

- **EEOC v. Norgren Co. a/k/a IMI Norgren, Inc**
No. 01-B-565 (PAC) (D. Colo. Aug. 24, 2004)

The Denver District Office brought this Title VII retaliation case, alleging that defendant, an international engineering firm with a regional distribution center in Englewood, Colorado, terminated charging party, a 20-year employee, because she complained about sex discrimination. Defendant hired a new manager of the distribution center whose conduct caused female employees to believe he was biased against women; for example, he hired three male supervisors instead of selecting more qualified and senior female candidates for the positions. Although there were numerous anonymous complaints about the new manager's gender discrimination, defendant's management staff believed CP was the sole source. CP eventually met with an HR manager to report an offensive sexist remark made by the manager. Two months later, she was fired despite her history of good performance. In accordance with a three-year consent decree, defendant is required to pay \$175,000 to CP in damages and fees. The decree prohibits defendant from engaging in sex discrimination and retaliation, and requires defendant to afford all employees the same training and terms and conditions of employment without regard to gender. Defendant must conduct orientation meetings to advise all supervisors, managers, and human resources employees with authority over employees in Colorado of the terms and conditions of the decree, with an emphasis on the anti-retaliation provisions.