

- **EEOC v. G.F.B. Enterprises, LLC d/b/a Lexus of Kendall**  
No. 01-4035-CIV-MARTINEZ/GARBER (S.D. Fla. September 3, 2003)

In this Title VII lawsuit, the Miami District Office alleged that defendant, a car dealership, subjected a group of employees to a hostile working environment on the basis of national origin (Hispanic), race (black) and religion (Jewish). The harassment consisted of derogatory comments ("America is for whites only") and name-calling ("spic," "nigger") made by the Director of Fixed Operations and the son of the dealership's owner. One of the charging parties was forced to quit his job due to the harassment. The case was resolved through a four-year consent decree which provides for a total payment of \$700,000 (\$600,000 in compensatory damages to be distributed among the four charging parties and \$100,000 in compensatories to be distributed among currently unidentified black employees who were subjected to harassment based on race between January 1998 and December 2002). The consent decree also requires Lexus of Kendall to hire a presenter approved by the EEOC to provide annual training to all of its managers and supervisory personnel on all aspects of Title VII, and to undergo monitoring which will include submitting semi-annual reports to the EEOC throughout the duration of the consent decree on harassment complaints and the manner in which it addressed the complaints. The decree enjoins Lexus of Kendall from discriminating against any employee who opposes unlawful employment practices under Title VII.