

*The U.S. Equal Employment Opportunity Commission*

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FOR IMMEDIATE RELEASE  
Tuesday, August 29, 2000

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## EEOC AND JOSEPHTHAL & CO., INC. SETTLE HARASSMENT SUIT

WASHINGTON -- The U.S. Equal Employment Opportunity Commission (EEOC) and Josephthal & Co., Inc. today announced a voluntary settlement of an EEOC lawsuit filed in the U.S. District Court for the District of Columbia (Civ. Action No. 98-CV-02342), under Title VII of the Civil Rights Act of 1964. The lawsuit alleged that six former employees of the company's now-closed Washington, D.C. office were subjected to a hostile work environment because of their race, sex, religion, and national origin. As a result of the settlement, the former employees will share a total of \$330,000. Josephthal, a brokerage firm in the securities industry, denies all claims alleged in the EEOC's complaint.

"This case demonstrates that when two parties commit themselves to eliminating, rectifying, and preventing workplace discrimination it is possible to reach a satisfactory agreement," said Gerald S. Kiel, Regional Attorney of EEOC's Baltimore District Office. "We are pleased with the settlement and are encouraged by Josephthal's dedication to complying with the provisions of Title VII of the Civil Rights Act."

Josephthal's Director of Human Resources, Anthony Guzzi, agreed. "Josephthal has been and remains committed to preventing workplace discrimination and harassment. We have and continue to maintain strong, effective corporate policies against such conduct and support such policies through regular training of all our employees."

In addition to the monetary benefits, Josephthal and the EEOC will jointly review and, if necessary, strengthen Josephthal's EEO policies, procedures, and training program. While the agreement is in effect, Josephthal will also submit reports to the EEOC regarding internal harassment complaints and their resolution. While the Washington, D.C. office is no longer open, Josephthal continues to maintain global operations and is headquartered in New York.

In addition to enforcing Title VII, which prohibits discrimination on the basis of race, sex, color, national origin, and religion, the EEOC also enforces the Age Discrimination in Employment Act; the Equal Pay Act; Title I of the Americans with Disabilities Act; and sections of the Civil Rights Act of 1991. Further information about the Commission is available on the agency's web site at [www.eeoc.gov](http://www.eeoc.gov).

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*This page was last modified on August 29, 2000.*



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