

- **EEOC v. EZ Buy EZ Sell Recycler Corp.**

No. CV 02-8469 NM(SHx) (C.D. Cal. Dec. 5, 2003)

The Los Angeles District Office filed a Title VII sexual harassment suit against defendant, an affiliate of the Tribune Company, alleging that defendant's manager subjected three charging parties, two employed as account executives and one as an administrative assistant, to a hostile work environment and that the company failed to take remedial action. The harassment consisted of inappropriate physical contact and sexually offensive comments. The case was resolved by a two-year consent decree that requires defendant to pay a total of \$380,000 to the three charging parties, who intervened in the Commission's action. The decree further enjoins the defendant from engaging in future sexual harassment or retaliation. Defendant is also required to hold annual training sessions on the prohibitions of sexual harassment and retaliation for its staff and to educate its managers annually on how to handle harassment complaints. The name and credentials of the person or entity designated to conduct the training, along with three proposed alternative trainers, must be reported to the EEOC for approval. Finally, for a period of five years, defendant is required to keep records regarding sexual harassment complaints, and for the term of decree must report to the EEOC detailing the investigation of any sexual harassment or retaliation complaints it receives. In the event the EEOC believes the defendant is not in compliance with the terms of the consent decree, defendant shall provide the EEOC with access to its facilities and non-privileged records and require its supervisory personnel to cooperate in the EEOC's interview and investigative process.