

- **EEOC v. RY-4, Inc., d/b/a Roy's Poipu Bar and Grill**

No. 02-00810 SOM/LEK (D. Hawaii Nov. 19, 2003)

In this Title VII suit, the San Francisco District Office alleged that a female charging party and two other female restaurant employees were subjected to physical and verbal sexual harassment by their supervisor. Defendant, a high-end restaurant on the island of Kauai in Hawaii, took no corrective action despite two of the women's complaints to the general manager and thus the conduct continued. However, after a complaint by the third woman to corporate headquarters, defendant investigated the matter and fired the supervisor. This case was resolved by a three-year consent decree that requires defendant to pay a total sum of \$245,000 in compensatory damages to the three women. Defendant is required to revise its complaint procedures for reporting sexual harassment, provide sexual harassment and EEO training for its supervisors and managers responsible for enforcing defendant's anti-harassment policy, and submit reports every six months during the three-year term of the decree detailing internal harassment complaints and their dispositions to the EEOC.