

- **EEOC v. InTown Suites Management, Inc.**

No. 1:03-CV-1494-RLV (N.D. Ga. Nov. 21, 2005)

The Atlanta District Office filed this Title VII case alleging that defendant, an extended stay hotel business, discharged and otherwise retaliated against charging party (a district manager for six properties in Georgia, Alabama, and Virginia) because she complained about discrimination. Charging party, a white female, e-mailed defendant's Chief Operating Officer in September 2001 expressing her concerns about the exclusion of minorities from management positions. Until then, charging party had been considered a stellar performer. In the 2 weeks following her e-mail, defendant reprimanded charging party, criticized her performance, threatened to place her on a PIP, accused her of disloyalty to the company, and then terminated her.

Under the 24-month consent decree resolving this case, charging party will receive \$317,000 in monetary relief. The decree's affirmative provisions, which apply to all of defendant's facilities in Georgia, include the following. Defendant is required to post notices concerning resolution of the decree. Defendant must create and institute a nonretaliation policy and advise all employees that it will not retaliate against them for complaining about discrimination. Defendant will instruct all management and supervisory personnel about the terms of the decree and the meaning of the notice and provide them with annual training on Title VII's equal employment obligations, including nonretaliation.