

EEOC Litigation Settlements October 2005

- **EEOC v. Sand Key Associates, Ltd., d/b/a Sheraton Sand Key Resort**

No. 8:04-cv-1863-T-30MAP (M.D. Fla. Oct. 4, 2005)

The Miami District Office filed this Title VII gender case against defendant, a Clearwater, Florida hotel, alleging that a male supervisor sexually harassed charging party, a male cook, and other male kitchen employees in the hotel's restaurant. The objectionable conduct included grabbing buttocks, blowing kisses, and sexual advances, and defendant took no corrective action despite charging party's complaints.

The charging party intervened in the suit and also sought recovery directly from Rick Mitchen, the alleged harasser. Under the 3-year consent decree resolving this case, defendant will pay \$172,500 in monetary relief to charging party and an additional claimant (they will receive \$168,500 and \$4,000, respectively). Defendant is enjoined from engaging in conduct that adversely affects the terms and conditions of any individual's employment based on gender in violation of Title VII and from retaliation. Defendant agrees that within 15 days of entry of the decree it will place a written disciplinary warning in party-defendant Rick Mitchen's employee file explicitly stating that he is being disciplined for violating the Company's policy against sexual harassment and that any future violations of the policy will result in immediate discharge.