual harassment. Finally, defendant is not to keep investigative documents in the files of any employee who files a complaint of harassment, but it must place documentation of disciplinary actions in the personnel file of any employee who is disciplined for violating defendant's sexual harassment policy.