

- **EEOC v. Phoenix Suns Limited Partnership and Sports Magic Team, Inc.**

No. 02-0963 PHX JAT (D. Ariz. October 17 and 30, 2003)

The Phoenix District Office filed this Title VII action, alleging that defendants subjected a female charging party to disparate terms and conditions in her employment with the Phoenix Suns basketball team's "Zoo Crew," a sports entertainment group, during the 1998-99 season, and denied charging party and other women positions with the Zoo Crew in following seasons because of their sex. Specifically, the charging party was prohibited from doing certain stunts which were routinely performed by the male members of the crew. During the next season, employment opportunities with the Zoo Crew were limited to men only and advertised as such in job announcements and newspapers because defendants the Phoenix Suns basketball team and an independent corporation that managed the Zoo Crew believed women to be incapable of performing stunts such as trampoline dunks. At bottom, defendants created sex-segregated teams an all-male Zoo Crew and an all-female cheerleading or dance squad. Pursuant to separate consent decrees, defendants agreed to pay a total of \$104,500 in damages to charging party and two other female claimants. The Phoenix Suns also will to send a letter of apology to the charging party and provide her with a positive letter of reference. The Phoenix Suns is enjoined from engaging in future gender discrimination or retaliation against any employee and, in resolution of a record keeping claim, is required to preserve all personnel records and all documents relating to its hiring practices until disposition of any charge filed with the EEOC. In addition, the Phoenix Suns will affirmatively recruit women for the Zoo Crew.