

■ Harassment

In ***EEOC v. Roquemore, Pringle & Moore, Inc.***, the Commission alleged that a law firm's managing partner subjected two Hispanic paralegals to derogatory remarks about their national

Workers receive monetary relief for supervisors' ethnically derogatory remarks

origin and fired one of them because she complained about the harassment. The case, which also included claims of sexual harassment, was resolved for \$135,000 in monetary relief.

In ***EEOC v. Gaming Entertainment***, the employer allegedly required Asian employees working at its Chinese buffet to work more hours than their non-Asian counterparts. The complaint also claimed that Asian employees were harassed and disparaged because of their national origin. For example, the sous chef, who is Chinese, was harassed by his supervisor and demoted to the position of cook. The settlement included \$45,000 in damages to the sous chef and \$5,000 in monetary relief to other employees. It also required that the company provide translators for all employee meetings; provide translators for employees not proficient in English, and provide copies of all employment policies in the employees' native language.

See also ***EEOC v. Kmart Corp.*** (Hispanic employee allegedly subjected to ethnically derogatory comments by his supervisor received \$50,000 in compensatory damages); ***EEOC v. Sam's Club, a division of Wal-Mart Stores, Inc.*** (employee of British national origin allegedly subjected to derogatory names by a supervisor, given less desirable work schedule and denied full time hours, received \$65,000 in damages); ***EEOC v. Northwest Airlines*** (\$280,000 in damages for disparate treatment, including work assignments, directed against black and foreign-born Senegalese, Nigerian, Pakistani and Ethiopian ramp workers).