

- **EEOC v. DTG Operations, Inc., d/b/a Dollar Rent A Car**

No. 04-60856-CIV (S.D. Fla. Oct. 7, 2005)

The Miami District Office alleged that defendant, a nationwide rental car company, subjected charging party, a counter agent at its Ft. Lauderdale International Airport facility, to a sexually hostile work environment and discharged her in retaliation for opposing sexual harassment. The conduct, by charging party's male supervisor, involved offensive sexual comments and intrusive physical acts occurring regularly for over 6 months. Charging party rebuffed the harasser, who then intensified the harassing conduct. Charging party complained to management, which failed to take corrective action, and the harasser then began to fabricate performance deficiencies. After an altercation that caused charging party again to insist that management address the harassment, defendant sent charging party home and then terminated her 10 days later, claiming attendance and performance problems and insubordination. Charging party, who intervened in EEOC's suit, will receive \$395,000 in monetary relief under the 3-year consent decree resolving this case.