

- **EEOC v. Anchor Coin d/b/a Colorado Central Station Casino, Inc.**

No. 01-B-0564 (D. Colo. July 21, 2003)

The Denver District Office alleged in this Title VII lawsuit that defendant, a casino located in Black Hawk, Colorado, subjected a group of Hispanic employees working in its housekeeping department to a hostile working environment based on their national origin and imposed unlawful English-only rules on Hispanic workers. In 1998, defendant's Human Resources Director instructed the Chief of Engineering, the Housekeeping Manager and other housekeeping supervisors to implement a blanket English-only language policy in the housekeeping department and to discipline any housekeeping employee, some of whom only spoke Spanish, who violated the policy. Managers chastised employees for speaking Spanish at any time and would shout "English-English-English" or "English-only" at them in the halls. The case was resolved through a settlement agreement for a total payment of \$1,516,000 (\$1,201,000 to the 9 plaintiff-intervenors and \$315,000 to 24 additional claimants). The agreement also provides that defendant will not maintain any English-only policy or policy that restricts the use of any language other than English.