

- **EEOC v. Rowtown, Inc., d/b/a The Fish Hopper Restaurant**

No. C-03-01522-RMW (HRL) (N.D. Ca. Nov. 21, 2005)

In this Title VII complaint, the San Francisco District Office alleged that defendant, a Monterey, California restaurant, subjected charging party and other young waitresses and hostesses (some just 17 or 18 years old) to sexual harassment and retaliated against charging party for complaining about the harassment. The women's male supervisors and coworkers engaged in severe and pervasive physical and verbal sexual harassment (calling women "sexy," "sweetie," or "babe," commenting on their bodies, whistling, leering, touching, grabbing, hugging, and kissing). Defendant initially took no action in response to charging party's several complaints about a particular coworker who subjected her to an escalating course of harassment over about 4 months. Defendant fired the perpetrator in early January 1998 after he came up behind charging party, grabbed her breasts, and kissed her on the cheek. After terminating the man, defendant disciplined the charging party three times in 2« weeks, and warned her that additional discipline would lead to termination. Due the continuing harassment and the retaliatory disciplinary actions, charging party quit, feeling she had no choice.

Under the 3-year consent decree resolving this case, defendant will pay seven claimants a total of \$200,000 in monetary relief (in individual amounts to be determined by EEOC) in two equal installments due within 30 days and 90 days of the lodging of the decree. Defendant will ensure that its procedures and policies include an employee's right to complain about sexual harassment and retaliation, specific contact information (including an 800 number) for reporting discrimination, and a complaint and investigation procedure (with prompt and confidential investigations and, at the conclusion of the investigation, communication of the results and any remedial action).