

**U.S. District Court  
DISTRICT OF ARIZONA (Phoenix Division)  
CIVIL DOCKET FOR CASE #: 2:02-cv-00668-SRB**

12/22/2003 33 CONSENT JUDGMENT by Judge Susan R. Bolton: to dismiss case ; ORDERED ADJUDGED AND DECREED: 1) this decree resolves all claims of the Commission, Intervenor Linda L Jones, and all potential class members against dft Coit, including back pay, front pay, compensatory and punitive damages, interest, injunctive relief, attorney's fees and costs; Coit Services Inc and its officers, agents, employee, successors, assigns and all persons in active concert or participation with it, both at the time that this decree becomes effective and for the duration of this decree, are permanently enjoined for the duration of the decree from (a) discriminating against or sexually harassing any employee; (b) retaliating against any employee because he or she: (i) opposes or opposed discriminatory practices made unlawful by Title VII; (ii) files or filed a charge of discrimination or is assisting or has assisted or participated or is participating in the filing of a charge of discrimination; or (iii) assists, assisted, participates or participated in an investigation or proceeding brought under Title VII; without admitting liability, Coit Services shall pay the gross sum of \$190,000.00....; Coit shall provide Ms Jones with the written apology attached as exhibit A; Coit shall carry out policies and practices that help assure a work environment free from sexual harassment and that allows employees to raise concerns or complaints without retaliation about matters made unlawful by Title VII; Coit shall post, for the duration of this decree, in a prominent place frequented by its employees at its facility located in Phoenix, AZ....; Coit shall provide training to the employees, supervisors and managers of its store in Phoenix, AZ on gender discrimination and retaliation....; Coit shall promptly and appropriately investigate all complaints of sexual harassment by employees of its store in Phoenix, AZ; Coit shall not retain documents related to the investigation in the personnel file of any employee who complains of harassment; Coit shall report in writing to the Regional Attorney...beginning 6 mos from the date of the entry of this decree and thereafter every 6 mos for the duration of the decree....; the Commission shall have the right to enter and inspect Coit's premises...upon 10 days written notice to Coit's counsel, Mark Ogden of Littler Mendelson in Phoenix, to ensure compliance with this decree and Title VII's prohibition of sexual harassment and retaliation; the parties shall each bear their own costs... and shall bear their own attorneys' fees; the duration of this consent decree shall be 2 years from its entry (cc: all counsel/jgm drawer) (LAD) (Entered: 12/22/2003)